



Outcome	Outputs	Activities	Actions	Expected Results	Total planned budget											
					Funding source			Budget description	01 January - 31 December 2019							
					Fund	Donor	Account									
Outcome 1: Moldovan labour, potential, actual and returning migrants benefit from comprehensive employment support services	Output 1.1 National labor migration policy & regulatory frameworks are in line with international stand-ards	Activity 1.1.1. Provide support to national stakeholders to develop and implement a coherent legislative, policy, coordination and institutional framework in the area of labour migration, including for an efficient management of circular and temporary migration, enhanced data collection and the protection of migrants' rights.	a) Provide support to national stakeholders to develop a new concept for circular migration and a road map (comprehensive policy, institutional, legislative and regulatory framework and capacity review and road map) and support to implement the ammendments	1. Report with conclusions on the current status and priority actions for enhancing the labour migration management coordination, institutional, policy and regulatory framework and capacity and with recommendations made for implementing facilitated / circular labour mobility schemes; 2. Validated model/concept of labour migration management and of the proposed coordination, institutional, policy and legislative ammendments, as well as capacity building actions; 3. Road-map of actions for enhancing the national coordination, institutional, policy, legislative and regulatory framework and capacity on labour migration management in Moldova; 4. Available knowledge on the best and most relevant for Moldova international practices on labour migration management, circular labour migration schemes, protection of labour migrants' rights, self-regulation of the private recruitment domain and promotion of ethical recruitment standards through organisation of one study visit to a country of origin of migration with advanced labour migration management framework and practices; 5. Draft legal ammendments, draft secondary legislation developed and submitted for approval. Assistance provided to national stakehoders throughtout the approval process; 6. Inclusive and participatory policy-making process ensured: four working group meetings organized and activity report developed; and at least one public consultation organized and properly documented.	30000	10282	71300	Local Consultant	16,457							
					30000	10282	71200	International Consultant	27,625							
					30000	10282	71600	Travel	17,397							
					30000	10282	75700	Logistics	11,157							
					Subtotal									72,635		
					b) Strengthen the capacity of national stakeholders to analyse, develop, implement and monitor the provisions of the enhanced legal framework on labour migration management, including circular migration.	1. Capacity-building programme and materials developed, 2. Capacity building activities initiated - one training delivered to the Moldovan stakeholders to support them implementing in Moldova the proposed model/concept of labour migration management and the proposed coordination, institutional, policy and legislative ammendments.	30000	10282	71300	Local Consultant	6,707					
							30000	10282	75700	Logistics	6,457					
							30000	10282	71600	Travel						
							Subtotal									13,163
							c) Provide evidence for policy making on labour migration (In-depth and gender sensitive analysis of the profile of Moldovan migrants and labour supply chains; impact analysis of the project activities on the labour supply chains from the perspective of recruitment of labour migrants in full compliance with the legislation, including the role of Private Employment Agencies, from Moldova to important destination countries)	1. In-depth study available (draft, pending validation in 2020).	30000	10282	71300	Local Consultant	20,957			
									30000	10282	71600	Travel	49,477			
					30000	10282			75700	Logistics	16,257					
			30000	10282	75700	Logistics			-							
			30000	10282	71300	Local Consultant										
			Subtotal									86,690				
			d) Support a recognition/validation mechanism of informal and non-formal competences acquired abroad by Moldovan migrants to enable their professional reintegration in the home country	1. Report on the best and most relevant for Moldova international practices on recognition/validation mechanisms of informal and non-formal competences. 2. Assistance provided to the piloting process of the validation mechanisms: capacity-building programme and materials developed and two trainings delivered to MECR, Centers for Validation of Professional Qualifications staff; and support to labour migrants going throught the process. 3. Guidelines on specific procedures to implement and benefit of the validation mechanism available, validated, and printed; visibility materials for beneficiaries developed, produced and disseminated. 4. Report on the results of testing of the the enhanced mechanism in two Centers for Validation of Professional Qualifications.	30000	10282	71300	Local Consultant	14,957							
					30000	10282	71200	International Consultant	18,624							
					30000	10282	75700	Logistics	10,057							
					30000	10282	71600	Local travel	6,307							
					30000	10282	72100	Contractual services	13,457							
					Subtotal									63,401		
			Subtotal Activity 1.1.1.									235,889				
			Activity 1.1.2 Support NEA in developing and implementing an Action Plan for implementing facilitated labour mobility schemes and regulating and monitoring the activity of the private recruitment sector with a view to improving cooperation of NEA with the private recruitment sector.	a) Design an Action Plan for fostering a reliable, legally abiding private recruitment sector and improving NEA's monitoring capacity over the activity of this sector.	Activity to be performed starting 2020	30000	10282	72100	International Consultant							
30000	10282	71300				National Consultant										
30000	10282	75700				Logistics										
Subtotal																
b) Support MHLSP, NEA in implementing the Action Plan and developed mechanisms	Activity to be performed starting 2020.	30000		10282	71300	Local Consultant										
		30000		10282	75700	Logistics										
		30000	10282	71600	Travel											
Subtotal																
Subtotal Activity 1.1.2.																
Activity 1.1.3 Support the international cooperation capacity and framework on labour migration in Moldova.	a) Capacity building for relevant public stakeholders on negotiation of bilateral labour migration and social protection agreements; as well as on protecting the rights of the Moldovan women and men labour migrants abroad and upon return.	Activity to be performed starting 2020.	30000	10282	71300	Local Consultants										
			30000	10282	71200	International Consultant										
			30000	10282	75700	Logistics										
	Subtotal															
	b) Enhancing the partnerships between Moldovan and foreign trade-unions and private recruitment agencies and associations counterparts	Activity to be performed starting 2020.	30000	10282	71600	Travel										
			Subtotal													
Subtotal Activity 1.1.3																
Subtotal Output 1.1									235,889							
Output 1.2 Employment service providers are capacitated to deliver quality services to labor mi-grants			a) Capacity and professional development of NEA/TEA staff	1. Capacity building program and learning path for NEA/TEA staff developed; 2. Capacity building program on organizational management and institutional development;	30000	10282	75700	Logistics	6,500							
					30000	10282	72200	Equipment								

		3. At least three capacity building events delivered for 40 representatives of NEA/LEA staff.	30000	10282	71300	Local Consultants	4,800
	Subtotal						11,300
1.2.1 Build the capacity and improve knowledge of NEA/TEA staff and representatives of the private recruitment agencies in the field of circular migration, reintegration	b) Capacity building of private recruitment agencies to operate in compliance with the legal framework and ethical standards (IRIS training)	1. First informative meeting convening the private recruitment sector representatives organized	30000	10282	71300	Local Consultant	
			30000	10282	72100	International Consultant	
			30000	10282	75700	Logistics	4,656
	Subtotal						4,656
	c) Capacity building of Public Services Agency, CPA staff in the field of circular migration, reintegration, DMD at APA (GD 725, GD 49) and thematic trainings	1. Capacity of APA staff strengthened to deliver DMD courses during one training of trainers session; 2. At least two training sessions delivered at APA for central and local migration focal points in the field of DMD (based on the course developed in MiDL I).	30000	10282	71300	Local Consultants	1,200
			30000	10282	75700	Logistics	5,600
	Subtotal						6,800
Total Activity 1.2.1							22,756
1.2.2 Re-engineer and redesign NEA/TEA front-offices to improve access and quality of services	a) Front-office redesign of 1-3 local employment offices into model TEA offices, based on an thorough assessment of services and business procedures, including using design thinking techniques.	1. Model TEA service provision designed and implemented, through: - Selection methodology of pilot TEAs developed; - Technical and architectural design made, including by applying user-centered techniques; - Modernization works initiated; - Methodology of redesign accurately documented to serve as model for replication in other local offices.	30000	10282	71300	Local Consultants	10,000
			30000	10282	72100	Contractual services	17,700
			30000	10282	72100	Contractual services	117,300
			30000	10282	72200	Equipment	
			30000	10282	71300	Local Consultant	5,000
			30000	10282	74200	Printing, communication & visibility materials	
			30000	10282	75700	Logistics	
	Subtotal						150,000
	b) Upgrade and improve e-infrastructure and systems of NEA (interconnection with existing information systems and platforms, etc) with a view to improving NEA services and facilitate access and exchange of information	1. Assessment of TEA IT infrastructure and needs for e-solutions; 2. Design and/or upgrading of IT tools/e-solutions initiated.	30000	10282	71300	Local Consultant	2,000
			30000		72100	Contractual services	10,000
	Subtotal						12,000
Total Activity 1.2.2							162,000
1.2.3 Awareness raising on legal circular migration and the opportunities for reintegration in Moldova of returnees and their families.	a) Support NEA in developing and implementing a communication strategy, including organize communication campaigns to promote its services and employment opportunities for women and man labour migrants and returnees.	1. Assessment of current communication tools performed; 2. Communications re-branding Action Plan developed and support provided in implementing it; 3. Capacity building of NEA and 25 TEA in better communicating their results and promoting employment services for labour migrants and job-seekers.	30000	10282	71300	Local Consultants	10,000
			30000	10282	74200	Printing, communication & visibility materials	5,000
	Subtotal						15,000
	b) Carry out awareness raising campaigns and informative activities (in country and abroad) on legal migration and the opportunities of reintegration for migrants and their families provided by various stakeholders.	Informative materials developed and distributed to raise awareness on legal migration and reintegration opportunities.	30000	10282	75700	Logistics	1,000
			30000	10282	74200	Printing, communication & visibility materials	6,500
	Subtotal						7,500
Total Activity 1.2.3							22,500
Subtotal Output 1.2							207,256
Total Outcome 1							443,145
Activity 2.1.1. Develop the capacities of LPAs and other local actors and enable them to effectively implement local development initiatives aimed at improving local services and offering income-generating opportunities at local level	a) Provide training and specialised technical assistance and expertise to target LPAs (including to newly elected local officials) and local actors covering: effective mainstreaming of migration in local development and planning processes, engaging local community, including migrants and economic agents in local planning and development, adjustment of local planning and budgeting methodologies to also empower the local community including migrants, participatory implementation of local development initiatives, and monitoring and evaluation of interventions impact at local level, and upgrading the migration mainstreaming at local level toolkit for LPAs	1. Launch of the Call for selection of target communities si succesful selection of 35 partner LPA, as a result of bi-phasic evaluation process. 2. 35 LPAs selected benefit of comprehensive capacity building package on: - setting up of effective local public-private partnerships - support the institutional organization of local Diaspora members and its cooperation with LPA - conducting rapid action-oriented appraisal of local economy 3. Four Quaterly Mayors Meetings succesfully held and 10 tailor-made training session held on specific thematic priority subjects, based on approved capacity building plan.	30000	10282	71300	Local Consultants	20,000
			30000	10282	71600	Travel local	2,000
			30000	10282	75700	Logistics	10,000
			30000	10282	74200	Printing, Editing, Translation	10,000
			30000	10282	72100	Contractual Services	10,000
			30000	10282	72200	Equipment	
	Subtotal						52,000
	b) Ensure effective networking and exchange of experience between all project beneficiaries, including via organisation and attendance of national and international events with participation of partner LPAs and local actors to present and share best practices and lessons learnt (quarterly mayors and focal points meetings, local and international study visits, peer-to-peer exchange sessions etc)	1. Organization of at least 2 experience-sharing events among 35 target LPAs 2. Organisation of at least 5 internal study visits on priority local development subjects 3. Organisation of two international study visit on most advanced DMD and LED experiences	30000	10282	71300	Local Consultants	10,000
			30000	10282	71600	Travel	30,000
			30000	10282	75700	Logistics	30,000
			30000	10282	74200	Printing	10,000
	Subtotal						80,000
	c) Scale up and implement country wide various participatory local development schemes, with active engagement of the local community, including of migrants, through CALM	1. Grant Agreement signed with CALM 2. On-going capacitating of CALM ensured for continous nationwide replication and scaling-up of MiDL model and tools, based on agreed performance indicators 3. Succesful launch and testing of the HTAs Incubator within CALM.	30000	10282	72600	Grant	30,000
	Subtotal						30,000
Subtotal Activity 2.1.1							162,000
Activity 2.1.2. Identify, support and ensure the implementation of jointly selected complex local development initiatives and investment opportunities, aimed at improving local services and offering income-generating opportunities at local level, with active participation of migrants	a) Perform a comprehensive preliminary assessment of potential partner LPAs capacities and engagement; and support 25 selected target LPAs to identify, design and effectively plan new local development participatory schemes, with the local community and migrants engagement, including via innovative instruments such as crowdfunding and other online and offline tools.	1. At least 25 target LPAs will perform an innovative opportunity-driven and action-oriented appraisal of their local economies 2. At least 25 target LPAs will be supported to partnership with private sector to promote joint local development schemes and initiatives	30000	10282	71300	Local Consultants	25,000
			30000	10282	71600	Travel local	2,000
			30000	10282	75700	Logistics	5,000
	Subtotal						32,000
	b) Assist 25 target LPAs to effectively implement local development schemes, according to local socio economic strategies and local priorities, identified jointly with the local community, including migrants.	At least 25 target LPAs supported to conceptualize and develop effective and impactfull local economic development initiatives to be further granted by MiDL in 2020	30000	10282	71300	Local Consultants	15,000
			30000	10282	72600	Grants (up to 60,000USD x 25APL)	
	Subtotal						15,000

Output 2.1 Local public authorities and

Outcome 2: Community members, including migrants are meaningfully engaged in the local development process

other local actors have the knowledge, skills and tools to implement local development initiatives aimed at improving local services and offering income-generating opportunities at local level	and community members (via local services initiatives, inter-municipal cooperation, PPPs, local economic schemes, business enabling models and other tools)	c) Provide targeted pre and post-implementation support and guidance for sustainable local services provision and continuous monitoring and evaluation of interventions and expected results.	1. 35 target LPAs will receive on-going guidance and coaching on improving the delivery of local public services provision 2. Continuous M&E performed. Baseline assessment of current status performed.	30000	10282	71300	Local Consultants	25,000		
				30000	10282	72100	Contractual service	10,000		
		Subtotal						35,000		
		d) Crystallise tested innovative participatory models and frame all guidelines, recommendations, best practices and lessons learnt in dedicated toolkits, intended for easy practical application, at local, national and international level (including with CALM support).	Activity to be performed starting 2021.	30000	10282	74200	Printing, Editing, Translation	-		
				30000	10282	71300	Local Consultants	-		
		Subtotal						-		
		Subtotal Activity 2.1.2.						82,000		
		Activity 2.1.3. Raising awareness on the benefits of migration for local development and promoting best migrants engagement practices tested and implemented within the project at local, national and international levels.		a) Provision of specialised targeted support to partner LPAs and other local actors to effectively communicate with migrants and engage them in local development in a meaningful way.	1. MiDL Communication plan developed. 2. 35 communities supported to ensure communication process with natives through: - 3 communication trainings held for mayors, focal points and HTAs; - 35 target LPAs/HTAs supported to design and implement effective communication plans for 2019 - 35 HTAs guided to organise events in an original and creative way; - 35 social media pages created and well maintained with relevant information for natives; - 35 mayoralities supported to have online broadcasts for transparent decisional process	30000	10282	71300	Local Consultants	15,000
						30000	10282	74200	Printing	5,000
				Subtotal						20,000
b) Organise awareness raising campaigns on migrants successful engagement in local development and organisation of various local events with the local community, including of migrants active participation (e.g. Diaspora Days, local DOR camps, various campaigns and local events)	All project target groups and beneficiaries supported and guided in carrying out six communication campaigns (Crowdfunding, new NEA services, Diaspora days, Easter holidays, Martisor etc.)			30000	10282	75700	Logistics	10,000		
				30000	10282	71600	Travel	2,000		
				30000	10282	74200	Printing	10,000		
Subtotal								22,000		
c) Identify, collect and disseminate success stories, best practices and lessons learnt and disseminate them via audio/video, using mass media channels and instruments	1. Continuous communication with mass-media ensured through: - At least 4 press trips in MiDL target communities organized - 5 press releases and 2 photo reportages; - 5 press interviews on current priorities of the migration and local development; - 4 TV shows about main MiDL activities; - National events: 2 conferences for results announcement; - 3 launch events; - over 60 media appearances. 2. At least 2 blogs, 3 success stories, photo essays and news about the project's most important achievements; 3. 4 MiDL News Digest edited and disseminated 4. All MiDL visibility products, including publications and other promotional or information materials produced and disseminated amongst 35 communities and diaspora and 35 NEA agencies.			30000	10282	72100	Contractual service	10,000		
Subtotal								10,000		
Subtotal Activity 2.1.3.								52,000		
Subtotal Output 2.1						296,000				
Output 2.2 Experience of migrants' involvement in community development is well documented and capitalized for easy replication when the project is over	Activity 2.2.1. Develop the capacities of HTAs and upgrade the set of knowledge tools for LPAs and migrants on HTAs establishment, consolidation and sustainability, based on previous best practices and build capacities of additional 100 territorial HTAs in setting up a sustainable cooperation platform between LPA, HTA and local CSO's (via CALM)	a) Provide targeted, needs based training to all established HTAs in the country (according to the previously tested capacity building methodology) to ensure their legal establishment, functioning and empowerment with relevant project writing and fundraising skills.	1. 35 target LPAs will be supported to establish and strengthen Hometown Associations. 2. HTAs School launched and successfully implemented among HTAs set in MiDL target communities and in the country, with CALM support (capacity building support provided from establishment, until full implementation of a local joint project with LPAs).	30000	10282	71300	Local Consultants	2,500		
				30000	10282	75700	Logistics	5,000		
		Subtotal						7,500		
		b) Expose HTAs to a number of national best practices to ensure a better replication of the model in the country and a more effective engagement of Diaspora in local development.	1. At least 4 quarterly meeting held with HTAs presidents and members, to ensure a continuous exchange of best practices among HTAs. 2. Organisation of three internal visits for HTAs for knowledge sharing and learning.	30000	10282	71300	Local Consultants	2,000		
				30000	10282	71600	Travel	2,500		
				30000	10282	75700	Logistics	3,000		
		Subtotal						7,500		
		c) Compile best practices and lessons learned, mainstream them in the Toolkit on HTAs establishment and consolidation and ensure the large dissemination and scaling up thereof.	Updating the Toolkit on HTAs establishment and consolidation by compiling best practices and lessons learned and ensure the large dissemination and scaling up thereof.	30000	10282	71300	Local Consultants	5,000		
				30000	10282	74200	Printing, Editing, Translation	5,000		
		Subtotal						10,000		
d) Support the creation of a national HTA platform – Association of HTAs to further act as a "resource center" for the HTAs networking (HTAs network, partnerships and exchange of experience with external HTAs)	Activity to be performed starting 2021.	30000	10282	71300	Local Consultants	-				
		30000	10282	75700	Logistics	-				
		30000	10282	72200	Equipment and furniture	-				
Subtotal						-				
Subtotal Activity 2.2.1.						25,000				
Activity 2.2.2. Design and implement local programs empowering HTAs to	a) Select and equip a number of at least 45 active partner HTAs capable to implement independently local development initiatives and programs, via innovative online and offline tools and channels, and expose them to international best practices	1. The programme "HTAs Accelerator" for advanced HTAs successfully launched and implemented. 2. At least 35 new HTAs supported (besides MiDL target communities) and benefit of HTAs School with a full capacity building program delivered. 3. Continuous M&E of HTAs established within the project, their needs, responsibilities, organizational setup, and internal administrative, management. 4. Strengthening the partnership with the Diaspora Bureau and CALM via implementation of joint programmes, activities and events in the field of DMD.	30000	10282	71300	Local Consultants	24,000			
				30000	10282	75700	Logistics	5,000		
				30000	10282	72200	Equipment	-		
				30000	10282	72100	Contractual Services	5,000		
				30000	10282	71600	Travel	-		
		Subtotal						34,000		
Subtotal Activity 2.2.2.						12,000				

	local programs empowering HTAs to independently engage in local development (local 1+1 funds matching schemes, Local Voluntary Return and Decentralised Cooperation Programs) using innovative tools	b) Assist at least 45 target HTAs to independently implement local development schemes, identified jointly with the local community, including with migrants, based on the 1+1 principle (45 Grants*10,000 USD each)	the 1+1 principle. 2. Launch of the HTAs Small Grant Programm for HTAs established and supported under MiDL, for two target groups, as follows: -HTA Accelerator - for HTAs with advanced experience, based on the 1+1 principle (at least 15 HTAs supported) -HTA Incubator - for HTAs newly established or in process, grants offered in amount of 1,000 USD (At least 20 HTAs supported). 3. Comprehensive support provided to all applicant HTAs in project proposal elaboration, project implementation jointly with LPAs, community members and migrants, and coaching in organising crowdfunding campaigns	30000	10282	72600	Grants (up to 10,000 USD X 45 HTAs)	100,000
		Subtotal						112,000
		c) Assist at least 45 partner HTAs to implement innovative Diaspora engagement programs at local level (e.g. Local Voluntary Return Programs, Decentralised Cooperation Programs etc.,,)	Activity to be performed starting 2020.	30000	10282	71600	Travel	-
		Subtotal		30000	10282	75700	Logistics	-
		Subtotal Activity 2.2.2.						146,000
		Subtotal Output 2.2.						171,000
		Total Outcome 2						467,000
		Total Outcome 1 & 2						910,145
Project Management and Implementation costs				30000	10282	71400	Staff salaries	196,340
				30000	10282	72300	Office Maintenance and Logistics costs	51,933
				30000	10282	74700	Assets (transfer of assets: car, IT equipment etc.)	67,000
		Subtotal Project Management and Implementation costs						315,273
		DPC						26,420.23
		GMS -8%						100,147
		Total Administrative Costs, GMS, DPC						441,840
		GRAND TOTAL PROGRAMME						1,351,985