

UNITED NATIONS DEVELOPMENT PROGRAMME:
 Livelihood Rehabilitation and Gender Equality
SUD/00/006/01/34
Project Revision

Project Budget Number: SUD/00/006/01/34/H
Project Title: Livelihood Rehabilitation and Gender equality
Project Short Title: Livelihoods Rehabilitation
Estimated start date: January 1, 2001
Estimated End Date: December 31, 2006
Executing Agents: DEX
Implementing Agent(s): UNDP
Project Site: Nuba Mountains
Project Support Title:
Approval Date:

Summary of UNDP and Cost Sharing:

UNDP TRAC (1 & 2)	Budget \$4,264,869
Cost Sharing: Third Party Cost Sharing:	\$ 734,096
Country Office Admin. cost:	\$ 22,024
Total	\$5,020,989

Classification and Information:

ACC sector and sub-sector:
 Primary areas of focus: promote eradication of poverty and human insecurity
 Secondary areas of focus: building institutional and community capacities for sustainable livelihoods
 Primary type of intervention: capacity building
 Secondary type of intervention: Peace building
 Primary Target beneficiaries: poor rural and urban groups in the underserved war- ravaged frontline areas of the Nuba Mountains.
 Secondary target beneficiaries: Official counterpart institutions, local NGOs, CBOs, women groups and other CSOs.

Government Inputs (local currency)

(in Kind)	\$
(in cash)	\$

Revision Brief Description: The main objective of the project revision is to build the capacities of the population in the Nuba Mountains for sustainable livelihoods, through institutional and community training and technical support. Further more, the project will focus on heightened sustainable livelihood, secure and universal access to basic services, to productive assets and infrastructure, and to the promotion of gender equality and human rights.

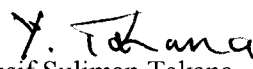
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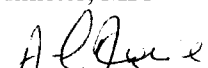
Date

Name and Title

Ministry of International
 Cooperation (MIC)


 Yousif Suliman Takana
 Minister, MIC

UNDP


 Anne-Marie Cluckers,
 Acting Country Director

A. CONTEXT

I. Situation Analysis

The Nuba Mountains region is mainly encompassed in the South Kordofan State. It occupies an area of about 80, 000 kilometers in the center of Sudan, with an estimated population of 1.2 million. Currently 20% of the territory is controlled and administered by SPLM. The rest, which includes all major towns is under the Government of Sudan (GoS) control.

The region is presently divided into six provinces: Dilling, Kadugli, Rashad, Abu Gebaiha, Talodi and Lagawa. Lower administrative divisions include Localities (Mahalia) and village (Qarya) in the GoS side. The SPLM controlled area is divided into seven Counties: Heiban, Nogorban, Buram, Lagawa, Dilling, Dillami and western Kadugli, with Payam and Boma units representing lower administrative sub-divisions.

The area has been a conflict zone between the Government of Sudan and SPLM since 1985. It resulted in the disruption of social structures and networks and caused mass displacement of people. The war has undermined socio-economic mechanisms and diminished household food security in the area. It has eroded the livelihood capacities of the population in general, creating a situation of severe human insecurity.

The Nuba Mountains area has always been recognized as one of the richest and most fertile of the Sudan. In the past, surplus of food production was registered on a fairly regular basis, and the area was one of the few in the country not to be affected by the 1984 drought. Unfortunately, the inception of conflict has led to a total breakdown of the local production system reducing large sections of the population to rely on outside support. Lack of availability of tools, seeds materials and equipment has negatively affected food production. At the same time, large sections of the land in the fertile plains and valleys in the conflict frontline zones were abandoned due to insecurity.

Long-term isolation experienced by SPLM-controlled areas has prevented access not only to essential goods such as fuel, clothing, salt and soap, but also to crucial services such as education, health and water supplies. The situation has been further aggravated for many communities by the demand placed upon them by the influx of large internally displaced population.

Technical skills exist, but they are very basic in all sectors. This is not surprising given the extent to which the region has been left in isolation. Progress in any intervention aiming at medium to long term change is therefore going to be limited if there is not a considerable investment in developing local people's skills and awareness in a range of sectors.

Women are a particularly affected in the war situation. In addition to the difficulties experienced with their men, they are particularly vulnerable to more forms of violence such rape and abductions. Women are further disadvantaged by the structural gender inequalities prevalent within Nuba mountains' society.

Since the cease-fire, which was signed in January 2003, the situation has improved somewhat for the Nuba Mountains people. Reduction of insecurity from armed conflict has availed some opportunities to travel, trade and to revive some of their internal capacities. However, destruction caused by the long-term war continues to impose severe limitations to their capacities for self-reliance and sustainable livelihoods. Failure to effectively address the promotion of sustainable livelihoods can seriously undermine the peace process.

II. Problems to be addressed

- a. Lack of institutional capacities to plan, manage and deliver realistic livelihood strategies and programmes.
- b. Diminished ability of individuals and family units to generate adequate levels of earning and employment for sustainable livelihoods.
- c. Lack of consolidation of reconciliation and trust building at the grass root levels.
- d. Poor infrastructure and limited access to markets.
- e. Limitations to access important potential sources of livelihood such as fertile plains farms and important markets due to land mines and uncertainty about the peace process.
- f. Low levels of awareness and understanding on gender equality and women and human rights issues.
- g. Poor or non-existent basic social services.

i. Limited Institutional Capacities

Government departments have hardly any capacity in their present state to effect any change in the delivery of social and development services that the Nuba Mountain's population requires. Both the GoS and SPLM sides lack skill base to plan, manage and deliver programmes in the recovery period. They lack equipment and operational resources. The SPLM side lacks even rudimentary material things. However, both administrations have wide presence in the areas under their control, which facilitates implementation of programmes at grass root level. There are officially sanctioned committees down to the village levels.

A wide spectrum of non-governmental organizations and associations are active in both sides. Among them, HAC and SRRA now operate as official counterparts to UN and other international agencies from GoS and SPLM respectively. NRRDO and Nuba Women Organization in the SPLM side and El Bir and BIF in the GoS side are also among the active local organization in the area. The organizational and operational capacities of most of the local non-governmental organizations are weak and need to be upgraded.

Community Based organization and other civil society groupings are also very weak. Women organizations often exist only in name. Technical skills exist, but they are very basic in all sectors. This is not surprising given the extent to which the region has been left in isolation.

ii. Diminished household earning and employment opportunities

The population of the Nuba Mountains are primarily dependent on agricultural as the mainstay of their livelihoods. The region is endowed with rich and abundant fertile land. However, at present, the agricultural potential is very much limited by the legacy and impact of war. The majority of the population in the SPLM-controlled areas, ekes out a living from small farms on top of rugged mountains or on their slopes. The productivity of these farms has been deteriorating as a result of soil erosion and long-term overuse.

Small farmers in both the GoS and SPLM sides lack resources, skills and markets to bring about any significant change in their lives in the post-conflict situation. Average land farmed by villagers is 2-4 feddans. That is not due to shortage of land, but rather to lack of capacity.

Cross-line communities are especially disadvantaged, because some of their best agricultural lands are still not accessible to them due to lingering uncertainty about the state of peace and reconciliation. Other local sources of income and employment, such as livestock rearing, fishing and the small rural and urban service trades are also weak.

iii. Poor infrastructure and minimized access to markets

The condition of road service in different areas of the Nuba Mountain ranges from basic to non-existent. All-season motorized access is at present possible only between Kadugli and El Obeid. This link could not cover more than a few percentage of the regional area. The Majority of Nuba mountain communities are cut off during the rainy season. Populations in Talodi, Shatt safayia, Mirri Jua, Um Sirdiba, Kalogi, Kao Naro, Jeded Abu Nuara, to mention a few are cut off, from almost all outside contact, during four to five months of the year. Most river crossings have been destroyed or became dysfunctional during the extended conflict.

Many communities in SPLM areas are without any access to road transport at all. To reach such settlements, one has to climb steep mountains for hours to reach the peaks they reside. While it might have arisen out of necessity, in the height of the conflict, to shelter in such difficult terrain, people need now to have access to essential services and to enjoy sustainable livelihoods. Some of the communities are accessible by air through bush clearings, i.e., Kujur, Nyngir and Hajar Hatab.

Nuba Mountains populations have shown their eagerness to mobilize for the construction and rehabilitating of feeder roads linking them to markets. At present the weekly rotating markets held in most rural villages have serious limitations. Goods are to be hand-carried or at best with a bicycle or on a donkey. For most villages, the vehicle transport is still out of reach. Unless producers get access to markets, possibilities of improving their income and attaining sustainable livelihood will be difficult.

Markets in general and rural markets in particular lack basic services and decent spaces and structures. Markets observed during the NMPACT Cross-line survey had no permanent structures. Money circulation was limited, leaving barter as the main form of transactions. Despite the predominance of farming, agricultural tools and equipment are lacking in the markets. Paid employment does not play a role in these communities at the present state except in the form migrant labour.

Women form the majority of vendors in the rural markets as well as in major markets. They usually occupy periphery positions. In most cases these positions are not shaded and they have to endure long hours of exposure to the elements and often with no sanitary facilities.

iv. Poor and non-existent Basic Social Services¹

After nearly two decades of war and virtually no investment in basic social services, existing services are at best minimal and in many cases completely dysfunctional.

There are minimal health services available to population of the Nuba Mountains. Diseases such as malaria, Diarrhea and respiratory ailments are prevalent. The prolonged war situation created favourable environment for the spread of HIV/AIDS epidemic. Increased incidence of night blindness, goiter, guinea worm and bilharzias were identified mainly in the SPLM areas. Women, children and the elderly suffer most in such dire situations.

¹ Initial findings of NMPACT Cross-line Multi-sectoral Survey, 12-24 Nov., 2002.

Educational services are also either lacking or are inadequate and result in very low enrolment situations. Learning conditions are generally poor and especially in the SPLM areas where classrooms are held under the shade of trees or in “Burkas”. There are no benches and desks. Pupils are seated on wood logs, mud blocks or on the floor. Essential teaching materials are lacking; texts are usually available only to the teachers or in somewhat better situations are shared by many kids. Teachers are generally scarce and lack training. Kids often walk long distances in the rural areas, where there are some services.

Access to clean water is also problematic in the Nuba Mountains. There is hardly any community, whether in town or in rural villages, that is adequately supplied with clean water. In general, communities in the SPLM areas have no access to safe water. In most communities the main drinking water source is either a Wadi or spring dug in the Wadis. Such communities suffer severe water scarcity in the summer. Women spend up to six hours in search of water. Scarcity of water supply fuels many seasonal conflicts between nomadic pastoralists and settled farmers. Pastoralists, during their migration, seek water in nearby settlement, thus bringing animals in close proximity to farms, which often result in trespass and conflict.

Rehabilitating of existing basic social services and the provision of additional services is necessary for the rehabilitation and revitalization of livelihoods in the Nuba Mountains. Institutional capacities are now very limited and so is the availability of materials to communities. However, Communities have shown eagerness to mobilize for and to contribute to the rehabilitation of basic social services.

v. Lack of conscious efforts to consolidate Peace Building at grass root levels

Peace building in the Nuba Mountains is an ongoing multifaceted process encompassing activities at the national, state and community levels. The people of the Nuba Mountains embraced the cease-fire and are vocal about their support for a general peace. The two authorities, on their part, have demonstrated their commitment to the process, by observing and extending the cease-fire. However, conscious peace building at the grass root level has not been sustained after the early flurry of cross-line meetings when the cease-fire was signed.

Despite being a year into the tranquility created by the cease-fire, the majority of the population in the SPLM controlled areas is still reluctant to come down from their mountain shelters and return to original habitats. Cross-line communities are still cautious to expand seasonal cultivation to fertile plain fields straddling the cross-line. Interaction between the communities is still limited to market days and when issues arise.

For the general peace to succeed there is a need for more conscious peace building at the grass root level. The international community is sufficiently engaged at present in the preservation of the cease-fire and delivering humanitarian assistance.

The Joint Monitoring Commission (JMC) brings together cease-fire monitors representing the Government of Sudan (GoS), the SPLM and representatives of several other countries such as USA, Switzerland and Norway. The JMC operates from its main bases in Kadugli/Tillo, Kawda and Um Sirdiba, supported by a wide network of stations and monitoring activities.

Humanitarian organizations are utilizing the cease-fire situation to bring badly needed humanitarian assistance to the Nuba Mountains war-torn society. Their role is basically to advance transformation of the conflict through the facilitation of peace building efforts at the official as well as grass root

levels, and also the rehabilitation of livelihoods, access to basic social services infrastructure, and promoting human rights.

Recovery and development activities have been hindered by insecurity however the current cease-fire has facilitated the return of operations in the area by development agencies including UNDP.

III. Experience of Humanitarian Interventions.

Although it is the responsibility of the South Kordofan State Government, to implement development plans for the Nuba region , it lacks at present the capacity and necessary financial resources. Therefore, many international organizations have been actively involved in the government-controlled areas up to the present day. These include UN agencies as well as INGOs, LNGOs and CSOs. The kind of support provided by most organizations has concentrated on distribution of food aid, health activities (EPI and distribution of free drugs), support to household food security, hand-pump rehabilitation, goat restocking and women's literacy. Such interventions have in particular targeted IDPs and have in general been much more oriented towards emergency support than long-term rehabilitation.

In the SPLM-held areas, a key role has been played by NRRDO (Nuba Relief, Rehabilitation and Development Organization), a local NGO set up in 1995, whose activities include basic healthcare provision, teacher training and provision of school materials, water development, support to income generating activities, paravet training and organizational development. Religious institutions and other CSOs also play an important role in the region. Some support to the area has also been provided by international organizations, but this remains limited and irregular.

Efforts have for some time been made to officially extend international assistance to the SPLM-held areas. Finally, in June 1999, a high level UN delegation was allowed access to parts of the SPLM-controlled areas to assess the situation and formulate recommendations for future intervention. Following that first mission, an Inter-Agency Nuba Mountains Assessment Mission (NMAM) with members from several UN Agencies and INGOs was conducted. The Mission carried out assessment in areas of Heiban and Nogorban Counties, under the control of the SPLM, and in areas of Dilling and Talodi Provinces, under the control of the Government of the Sudan.

One of the primary recommendations of the Mission was that the follow-up interventions by the international community be undertaken as a consolidated multi-sectoral programme targeting all the conflict-affected areas of the Nuba Mountains. In line with this recommendation, a Programme Framework Document was developed by the UN system in collaboration with several INGOs, which set out a strategy for a multi-agency, multi-sectoral rehabilitation and recovery programme, to be called the Nuba Mountains Programme. The Framework envisaged the establishment of a mechanism for facilitating the interaction of all the different programme components. To this end, a Co-ordination Office will operate under the umbrella of the UN Resident/Humanitarian Co-coordinator system. The present NMPACT, evolving from there, is based on the cease-fire agreement between GoS and SPLM, and is designed as a practical tool to guide planning and evaluation.

On January 2002 the United States Government successfully brokered between the Government of Sudan and SPLM “ an internationally monitored cease-fire among all forces in the Nuba Mountains for a renewable period of 6 months with broader objective of promoting just peace and comprehensive settlement of the conflict”. The Agreement specifies cessation of all hostilities and military activities, supervisory role of the Joint Military Committee (JMC) and the guarantee of free movement of civilians and goods, including humanitarian assistance through the Nuba Mountains.

IV. Target Groups

Primary Target Population

The primary target groups are the poor and most vulnerable groups of the society such as the IDPs, returnees, women household's heads, and poor rural producers. This will further include those dependent on small enterprise and market vending. The geographic focus area of the project is the war devastated south and eastern parts of the Nuba Mountains. The project will reach a total target population of about 500,000 in both the GoS and SPLM controlled areas of the Nuba Mountains.

In the GoS side the project will reach a target population of 300,000, with following primary area and community focus: Kadugli, Heiban, Buram and Um Dorain localities in the Kadugli Province; Rashad and Um Lubiya localities in the Rashad Province, Abu Gibeiha and Geded Abu Nuara localities in the Abu Gibeiha province; and Talodi town and Kalogi localities in the Talodi Province.

In the SPLM side, the project will reach some 200000 people in the following Payams: Ildo, Kombor, Iral and Kawalib in the Rashad County, west Kadugli, Nagurban, Sarif Jamus, and Dimama in the Kadugli County.

Indirect Target groups

Further more, the project will focus on indirect target groups including its institutional partners: a) Official counterpart bodies from Locality and Payam administrations and b) Non-governmental grass root organizations such as local NGOs, CBOs, CSOs and Community Development Committees.

B. PROGRAMME STRATEGY

The Project strategy, takes a short-and medium-term approach to address, the immediate livelihood rehabilitation needs during the cease-fire and its continuum to medium-term recovery in the early peace stage. It is also designed to be flexible to adapt to the long-term development needs of the Nuba Mountains and the Sudan. All component interventions will be founded upon an approach, which builds local capacity in order to enhance self-reliance and minimize dependency on external support. The Livelihood Rehabilitation and Gender Equality Project will build on the existing capacities and strengths of the Nuba population based on following strategies:

- a) Stabilizing their food security situation from agriculture, livestock, fishing and forest gathering.
- b) Strengthening their earning capacities from trading and market skills, from artisan and cottage industry skills and from their diverse cultural resources.
- c) Harnessing their human resource power and especially empowering their hardworking female population.
- d) Enabling their governmental and non-governmental institutions to take sustainable roles in the recovery process.
- e) Employ a participatory approach to engage the target populations and the local partner organizations in the strategic planning processes, in the implementation and in the monitoring and evaluation operations of the programmes.
- f) Community based social services provision and maintenance
- g) Linking target communities with donors and government agencies for the provision of larger infrastructure facilities
- h) Support peace dividends and pave the way for increased human security and confidence building by setting the stage for future cease-fire and peace accord related Disarmament, Demobilization and Reintegration (DDR) activities. As an initial step, the project will support small arms reduction pilot activities related to arms stockpiling to show direct peace dividends to communities emerging from conflict.

C. Objectives, Outputs, and Activities

Overall Objective:

To enhance the capacities of the people of the Nuba Mountains for self-reliance, peace and reconciliation in a gender and environmentally sensitive manner.

Immediate Objectives

Immediate objective 1:- Livelihoods development:

To enhance the capacities of the people of the Nuba Mountains in developing and managing sustainable livelihood activities

People of the Nuba Mountains

Output 1.1

Capacity building training, advice and support to local partner organizations, NGOs, CBOs and women groups provided.

Output targets

- 1.1.1 Training of local partner institutions to build their management and operational skills.
- 1.1.2 Holding of participatory workshops to engage partners in the planning and management of the recovery process.
- 1.1.3. Facilitate formation and training of local Self-Help Groups (SHG).

Output 1.2

Diversified and improved food and cash crop production through technical innovation and creation of new market oriented skills

Output targets

- 1.2.1 Revive the production of indigenous food and cash crops that were stopped by the break out of war.
- 1.2.2 Introduce new food and cash crops that are suitable to the climatic conditions of the Nuba Mountains
- 1.2.3. Provision of appropriate training to enable local farmers and groups adopt new crops.
- 1.2.4. Provision of agricultural marketing training to local groups and farmers

Output 1.3

Increased capacities of target groups to meet their economic needs through income generating activities, job creation, skills development and support to marketing strategies.

Output targets

- 1.3.1 Identification of and provision of extension services in the small business operations and micro credit service.
- 1.3.2 Identify and support an organization experienced and active in community micro-credit services to develop revolving fund facilities for target communities.
- 1.3.3 Provision of appropriate vocational training to the local groups.

- 1.3.4 Provision of micro-finance inputs to groups and small enterprise initiatives of agricultural and non-agricultural nature.
- 1.3.5 Support to marketing of agricultural and non-agricultural products.

Immediate objective 2:- Infrastructure rehabilitation

To support the rehabilitation and improved access to basic social and economic services

Output 2.1

Social and economic infrastructure operational and accessible to communities

Output targets

- 1.1.1 Supporting the rehabilitation of communities educational, health and water facilities
- 1.1.2 Enhancing communities capacities in managing those facilities
- 2.1.3 Enhanced capacity of education services through the establishment of Training of Trainers (TOTs) and non-formal education programmes.
- 2.1.4 Training of target communities to perform basic road works.
- 2.1.5 Support rehabilitation of feeder roads, culverts and bridges
- 2.1.6 Improve space, organization and facilities for rural markets

Immediate objective 3:- Gender, health and Environment awareness

To raise community awareness about gender equality, health and environmental protection and regeneration as essential ingredients for equitable and sustainable recovery and development.

Output 3.1

Raised awareness of local communities on gender and related human rights issues.

Output targets

- 3.1.1 Studying and analyzing the social, political and legal issues underpinning the prevailing environment of gender inequality.
- 3.1.2 Use of the local media to raise awareness on gender equality issues.
- 3.1.3 Holding participatory workshops on gender issues
- 3.1.4 Developing networks through participation in regional workshops and organizing study tours

Output 3.2

A health and environment awareness programme, developed with community participation, is operationalised.

Activities

- 3.2.1 Organizing workshops, conferences and sessions on health and environmental issues
- 3.2.2 Providing training in public health and environment management at the Mahalia/Payam and community levels.
- 3.2.3 Organizing awareness raising sessions on health, particularly HIV/AIDS and FGM.
- 3.2.4 Support participation in national and international conferences and workshops on HIV/AIDS and environmental issues.

Immediate objective 4:- Peace and reconciliation advocacy

To enhance communities capacities and support their efforts in peace building and reconciliation

Output 4.1

Consolidated grass root reconciliation and enhanced confidence building between cross-line communities and cross-line authorities.

Output targets

- 4.1.1 Facilitation of reconciliation and confidence building meetings during market days between cross-line communities.
- 4.1.2 Facilitation of meetings between cross-line local authorities from GoS and SPLM sides.
- 4.1.3 Training of local level justice and law enforcement administrations on individual rights and culture of peace
- 4.1.4 Facilitation of women and youth groups peace building initiatives.

SPLM

Risks

The Livelihood Rehabilitation project strategy is based on the opportunity made available through the current focus of peace and conflict transformation in many areas in Sudan and especially in the Nuba Mountains. Since the 6-month cease-fire first signed in January 2002 and renewed twice, the humanitarian organizations acquired free access to all sides in the area. The Livelihood project implementation is a cross-line exercise. The possibility of the cease-fire not renewed poses a risk to project implementation. It will cause temporary delays and re-adjustments of its approach, but it would not mean termination of the project.

Despite, clear commitments from the cease-fire agreement of unhindered access for humanitarian work, any of the parties may impede or delay implementation during the project process. That will be settled through negotiation with the concerned GoS and SPLM officials. Further more, the seasonal fluctuation of activities in the Nuba Mountains may also involve a risk factor in project implementation. That large areas and communities become inaccessible during the 4-5 months rainy season may cause delays in the scheduled activities of the project.

Resource Mobilization Strategy

UNDP will take the lead in the resource mobilization process by providing seed funds amounting to US dollars 2 million to start project activities. It will then make donor contacts to raise the remaining funds. The prospect of peace maximizes potential for improvements in Sudan-donor relations. Firstly anticipated, is a significant shift from humanitarian to development assistance, secondly a possible resumption of official development assistance and finally increased focus will be on channeling resources to sectors directly related to recovery and rehabilitation. This will enable Sudan to attract donors by creating an enabling environment for mobilizing both internal and external resources.

In this understanding UNDP will contact the major donors: Canada, EU humanitarian Plus, Italy, the Netherlands, Norway and USAID and other IPF members. The project document is the first major tool for resource mobilization. The second most important tool will be the documentation of best practices and lessons learnt as the implementation of the project progresses.

RESULTS AND RESOURCES FRAMEWORK

First Year

<p>Intended Outcome as stated in the Country Results Framework: Sustainable recovery and integration of conflict-affected populations with increased livelihood opportunities.</p>	
<p>Outcome indicator as stated in the Country Programme Results and Resources Framework, including baseline and target. Number of IDP recovery processes at the community level. UNDP support for IDP initiatives have been limited to Khartoum area. Since Nuba Mountains region became accessible following the cease fire of January 2002 the support there was large humanitarian in nature. The target for 2003 is to have the prodoc signed and initial recovery activities of this project started.</p>	
<p>Applicable Strategic Area of Support (from SRF) and TTF Service Line (if applicable): G5-SGN2-SASN4: Community recovery</p>	
<p>Partnership Strategy; UNDP will promote collaborative implementation and take lead to provide seed funding and mobilize resources. NGOs will provide technical support and implement certain activities. Community organizations will be mobilized to participate in the project. Donors: Canada, EU humanitarian Plus, Italy, the Netherlands, Norway and USAID will be contacted. The Ministry of international co-operation is the main counterpart agency. The Ministry of Humanitarian Aid (HAC formerly) and SPLM/RRRC will facilitate work at the field level.</p>	
<p>Project title and number: Livelihood Rehabilitation and Gender Equality in the Nuba Mountains SUD/01/006</p>	
<p style="text-align: center;">Output targets</p>	
<p style="text-align: center;">Indicative Activities</p>	
<p style="text-align: center;">Inputs</p>	
<p>Overall Objective To enhance the capacities of the people of the Nuba Mountains for self-reliance, peace and reconciliation in a gender and environment sensitive manner.</p>	<ul style="list-style-type: none"> • Training of local partner institutions to build their management and operational skills. • Holding of participatory workshops to engage partners in the planning and management of the recovery process. • Facilitate formation and training of local Self-Help Groups (SHG).
<p>Immediate Objective 1 To enhance the capacities of the people of the Nuba Mountains in developing and managing sustainable livelihood activities</p>	<ul style="list-style-type: none"> • Training needs assessment done • Training programme developed • Local partner organizations identified • Training consultant recruited
<p>Intended Output 1.1 Capacity building training, advice and support to local partner organizations, NGOs, CBOs and women groups provided.</p>	

<p>Intended Output 1.2 <u>Diversified and improved food and cash crop production through technical innovation and creation of new market oriented skills</u></p>	<ul style="list-style-type: none"> • Revive the production of indigenous food and cash crops stopped by the war. • Introduce new food and cash crops suitable to the climatic conditions of the Nuba Mountains • Provision of appropriate training to enable local farmers and groups adopt new crops. • Provision of agricultural marketing training to local groups and farmers. 	<ul style="list-style-type: none"> • Survey old and new crops to introduce • Identifying communities for training and piloting • Preparing the material for marketing training. 	
<p>Intended Output 1.3 Increased capacities of target groups to meet their economic needs through income generating activities, job creation, skills development and support to marketing strategies.</p>	<p>Output Targets</p> <ul style="list-style-type: none"> • Identification of and provision of extension services in the small business operations and micro-credit service • Identify and support an organization experienced and active in community micro-credit services to develop revolving fund facilities for target communities • Provision of appropriate vocational training to the local groups • Provision of micro-finance inputs to groups and small enterprise initiatives of agricultural and non-agricultural nature. • Support to marketing of agricultural and non-agricultural products. 	<p>Indicative activities</p> <ul style="list-style-type: none"> • Making the study • Advertising for and selecting the experienced organization • Developing the training programme and identifying the target group • Studying and selecting a number of projects to benefit from the funds • Identifying type of support and the target beneficiaries 	<p>Inputs</p>

<p><u>Objective Two</u></p> <p>To support the rehabilitation and improved access to basic social and economic services</p> <p>Intended Output 2.1</p> <p>Social and economic infrastructure operational and accessible to communities</p>	<p><u>Outputs Targets</u></p> <ul style="list-style-type: none"> • Supporting the rehabilitation of communities educational, health and water facilities • Enhancing communities capacities in managing those facilities • Enhanced capacity of education services through the establishment of Training of Trainers (TOTs) and non-formal education programmes. • Training of target communities to perform basic road works. • Support rehabilitation of feeder roads, culverts and bridges • Improve space, organization and facilities for rural markets 	<p><u>Indicative Activities</u></p> <ul style="list-style-type: none"> • TORs and subcontracts awarded for rehabilitation • Capacities needs identification and developing training programme • TORs and selecting the TOT facilitators • Trainer TORs and selection; identifying the target communities • TORs and selecting the sub-contractor • Agreeing with local authorities on sites and type of organization and how to do it. 	
<p><u>Objective Three</u></p> <p>To raise community awareness about gender equality, health and environmental protection and regeneration as essential ingredients for equitable and sustainable recovery and development.</p> <p>Intended Output 3.1</p> <p>Raised awareness of local communities on gender and related human rights issues.</p>	<p><u>Outputs Target</u></p> <ul style="list-style-type: none"> • Studying and analyzing the social, political and legal issues underpinning the prevailing environment of gender inequality. • Use of the local media to raise awareness on gender equality issues. • Holding participatory workshops on gender issues. • Developing networks through participation in regional workshops and organizing study tours 	<p><u>Indicative Activities</u></p> <ul style="list-style-type: none"> • Commissioning the study • Selecting the material and agreeing with local media and authorities • Deciding the number of workshops; planning the workshops and contacting • Making contacts with potential members of the network 	

<p>Intended Output 3.2 A health and environment awareness programme, developed with community participation, is operational.</p>	<ul style="list-style-type: none"> Organizing workshops, conferences and sessions on health and environmental issues Providing training in public health and environment management at the Mahalia/Payam and community levels. Organizing awareness raising sessions on health, particularly HIV/AIDS and FGM. Support participation in national and international conferences and workshops on HIV/AIDS and environmental issues. 	<ul style="list-style-type: none"> Planning the workshops Selecting the Mahalias; preparing the training material; selecting facilitators Preparing the material; deciding the locations; selecting facilitators Preparing a list of conferences, workshops; contacting the organizers; selecting the participants 	
<p>Objective Four To enhance communities capacities and support their efforts in peace building and reconciliation</p> <p>Intended Outputs 4.1 <u>Consolidated grassroots reconciliation and enhanced confidence building between cross-line communities and cross-line authorities.</u></p>	<p>Output Target</p> <ul style="list-style-type: none"> Facilitation of reconciliation and confidence building meetings during market days between cross-line communities. Facilitation of meetings between cross-line local authorities from GoS and SPLM sides. Training of local level justice and law enforcement administrations on individual rights and culture of peace Facilitation of women and youth groups peace building initiatives. 	<p>Indicative Activities</p> <ul style="list-style-type: none"> Mobilizing community leaders on both sides and agreeing on a schedule of meetings Agreeing schedule and agendas of meeting with authorities on both sides Preparing the TORs and selecting the trainers; preparing the training programme Contacting the women and youth groups; study their peace building initiatives; agreeing on the type of support 	<p>Inputs</p>

People of the Nuba Mountains				
			SPLM	
		SPLM		
			SPLM	

F. Management Arrangements

Project Execution

UNDP will directly execute the project, through the development of a collaborative framework with the various partners, including the Government, SPLM, UN agencies and NGOs. The reasons for adopting the (DEX) modality are:

- The multifaceted nature of objectives require ‘hands-on’ project management
- The sensitivities and changing dynamics that are associated with peace and IPD issues in Sudan can best be addressed by a UNDP management team that is cognisant of these sensitivities
- That the project involves coordination and information exchange with both sides of the political divide; and
- That the relationship of project activities to the peace process at various levels may require rapid adjustments to the project that are best made by an in-country management team.

SPLM

UNDP will appoint a management team headed by the Project Coordinator and will establish field offices in Kadugli and Kawda. The Project Coordinator will manage the implementation of the key components comprising this project and UNDP project team under UNDP’s results based management system (RBMS). The Project Coordinator will ensure promoting cooperation with government counterparts and other stakeholders. Three international UNVs and two national professionals will be recruited to directly oversee implementation of various components of the project. Short-term international and national consultants expertise will also be used. The Project Coordinator will be under the direct supervision and support of the Peace Building Unit team Leader and under the overall supervision of the Deputy Resident Representative Programme, in Khartoum.

In the GoS-controlled areas, the project will operate through the relevant ministries, HAC and the local government at the State and Province levels. In addition, Partnership would be entered into at the level of the mahalias (municipalities) and /or with representative village bodies, along with local NGOs and other CSOs. In the SPLM-controlled areas, the project will work closely with local authorities at the regional, county, payam and village levels, the SRRA, the NRRDO and other CSOs.

Implementation partners

The Livelihood Rehabilitation and Gender Equality project is an integral part of the NMPACT network and will operate in the established guidelines of the NMPACT Framework. The project will work in partnership with the sectoral agencies as well as with the coordination of NMPACT. Further more, the project will work in partnership with local authorities, NGOs, CBOs and other CSOs. The project will also benefit from the experience of the Pastoralists project in addressing farmer-pastoralists conflicts.

G. Project Review, Monitoring and Evaluation

The project Logical Framework will form the basis for ongoing monitoring and reporting on the progress and impact of the project. The project will be subject to ongoing monitoring by the Project coordinator, who will produce quarterly reports on the progress made on implementing activities and results achieved. Overall management and results monitoring will be carried out in accordance with UNDP's results based management system (RBMS). Collaborating NGOs/agency partners will, likewise, be expected to submit quarterly activity and financial progress reports to the project coordinator. It is envisaged that monitoring of activities and impact will be ongoing in the project and that the targeted community members will be involved in the monitoring process wherever possible. These reports will also be shared with appropriate Sudanese authorities and contributing donors.

The UNDP programme team will undertake a participatory impact assessment exercise on an annual basis in order to arrive at its own understanding of progress towards wider objectives. These exercises will be complemented by external evaluation every two years, carried out by independent consultants. The impact assessment reports will be reviewed at the Terminal Programme Review meetings along with the terminal report.

C. Legal Context

This project is initiated within the legal context of Article (1) of the Initial Standard Basic Assistance Agreement (ISBAA) between the Government of Sudan (SUD) and the United Nations Development Programme (UNDP), signed by the two parties on 24th October 1978 and ratified by the Government of Sudan on the 1st of January 1981. The following types of revision may be made to this project document with the signature of the UNDP Resident representatives only:

- Revision in, or addition of, any Annex of the Programme Document; and
- Revisions that do not involve major changes in the project immediate objective, inputs, outputs, or activities, but minor changes that are brought about by necessary re-arrangements of inputs already agreed on or by cost increase due to inflation and/or unforeseen expenses; and
- Mandatory annual revisions that re-phrase the delivery of agreed upon Programme inputs, increased expert cost, or other costs to inflation, or any mandatory revision that takes into consideration agency expenditure flexibility.

WORKPLAN FOR YEAR 1

ACTIVITY DESCRIPTION	INPUTS DESCRIPTION	BUDGET LINE	BUDGET
1.1.1. Recruitment of consultant	Consultant	11.03	\$12000
1.1.2. Planning conduct workshops	workshop	34.01	\$16000
1.1.3 recruitment of UNV for training	UNV	14.01	\$40000
1.1.4.Implementation of Training	Training Trainers	32.01	\$25000
1.1.5 Capacity building support	Contract	026.02	70000
1.2.1. Recruit consultant	consultant		\$12000
1.2.2 Awareness raising	Conference, study tour		\$\$40000
1.3.2. Facilitation of meeting for cross-line communities and authorities	Facilitation, meetings		\$20000
1.3.3. Recruitment of consultant	Consultant	11.01	\$12000
1.3.4. Training for police and judiciary	Trainer Training		\$20000
2.1.1.Recruitment of UNV	UNV	014	40000
2.1.1 Conducting micro-finance workshop	Workshop	34.02	\$18000
2.2.1 Vocational training	Trainers Training	32.04	\$20000
2.3.1 Support agricultural and non-agricultural small enterprises	Contract	026	70000
3.1.1 Training for communities for road and market rehabilitation	Trainer Training	32.05	\$30000
3.2.1. Support rehabilitation of infrastructure	Contract	025	70000
3.3.1 Recruit engineer s	Consultants	017.01	\$12000
Total Output			\$115, 000
4.1.1. Training for basic social services	Trainers Training	032.05	\$30000

4.2.1 Rehabilitation of basic social services	Contract	024	\$100000
Total Output 4			
Project Oversight and Management	Personnel	11.01	68000
		13.99	37200
			80000
	Duty Travel	15.01	8000
	Mission Cost	16.01	6000
	Equipment	45.99	132000
	Reporting/publication	52.99	3000
	Sundries	53.99	6000
Total for project Oversight and Management (first year).			332200

NB

- Remove counted in personnel
- Adjust in that position (deducted? From equipment)
- All int. consultant for year 1

SUD/00/006 - Livelihood Rehabilitation and Gender Equality

Main Source of Funding: 01- UNDP-IPF/ TRAC- (TRAC 1.1.1 &1)
 Executing Agency: DEX – Direct Execution

SBLN	Description	Implementing	Total	2003	2004	2005	2006
010	Personnel						
011	International Consultants						
011.01	CTA	DEX	Net Amount Total	68000 68000	120000 120000	120000 120000	40000 40000
011.02	Consultant –two year evaluation	DEX	Net Amount Total		15000 15000		25000 25000
011.03	International consultants	DEX	Net Amount Total	24000 24000	36000 36000	36000 36000	12000 12000
011.99	Line Total	Net Amount Total	92,000 92,000	171,000 171,000	156,000 156,000	77,000 77,000
013	Administrative Support						
013.01	Admin/Assistants	DEX	Net Amount Total	6000 6000	12000 12000	12000 12000	6000 6000
013.02	Programme Assistants	DEX	Net Amount Total	16800 16800	33600 33600	33600 33600	16800 16800
013.04	Drivers (2)	DEX	Net Amount Total	7200 7200	14400 14400	14400 14400	7200 7200
013.05	Subordinate staff (6)	DEX	Net Amount Total	8000 8000	8000 8000	8000 8000	8000 8000

013.99	Line Total	DEX		212,000	38,000	68,000	68,000	38,000
014	UN Volunteers (3)	DEX						
014.01	UNV's	DEX	Net Amount Total	360,000 360,000	80,000 80,000	120,000 120,000	120,000 120,000	40,000 40,000
014.99	Line Total		Total	360,000	80,000	120,000	120,000	40,000
015	Monitoring and Evaluation							
015.01	Duty Travel	DEX	Net amount Total	42,000 42,000	8,000 8,000	15,000 15,000	15,000 15,000	4,000 4,000
015.99	Line Total		Total	32,000	8,000	5,000	15,000	4,000
016	Mission Costs							
016.01	Mission Cost	DEX	Net Amount Total	36,000 36,000	6,000 6,000	12,000 12,000	12,000 12,000	6,000 6,000
016.99	Line Total		Net amount Total	36,000	6,000	12,000	12,000	6,000
017	National Consultants	DEX						
017.01	National consultants	DEX	Net Amount Total	66,000 66,000	12,000 12,000	24,000 24,000	24,000 24,000	6,000 6,000
017.99	Line Total			66,000	12,000	24,000	24,000	6,000
019	PERSONNEL TOTAL			1,213,200	235,200	406,400	401,400	170,200
020	Contracts							
021	Contract A							
021.01	Premises		Net Amount Total	66,000 66,000	17,000 17,000	17,000 17,000	17,000 17,000	15,000 15,000
021.99	Line Total		Total	66,000	17,000	17,000	17,000	15,000
024	Contract D							

024.01	Basic Social services Support					150,000	150,000	50,000	50,000
024.99	Line Total			400,000		150,000	150,000	50,000	50,000
025	Contract E Infrastructure			340,000 340,000		120,000 120,000	100,000 100,000	100,000 100,000	70,000 70,000
025.99	Line Total			390,000		120,000	100,000	100,000	70,000
026.01	Contract F Small Enterprise (credit support)			310,000 310,000		150,000 150,000	90,000 90,000	90,000 90,000	70,000 70,000
026.02	Rural communities Capacity building support			300,000 300,000		70,000 70,000	80,000 80,000	80,000 80,000	70,000
026.99	Line Total			610,000		70,000	230,000	170,000	140,000
029	SUBCONTRACTS TOTAL			1,466,000		357,000	497,000	337,000	275,000
030	TRAINING								
032	Other Training								
032.01	Training for local partner organization		DEX	95,000 95,000		25,000 25,000	30,000 30,000	30,000 30,000	10,000 10,000
032.02	Training for small enterprises		DEX	140,000 140,000		20,000 20,000	50,000 50,000	50,000 50,000	20,000 20,000
032.03	Training for Rural Self-help Groups			95,000 95,000		15,000 15,000	30,000 30,000	30,000 30,000	20,000 20,000
032.04	Training for women groups		DEX	70,000 70,000		15,000 15,000	20,000 20,000	20,000 20,000	15,000 15,000

032.05	Training for basic social services	DEX	Net Amount Total	125,000 125,000	30,000 30,000	40,000 40,000	40,000 40,000	15,000 15,000
032.06	Training for Judiciary and police	DEX	Net Amount Total	50,000 45,000	15,000 15,000	15,000 15,000	10,000 10,000	10,000 10,000
032.99	Line Total			575,000	120,000	185,000	180,000	90,000
034	Conferences and Meetings							
034.01	Planning Workshop s (2) Kadugli & Kawda	DEX	Net Amount Total	36,000 36,000	16,000 16,000	12,000 12,000	6,000 6,000	2,000 2,000
034.02	Micro-finance workshops		Net Amount Total	34,000 34,000	18,000 18,000	2,000 2,000	12,000 12,000	2,000 2,000
034.03	Gender equality workshops		Net Amount Total	32,000 32,000	10,000 10,000	12,000 12,000	12,000 12,000	6,000 6,000
	Women groups study tour/international conferences		Net Amount	43,000 43,000	25,000 25,000	10,000 10,000	6,000 6,000	2,000 2,000
	Trust building grass root meetings			52,000 52,000	20,000 20,000	20,000 20,000	10,000 10,000	2,000 2,000
034.99	Line total			205,000	89,000	56,000	46,000	14,000
039	TRAINING TOTAL			780,000	209,000	351,000	226,000	104,000
040	EQUIPMENT							
045	Equipment							
045.01	Vehicles	DEX	Net Amount Total	110,000 110,000	35,000 35,000	35,000 35,000	35,000 35,000	5,000 5,000
045.02	Motor-bikes		Net Amount Total	32,000 32,000	10,000 10,000	10,000 10,000	10,000 10,000	2,000 2,000
045.03	Computers, printers photocopiers	DEX	Net	56,000	25,000	20000	8,000	3,000

	(capacity building)		Amount Total	56,000	25,000	20,000	8,000	3,000
045.03	Office furniture and Equipment	DEX	Net Amount Total	18,000	12,000	2,000	2,000	2,000
				18,000	12,000	2,000	2,000	2,000
045.04	Communication equipment	DEX	Net Amount Total	25,000	20,000	2,000	2,000	1,000
				25,000	20,000	2,000	2,000	1,000
045.05	Equipment for production capacity building	DEX	Net Amount Total	90,000	30,000	30,000	25,000	5,000
				90,000	30,000	30,000	25,000	5,000
045.99	Line Total			331,000	132,000	99,000	82,000	18,000
049	EQUIPMENT TOTAL			331,000	132,000	99,000	82,000	18,000
050	Miscellaneous							
052	Reporting costs							
052.01	Reporting cost/publication/publication	DEX	Net Amount Total	13,000	3,000	3,500	3,500	3,000
				13,000	3,000	3,500	3,500	3,000
	Line Total			13,000	3,000	3,500	3,500	3,000
053	Sundries							
053.01	Operational costs (8%)	DEX		288,900	64,450	80,000	80,000	64,450
053.02	Sundries	DEX	Net Amount Total	27,000	6,000	7,500	7,500	6,000
				27,000	6,000	7,500	7,500	6,000
053.99	Line Total			315,900	70,450	87,500	87,500	70,450
059	MISCELLANEOUS TOTAL			328,900	73,450	91,000	91,000	73,450
099	BUDGET TOTAL			4,119,100	998,650	1,224,400	1,137,400	640,650
							0	

Terms of Reference for the Chief Technical Advisor (CTA)

Under the overall direction of the Senior Deputy Resident Representative (SDRR) in close consultation with national stakeholders, and under the supervision of the Team Leader of the Peace Building Team, the Chief Technical Advisor (CTA) is responsible for the overall execution of all technical, financial and administrative aspects of the project. He/she will ensure that project outputs are achieved within the approved time frame and budget. Specifically, he/she will have the following duties and responsibilities:

- ❑ Develop and execute the overall project Work plan and its implementation strategy;
- ❑ Review and update, on annual basis, the rolling project cycle in accordance with the adopted project implementation strategy and provide relevant reports to concerned parties;
- ❑ Organize, supervise and implement project inputs and activities in a timely fashion;
- ❑ Ensure that there is meaningful community participation in all phases of the planning and implementation process;
- ❑ Convene regular project coordination meetings
- ❑ Regularly liaise with appropriate GOS and SPLM counterpart ministries;
- ❑ Liaise with donors and identify cost-sharing opportunities;
- ❑ Coordinate the recruitment of, and supervise all project staff and consultants;
- ❑ Coordinate and oversee the work of the collaborating NGOs and CBOs;
- ❑ Provide assistance in supporting project related missions, as required;
- ❑ Undertake periodic monitoring missions to all project sites;
- ❑ Coordinate and oversee Planning Assessment Missions and Feasibility Studies;
- ❑ Coordinate and oversee the training workshops for project target groups.
- ❑ Develop best practices within the framework of project activities and feed these into UNDP's overall strategy for sustainable livelihood programming.
- ❑ Establish close interactive and supportive relations with other international and local agencies active in the Nuba Mountains and especially with NMPACT partners.
- ❑ Undertake any other activities as required by the DRR.

Qualifications:

- Advanced university degree, preferably in the social sciences;
- At least five years experience in livelihood rehabilitation programmes
- Previous exposure to conflict transformation and peace building issues
- Preparedness to spend considerable time in the field under difficult circumstances;

- Experience and ability to establish partnerships between organizations at various levels;
- Excellent written and spoken English;
- Proven record of preparing analytical reports; and
- Good command of basic computer skills.

Additional assets would include:

- Familiarity with the UN system
- At least five years experience in Africa; and
- Some basic familiarity with Arabic.

Appointment level: Grade: P4/5
Duty Station: Kadugli
Term : One year; renewable based on performance

Terms of Reference for Programme Assistant Kadugli Office

Under the direct supervision of the CTA, the Programme Assistant will provide project support functions, which include the following duties:

- ❑ Develops and supports interagency collaboration for implementation of feasibility studies and pilot projects;
- ❑ Drafts appropriate sections of project documents and sub project proposals and reports;
- ❑ Guides programme implementation of assigned portfolio of projects, ensuring conformity to results, outputs, objectives and work plans;
- ❑ Monitors project financial situation, identifying resources available for project activities;
- ❑ Reviews quarterly work plans, advising corrective actions as necessary based on site monitoring visits
- ❑ Assists in the development of TORs and recruitment of project staff and consultants
- ❑ Develops and maintains cooperation agreements with partner agencies, NGOs and CBOs relating to project implementation;
- ❑ Assists in the practical preparation of training workshops envisioned in the programme;
- ❑ Ensures communications within the project team for supporting advocacy and distilling best practices;
- ❑ Assists in preparation of reports and presentations; and
- ❑ Undertake any other task as assigned by the CTA

Qualifications:

- A university degree at the Bachelor level, preferably in social sciences;
- At least five years experience related to community development programming;
- Proven experience and skills in project design, planning, implementation and monitoring
- Proven computer skills in word processing and spreadsheet applications
- Proven skills in research and report writing;
- Proven communication skills; and
- Excellent spoken and written English and Arabic

Some experience within the UN system will be an advantage.

Grade: ICS 6
Duty Station: Kadugli
Term: One year; renewable based on performance

Terms of Reference for Programme Assistant Kawda Office

Under the overall supervision of the CTA, and under the direct supervision of the senior Programme Assistant, the Programme Assistant will provide project support functions, which include the following duties:

- ❑ Support the interagency collaboration for implementation of project activities in Kawda projects;
- ❑ Guides project implementation in Kawda ensuring conformity to results, outputs, objectives and work plans;
- ❑ Monitors project financial situation, identifying resources available for project activities;
- ❑ Reviews quarterly work plans, advising corrective actions as necessary
- ❑ Assists in the development of TORs and recruitment of local project staff and consultants as needed
- ❑ Develops and monitors cooperation agreements with partner agencies, NGOs and CBOs and promotes their implementation;
- ❑ Assists in the practical preparation of training workshops envisioned in the programme;
- ❑ Ensures communications within the project team for supporting advocacy and distilling best practices;
- ❑ Assists in preparation of reports and presentations; and
- ❑ Undertake any other task as assigned by the CTA

Qualifications:

- A university degree at the Bachelor level, preferably in social sciences;
- At least five years experience community development programming;
- Proven experience and skills in project design, planning, implementation and monitoring
- Proven computer skills in word processing and spreadsheet applications
- Proven skills in research and report writing;
- Proven communication skills; and
- Excellent spoken and written English and Arabic

Some experience within the UN system will be an advantage.

Grade: ICS 6
Duty Station: Kawda
Term: One year; renewable based on performance

Terms of Reference for Finance/Administrative Assistant

The Finance/Administrative Assistant will assist the CTA in the general management of the project. Under the direct supervision of the CTA, in close collaboration with UNDP Khartoum's financial administration and with NGOs and other partners, he/she will undertake the following functions:

- Prepare all budgets and maintain detailed records of all financial transactions and accounts related to the project;
- Analyze expenditures and provide UNDP management with regular annotated statements of expenditures;
- Calculate and process payments, salaries, allowances, overtime, travel claims, etc., to all project staff, consultants, vendors and other claimants;
- Prepare periodic financial reports, as well as other special reports as required;
- Arrange and maintain project financial documents for auditing and establish and maintain a filing system of all related documents;
- Regularly liaise with the financial officers of collaborating NGOs and other partners;
- Regularly liaise with UNDP's financial administration with respect to financial regulations and appropriate local purchase procedures;
- Be responsible for tasks related to personnel matters, including interpretation and processing of entitlements, preparation of contracts and maintenance of various personnel records and files;
- Assist project personnel on general administrative matters relating to visas, licenses, security clearance; provides advice and ensures administrative support as required;
- Provide administrative and financial support to project field staff and implementation of project activities
- Organize backstopping for missions to the Nuba Mountains related to the Livelihood Rehabilitation and Gender Equality project.
- Advise and assist in the area of office management; arrange for and/or attend meetings on day-to-day administrative matters; participate in review of new or revised procedures and practices;
- Be responsible for the general condition of the office premises;
- Undertake any other task assigned by the CTA

Qualifications:

- A university degree in accounting or business management;
- At least five years experience in financial management and/or administration
- Good understanding of UN system's financial, human resource and administrative support systems
- Proven Computer skills - word processing and spreadsheets, internet and communications
- Proven office organization skills especially with filing systems
- Fluency in spoken and written English and Arabic

Grade: ICS 5

Duty Station: Kadugli

Term: One year; renewable based on performance

Terms of Reference for Driver

Under the direct supervision of the Finance/Admin. Asst. or the Programme Assistant (depending on location) the driver will provide project support functions, which include the following duties:

- Drives vehicles for the transport of authorized personnel and delivery and collection of mail, documents and other supplies & equipment.
- Responsible for the day-to-day maintenance of the assigned vehicle: Checks oil, water, battery, brakes, tires, etc. performs other minor repairs and arranges for external repairs and ensures that the vehicle is kept clean and in good working order,
- Logs official trips, daily mileage, gas/fuel consumption, oil changes, greasing and other services and timely annual vehicle inspection and registration with the Ministry of Transport, etc.
- Ensures that the steps required by rules and regulations are taken in cases of any involvement in accidents.
- Operates Photocopying and other office equipment,
- Performs other duties as required.

Qualifications:

- Education/Skills: 8th Grade complete, 3rd grade driving license and skills in minor vehicle repairs.
- At least 5 years of practical experience in vehicle driving, preferably part of it acquired in the UN System or NGOs
- Fluency in written and spoken English and Arabic

Grade: ICS 3
Duty Station: Kadugli
Term: One year; renewable based on performance

Terms of Reference for a United Nations Volunteer (UNV)

Development and Implementation of Capacity Building Training Programmes for Governmental, non-governmental and community level institutions and groups.

Under the direct supervision of the CTA, and in collaboration with the other specialists of the international agencies running training programmes for the same target groups, the UNV will undertake the following functions:

- ❑ Undertake an evaluation of the special needs and conditions that prevail in the Nuba Mountains, with respect to project target groups.
- ❑ Undertake consultations with officials counterparts
- ❑ Undertake consultations with local non-governmental organizations and community leaders
- ❑ Undertake consultations with members of the international community;
- ❑ Develop relevant strategies for the implementation of training programme to enhance the capacity of communities, small enterprises and local implementation partner institutions.
- ❑ Based upon these consultations, customize the training modules to meet the specific needs of official actors, non-official actors and the vulnerable community-level groups.
- ❑ Facilitate recruitment of trainers and development and implementation of Training for State Actors, non-State actors and vulnerable groups, in cooperation with authorities and agency focal points
- ❑ Prepare reports on the training workshops and to distribute to concerned agencies and institutions and
- ❑ Undertake any other related task as required by the CTA.

Qualifications:

- Advanced university degree, preferably in social sciences
- Extensive experience with poverty alleviation and sustainable livelihood programme implementation
- Proven training and facilitation experience, particularly in a cross cultural setting
- Proven monitoring and evaluation skills
- Strong human resource and asset management skills
- Work experience in developing countries, particularly in the region;
- Good command of basic computer skills and
- Excellent written and spoken English

Additional assets would include:

- Familiarity with the UN system; and
- Arabic language skills

Duty Station: Kawda, with regular missions to all project focus communities in the GoS and SPLM areas of the Nuba Mountains.

Term: One years, renewable based on performance

Terms of Reference for a United Nations Volunteer (UNV) Focus on Income Generation Programming

Under the overall direction of the Chief Technical Advisor (CTA) and in close consultation with national stakeholders, and under the supervision of the Team Leader of the Peace Building Team, the Technical Advisor (TA) is responsible for assisting in the overall execution of all technical, financial and administrative aspects of the project. Specifically, he/she will have the following duties and responsibilities:

- ❑ Contribute to the development and execution of the overall project work plan and its implementation strategy, with a focus on the sub-projects
- ❑ Organize, supervise and implement various project inputs and activities in a timely fashion;
- ❑ Ensure that there is meaningful community participation in all phases of the planning and implementation process;
- ❑ Contribute to regular project team coordination meetings
- ❑ Regularly liaise with appropriate Official counterpart ministries;
- ❑ Contribute to the recruitment of, and supervision of national project staff and consultants;
- ❑ Coordinate and oversee the work of the collaborating NGOs and CBOs in the implementation of sub-projects;
- ❑ Provide assistance in supporting project related missions, as required;
- ❑ Undertake periodic monitoring missions to all project sites;
- ❑ Assist in the coordination of Planning Assessment Missions and Feasibility Studies;
- ❑ Assist in the research into best practices within the framework of project activities
- ❑ Undertake any other activities as required by the CTA and SDRR.

Qualifications:

- Advanced university degree, preferably in the social sciences;
- Extensive experience in sustainable human development programmes;
- At least five years of practical experience in project implementation in developing countries;
- Proven monitoring and evaluation skills
- Strong human resource and asset management skills
- Preparedness to spend considerable time in the field under difficult circumstances;
- Excellent written and spoken English;
- Proven record of preparing analytical reports; and
- Good command of basic computer skills.

Additional assets would include:

- Familiarity with the UN system;
- At least five years experience in Africa; and
- Arabic language skills

Appointment level: Grade: UNV

Duty Station: Kadugli.

Term : One year; renewable based on performance