

**United Nations Development Programme
Youth Social Inclusion for Civic Engagement in Ukraine
Project Document**

Country: Ukraine

UNDAF Outcome(s):	Poverty reduced by 50% through equitable, area-based economic growth and targeted provision of inclusive social services
Expected CP Outcome(s):	Human security enhanced through recovery and development
Expected CP Output(s):	Human security responses, with attention to youth, Crimea, Chornobyl, and other vulnerable regions consolidated, upscaled or promoted
Implementing partner:	Ministry for Family, Youth and Sport
Responsible Parties:	UNDP, UN Volunteers, Ministry of Education and Science, Intel Ukraine Microelectronics Ltd., International Charitable Fund "Ukraine 3000" and Ukrainian Association for Youth Cooperation "Alternative-V"

The project aims to support youth inclusion in Ukraine and to foster democratic reforms and youth civic engagement. The project will build the capacities of youth centers, youth community organizations as well as universities and schools. Via an inclusive approach, young women and men will gain competencies necessary for their pro-active involvement in social and decision-making processes. Volunteerism will be promoted and practiced as a tool for achieving local development goals, particularly those identified by youth. Capacities of volunteers and volunteer-involving organizations will be strengthened.

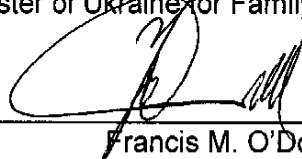
The project will address the issue of youth inclusion, a new concept for Ukraine, with the introduction of innovative approaches such as: using volunteerism as a tool for achieving local development goals; bridging the gap between young people from rural and urban areas; introducing ICT as a tool for youth social activism; creating an environment for social community projects; and fostering inter-generational dialogue. A particular emphasis will be placed on working with marginalized, socially-excluded young women and men who, due to geographic, economic, gender and/or cultural barriers, are disadvantaged in today's Ukrainian society. The project will empower young women and men and increase both the number of volunteers as well as the number of meaningful volunteerism opportunities in rural and urban communities throughout Ukraine.

The project will be implemented by the joint efforts of Ministry for Family, Youth and Sport, Ministry of Education and Science, UNDP and UNV and with the support of Intel Ukraine Microelectronics Ltd., Ukraine 3000 International Foundation and Ukrainian Association for Youth Cooperation "Alternative-V", within the framework of the nationwide Local Development Programme, the overarching framework which coordinates all of UNDP's area-based development projects in Ukraine.

Programme Period:	2006 – 2010	2008 AWP budget:	\$231,900
CPAP Programme Component:	Prosperity, social inclusion and local development	Total resources required:	\$1,119,300
Project Title:	Youth Social Inclusion for Civic Engagement in Ukraine	Total allocated resources:	
Atlas Award ID:	00049291	• Regular (UNDP)	\$163,000
Start date:	1 September 2008	• Other:	
End Date:	30 August 2011	o UNV	\$500,000
		o INTEL	\$300,000
		o Donors	\$156,300
PAC Meeting Date:	7 December 2007	In-kind Contributions	\$350,000
		(Government, U.S. Peace Corps in Ukraine, Intel Ukraine Microelectronics Ltd., Academy of Pedagogical Sciences, Ukraine 3000 International Foundation, UNESCO, Ukrainian Association for Ukrainian Youth "Alternative-V")	



Yuriy Pavlenko
Minister of Ukraine for Family, Youth and Sport



Francis M. O'Donnell
UN Resident Coordinator in Ukraine and
UNDP Resident Representative
and on behalf of
United Nations Volunteers

Date

22/11/08

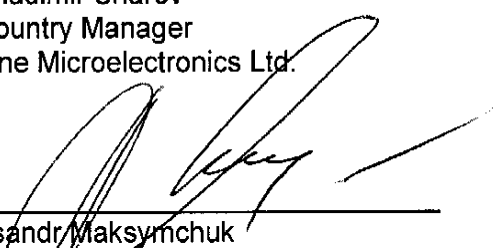
Date

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1. Project Rationale

1.1 Context

The process of transition in Ukraine has presented challenges, opportunities and new roles for the youth of Ukraine. It has also exposed development-related pressures and problems that previously were not so acute or did not exist. Youth in Ukraine amount to nearly 11 million individuals, of whom about 70% reside in cities and urban areas and 30% in rural areas. Youth hold the key to the demographic, socio-economic, political and cultural progress of Ukraine. The degree of satisfaction with existing opportunities for personal and professional development directly influences the behavior and expectations of young women and men. In turn, their potential to reach an acceptable quality of life – materially, healthily and behaviorally – is greatly diminished. Due to limited opportunities, youth are often turning to other, less constructive, alternatives.

Situation analyses of the youth sector reveal many challenges young people are facing, including:

- Poverty. The level of poverty among young families (44.7%) is 1.6 times higher than the average in Ukraine. The average salary for women is 37.8% of the average salary for men.
- Unemployment. The level of unemployment among youth is 13.4%, as compared to the overall national average of 9.1%. Unemployment among women is slightly lower than among men, yet women are severely underrepresented as business executives and government officials.
- Access to education. The perception of 88% of youth in rural areas is that they have limited access to quality education. 38% of females and 32% of males consider that only some levels of education are accessible to them.
- ICT access and skills. In towns 79.9% of all educational institutions are equipped with ICT labs, yet only 42.3% of rural area schools are.
- Alcohol use. 24% of 15-year-olds consume alcohol weekly (19% of girls and 29% of boys); 1/3 of adolescents age 15-18 use alcohol.
- Drug use. 83% of Ukrainians with diagnosed drug use problems are young people between 15 and 17 years old, the age of registered drug addicts is decreasing.
- Tobacco use. 50% of adolescents age 15-18 smoke cigarettes.
- HIV/AIDS. The HIV epidemic is most widespread among young people, around 50% of all new HIV infections have occurred among people age 15-24. There are unprecedented numbers of new cases among women and children.
- Psychological Health. The rate of psychological disorders has increased by 7.3% among youth, and is increasing more rapidly among males. The rate of suicide among women is 1.5 times higher than among men.
- Crime. 57.6% of convicts are younger than 30 years old.

The residual bonds of social cohesion are strained by the collapse of social welfare services, redundancies, impoverishment and the emergence of rampant consumerism – all of which have had disproportionately negative effects on women and youth. Ukraine is one of the major countries of origin in Europe for victims of human trafficking, and rural young woman and children are especially affected. It is very important that efforts are made to strengthen the bonds of the family as a basic institution of society and its sustainability, and to re-build inter-generational and inter-gender solidarity and cohesion. Young people in particular suffer from many problems, such as broken homes and hopes, declining values, and the threats of alcoholism, drugs, disease, violence, poverty, and unemployment.

Ukraine is a highly educated country. The proportion of people with higher education is 17.6%, while the number of enrolled university students is 3.6 million, accounting for about one-third of the total number of Ukrainian youth. Within the last 15 years the number of university students has doubled. The number of first-year students from rural areas accounts for 34% (40% for educational institutions of I-II level of accreditation; 32% - for educational institutions of III-IV level of accreditation).

However, students are facing problems similar to youth as a whole in Ukraine, including lack of social competencies and limited access to up-to-date information resources. For example, the overall rate of Internet users is 16%, out of which 60% reside in or near the capital of Kyiv. Only 10% of users have Internet access in their homes. There is also a wide gap between male and female computer literacy and usage. Boys are much more likely to use computers in their free time, and are more likely to be directed towards developing technical skills in school curricula, while girls are engaged in more household chores and are usually directed to home economics and other domestic-skills courses in school.

The rate of unemployment is much higher in the villages than in the cities. Youth in rural areas have extremely limited access or no access at all to Internet, as well as to media and cultural institutions. Young people are intensively leaving rural areas looking for jobs and better quality of life - 58.4% of migrants from rural areas are young people. In the cities they face serious employment problems as they typically do not have the qualifications and skills required in the labour market. Young mothers, mothers returning to the work force after maternity leave, and disabled people are also especially vulnerable and disadvantaged in the labour market due to discrimination, insufficient technical skills, and the overwhelming challenge of balancing family and work, especially in rural communities.

While the quality of life differs significantly between urban and rural dwellers, women in rural Ukraine struggle with an exceptionally lower quality of life as compared to women in urban areas. Urban families tend to spend more of their disposable income on equipment that women use (i.e., washing machine, dishwasher, etc.), rural families are more likely to purchase equipment and tools that men use (tractors and other farming equipment). Thus, rural women spend much more time on labor intensive and time-consuming household work. Also of great concern is the high rate of domestic violence in rural families – it is estimated that as many as one third of rural women suffer from domestic violence. There is very little prevention work among the population, and rural women who suffer violence in the family often have to continue living together with the perpetrator because of economic conditions and a lack of separate housing.

There is an increasing trend of uncertainty about the future, helplessness and exclusion from the social mainstream among young people. Young women and men are facing problems in building communication not only with the society as such, but with peers and the elderly generation as well, caused by both societal changes and lack of social competencies and skills. Rural youth are particularly isolated in part due to the age polarity in villages – youth are underrepresented in rural Ukraine (as compared to their percentage of the whole population), while the elderly are overrepresented. The dramatic socio-economic and political changes in Ukraine in the last twenty years lead to extreme gaps in understanding and the ways the younger and older generations relate to their society and the world at large. Additionally, there is a lack of relevant social infrastructure – facilities and institutions – where young people could receive support in developing necessary social competencies. Such institutions, like youth centers and web-communities, can fill the gap by providing young women and men with tools and opportunities for inclusion in modern society – from volunteering to up-to-date ICT skills and informal education practices (self-education, peer-to-peer education, e-learning, gaining skills through practicing and social activities).

Youth are considered a powerful resource for further democratic transformations in the country due to civic engagement, self-governance and participatory approach to community development. However, civil society is still in the initial stages of development in Ukraine. Up to 80% of the population has never been involved with the operations of an NGO and the level of volunteer involvement is extremely low. Furthermore, the overwhelming majority of NGOs are operating in cities and very few in rural areas. Female representation in Ukrainian CSOs is considered to be high, yet only 5% of youth (both female and male) are involved in NGO activities. This is even more dramatic if compared with European data, according to which 30%-60% of young people are involved in civil society activities.

1.2 UNDP interventions preceding the Project

The United Nations Development Programme has successfully undertaken activities to support local communities and volunteers in Ukraine through the projects of the nationwide Local Development Programme. LDP is currently implemented through four UNDP projects: Crimea Integration and Development Project (CIDP), Chernobyl Recovery and Development Project (CRDP), Municipal Governance and Sustainable Development Project (MGSDP), and the Community-Based Approach (CBA) project. The overall expected outcome of LDP is to create 1) at policy level: an enabling environment in Ukraine for democratic local governance and community-led development through a facilitative policy, legal framework and institutionalised participatory, accountable, equitable local governance practices and capacities; and 2) at community level: self-sustaining processes of social, economic and environmental development.

The overall budget of LDP is approximately USD 27,795,000, with numerous international and national donors contributing to different components:

- European Union: €12,000,000
- UNDP: €1,200,000
- Swedish International Development Cooperation Agency (SIDA): USD 1,500,000
- Swiss Agency for Development and Cooperation (SDC): USD 930,000
- Canadian International Development Agency (CIDA): CAN 3,600,000
- Cost-sharing from Ukrainian municipalities channelled to UNDP: USD 800,000

Within the framework of LDP projects, **52 Youth Centers** have been established in rural communities in nine oblasts and the Autonomous Republic of Crimea utilizing an Area-Based Development (ABD) approach. The ABD approach is used to mobilise and support communities to organize themselves into volunteer-involving community organisations (COs) tasked with identifying and prioritizing community development challenges, propose their own solutions, pool their own financial and material resources and also mobilise resources to finance their community development strategies.

Local COs themselves identified and prioritized the establishment of the infrastructure and physical resources of Youth Centers (YCs) to provide local youth with the most critical need: a safe, alcohol- and drug-free place to meet, socialize and engage in healthy activities. Most of the YCs have exercise and sports equipment, providing youth with the opportunity to improve their physical health. Twenty-seven YCs are equipped with ICT, twelve have internet access, and most of these ICT-equipped YCs provide, either for free or for a small fee, classes or other educational activities to improve local youth's technical skills.

UNV volunteers have been actively involved in the establishment of 28 of the YC's in CRDP communities by working closely with local COs and mobilizing community volunteers. All of the fifty YCs are operated with the involvement of local volunteers.

Under the LDP projects, Youth Centers, Youth Community Organizations, schools and universities have been united in youth networks to support leadership and encourage experience sharing, collaboration, and networking between young women and men. The *"Final Evaluation of the United Nations Volunteers Programme Contribution to the Chernobyl Recovery and Development Programme, UNDP-Ukraine"* noted that although the work of CRDP was not intended to specifically focus on youth, nonetheless many communities prioritized youth development as a critical and strategic development goal. Initial activities focused on youth started to encourage the young women and men to actively participate in their communities, but these linkages and capacities have only just begun to be created and will need more support for this energy to be sustained and expanded. The evaluation also found that while much has been accomplished at the local level, the logical and necessary next step is to bring it to the national level - such as collaborating with universities and national networks. In particular, the final evaluation recommends continued, enhanced and new activities to encourage youth activism.

UNDP and Intel Ukraine Microelectronics Ltd. implemented a joint demonstration project on forming key social competencies of young women and men and promoting youth inclusion through the introduction of new technologies and ICT usage models for peer-to-peer communication and networking, as well as for developing and implementing socially important volunteer-involving projects. E-networks were introduced as a major tool for knowledge sharing and training. Gender inclusiveness was addressed in the demonstration project, and young women and men were equally represented among the beneficiaries.

The pilot project demonstrated that the use of ICT in social community projects stimulated participants to be more proactive in their communities, rapidly increased their motivation, enabled sharing of ideas and lessons learned, established peer-to-peer relationships among youth from different regions, and empowered youth with important social and communication skills. Students indicated that participation in the project increased their self-confidence, provided them with the opportunity to put theory into action, and strengthened their communities.

Within the interventions undertaken by UNDP, UNV and INTEL the following major challenges are still faced:

1. Lack of competencies in organizational management, volunteer management, financial management and gender inclusiveness of Youth Centers and volunteer-involving organizations.
2. Underdeveloped social competencies and skills in young women and men to actively engage in shaping their own and society's future.
3. Lack of ICT skills, ICT usage models as well as access to information and education, including on-line learning through up-to-date information and communication resources.
4. Lack of social solidarity between youth and elderly generations, leading to a breakdown in community.
5. Insufficient understanding of the beneficial role of volunteerism among local community members and young people specifically.
6. Insufficient understanding and lack of capacity in governmental, private and non-governmental organizations to effectively utilize volunteers.

2. Project Strategy

The project will address the issue of youth inclusion, a new concept for Ukraine, by introducing innovative approaches such as: a) using volunteerism as a tool for achieving local development goals; b) bridging the gap between young women and men from rural and urban areas, c) introducing ICT as a tool for youth social activism and expanding its use in formal and informal education; and d) fostering inter-generational solidarity.

Volunteerism will be used as a cross-cutting mechanism, instrumental and integral to each component of the project. By improving the perception and understanding of volunteerism, the project will support the development of more opportunities to engage in meaningful volunteer activities in local communities. A team of qualified and motivated UNV specialists in the areas of youth development, civil society development, and volunteer management will coordinate the project on the regional level, conduct trainings, formal and informal mentoring, and awareness raising activities aimed at empowering youth and increasing both the number of volunteers as well as the number of volunteerism opportunities in rural and urban communities throughout Ukraine.

Developing youth social competencies and promoting youth participation in the development and implementation of socially important projects will be achieved by introducing state-of-the-art communication technologies to youth networks. New learning materials, on-line trainings and face-to-face trainings will be developed and made available through the Learning and Knowledge Transfer Hub to be established under the joint project.

Social competencies will be formed through the following instruments and project activities:

- capacity development of young women and men in communities, including volunteers and other target groups, through face-to-face and on-line trainings and other learning opportunities on issues important for fostering youth social inclusion and civic activism – volunteerism, communication, critical thinking, healthy living, gender, community development, project development and management, NGO management, entrepreneurship, web-design, etc.;
- networking and peer-to-peer networking between project target groups and other players;
- practical experience for students from pedagogical universities by volunteering in project activities in rural schools and youth centers;
- support to creating e-communities and developing web-community social services and projects involving project target groups;
- support to youth to develop skills for solving community problems, including proactive approaches and citizenship skills;
- training of teachers in the organization of pre-academic specialization and career orientation curricula for secondary schools;
- introduce volunteerism in the local development agenda;
- encourage public-private partnerships on the local level for sustainable social and economic community development;
- strengthen inter-generational dialogue and solidarity between youth and elderly through the establishment of the Living Heritage Library;
- utilize information, learning and training materials on the Project Portal – Learning and Knowledge Transfer Hub – for further development of youth social communities.

The Project will support the activity of the public educational system in developing a pre-academic specialization for school children grades 8-9 and career orientation for school children grades 10-11. The support to the Ministry of Education and Science will also include piloting the INTEL “Skills for Success” curriculum, which is designed to equip school children with the necessary skills to make good choices for their future field of professional development. The curriculum will be translated and adapted for the Ukrainian educational system in close coordination and cooperation with Ministry experts. Teachers will be trained in the program, which will be piloted in 10 schools in 2 oblasts.

The Project will be mainstreamed under the UNDP Local Development Programme, thus complementing LDP interventions on the community level by introducing the youth dimension, which is not currently addressed by the four on-going LDP projects. The project will contribute to the achievement of the following LDP outputs:

- Enhanced and institutionalised collaboration among communities, private sector, civil society and all tiers of government in planning, budgeting and implementing sustainable local development initiatives.
- Promoted and supported empowerment of communities, away from passivity toward volunteerism, ownership, active participation and sharing of risks and responsibility in improving local living conditions.
- Reduced threats to human security/enhanced tolerance and cohesion, with special focus on the Crimean peninsula, Chornobyl-affected areas and Ukrainian youth.
- Promoted gender approaches and gender development down to the grass roots level.

Overall within the Project Strategy, local economic and social development will be enhanced by promoting local partnerships and community support to youth initiatives that lead to more active civic engagement of young people.

Project Objective

The project objective is to support youth social inclusion and civic engagement by developing key social competencies necessary for pro-active youth involvement in society

and decision-making processes, thus providing support to further enhancement of Government youth policy. This will be achieved through:

- (a) capacity development of Youth Centers, youth volunteers, and local volunteer-involving organizations;
- (b) cooperation between the Oblast Youth Centers, founded by the Ministry of Family, Youth and Sport, and rural Youth Centers including joint implementation of projects and outreach activities for enhancement of state youth policy in rural areas;
- (c) development of competencies of young women and men for active involvement in society and local level decision-making;
- (d) development of social competencies of young women and men through e-learning, on-line learning, and knowledge hub resources;
- (e) fostering inter-generational equity and social solidarity via creation of a living heritage treasury;
- (f) popularization of volunteerism among both young women and men, and its further development;
- (g) introduction of volunteerism to community stakeholders as a support mechanism for achieving local government, public and private sector goals.

Project Beneficiaries

In order to build on UNDP's work, experience, successes and lessons learned, the project will target youth in the Youth Centers, schools and universities where LDP projects have previously made contributions and investments. The Project will operate in 12 regions of Ukraine (11 oblasts and the Autonomous Republic of Crimea) where Youth Centers that have been established with support from UNDP are located.

- Young women and men in rural communities united around the 52 Youth Centers established with support from Chornobyl Recovery and Development Programme, Crimea Integration and Development Programme, and Human Security for Ukrainian Youth project.
- Young women and men in 36 rural villages and small towns where Human Security for Ukrainian Youth established initial school networks.
- Young women and men from urban universities which participated in the UNDP-INTEL demonstration project and initial youth network established under Human Security for Youth project.

A table of project regions is attached (Annex 3).

A particular emphasis will be placed on working with marginalized, socially-excluded young women and men who, due to geographic, economic, gender, and/or cultural barriers, are disadvantaged in Ukrainian society today.

Participation in e-community activities as well as on-line e-learning resources will be available for free to a much wider range of youth. In addition to the direct project participants (youth centers, schools and universities), any young person will be able to benefit from using the on-line resources.

Gender Strategy

The project will implement and assess its activities from a gender perspective. The assessment of and capacity building program for youth centers and volunteer-involving organizations will be developed and conducted in consultation with the UNDP Gender Focal Point and other experts to ensure that gender is fully incorporated in the study and program. Accordingly, the project will ensure that both women and men within all target groups will benefit from all the rights, resources and opportunities provided under the project.

Particular strategies that will be utilized include:

- Conducting ICT trainings for particular target audiences (i.e., single-sex groups, age-specific groups, young mothers' groups) to counter dynamics that can discourage and/or inhibit participation of some beneficiaries;
- Targeting more females for ICT trainings to improve equality of technical skills between females and males;
- Promoting tolerance and understanding between the genders in trainings and project activities.
- Periodic consultation with UNDP Gender Focal Point to confirm that all activities and materials are gender-sensitive and non-sexist and conducted without double standards.

Project Methodology

In the course of project implementation, young people belonging to all target groups will interact and collaborate under various project activities such as operating e-communities, developing and implementing community based projects and other socially important projects, engaging in volunteerism, sharing knowledge and best practices, etc. This will ensure and foster inclusion of young women and men in societal life and development of youth social activism, building strong social ties between youth from rural and urban areas, from youth centers, schools and universities as well as building social cohesion and solidarity between generations in the communities.

The Project methodology envisages the implementation of three main components within the project:

1. Developing the organizational and management capacity of youth centers and volunteer-involving organizations as well as young women and men in target communities – trainings on NGO management, volunteer management, project development and implementation, fund-raising, gender mainstreaming, etc. Career guidance and professional orientations will assist youth to enter the labor market. Trainings for public, private and non-governmental organizations will target *why* and *how* to effectively utilize volunteer resources. This component will apply to all youth centers and beneficiaries of this project.
2. Developing young women and men's social competencies and skills (including pro-activeness, efficient and effective communication, problem solving, project management, critical thinking, etc.) through the introduction of new technologies for peer-to-peer communication and networking. The new technologies will be further used in promoting on-line volunteering to address common youth issues and develop projects that are important for young women and men. This component will apply to those centers, schools and universities that have the necessary ICT capacity for implementing e-communities.
3. Strengthening equity and social solidarity among young people and elderly members of the community by fostering inter-generational dialogue. The creation of a Living Heritage Treasury, a national reservoir of life histories of elderly women and men, documenting their achievements and appreciating their challenges, will provide the entry point for cementing a stronger sense of family and inter-generational cohesion. A representative group of communities will be selected for participation in this component.

Project Sustainability

The long-term sustainability strategy includes creating strong youth organisations which will become institutionally and financially viable after the project ends. Youth centers' staff will be trained and motivated from the inception of project activities to provide for the long-term viability of their organisations. The Project will provide adequate instruments and mechanisms to achieve this, such as systematic induction, on-the-job training, peer exchange, and volunteerism promotion. Gradually the level of institutional autonomy of the

Youth Centers will be achieved by their registration as legal entities – non-governmental organizations.

The long-term sustainability of the Project interventions will be ensured by creating national and local ownership from the beginning of the project. The national partners – the Ministry for Family, Youth and Sport, the Ministry of Education and Science and the Academy of Pedagogical Sciences – will be substantially involved in the capacity building and organizational development of the Youth Centers, thus supporting the creation of a nationwide youth development support network which will be further relied upon for the implementation of government programmes for youth development. The Project staff will work closely with the staff of the Oblast Youth Centers of the Ministry for Family, Youth and Sport in designing and implementing project activities. The E-communities and electronic resources will be established within the website of the State Information and Resource Center, which is maintained by the Ministry for Family, Youth and Sport, ensuring the sustainability of the e-communities and learning portal after the Project ends. Best practices and lessons learned of the project will be further assessed and integrated by the Ministry for Family, Youth and Sport into national and regional youth policies.

Networking is another important aspect of the Project sustainability strategy. It multiplies the strength of the individual Youth Centers through their participation in a countrywide network of organisations, including peer universities and schools. The nationwide youth network will be a platform for effective information sharing, dissemination of best practices, outreach maximisation and scaling up impact.

The usage of ICT models will also support Project sustainability. Courses, materials and libraries established in an internet environment will be permanently accessible virtually to all people. The innovative Web 2.0 and wiki technology integrated into the Project will encourage interactivity and creativity, allowing the e-communities to grow and evolve independently beyond the Project duration.

The local partners such as local government, existing community organizations and private sector will be involved from the project inception in all project activities. It is envisaged that the main local partners jointly with the Youth Centers core staff will become founders of the institutionalized youth organizations.

3. Results and Resources Framework

<p>Intended Outcome as stated in CPAP (Expected Outcome, Expected Outputs) and UNDAF (CP Outcome, CP Outputs): CPAP Expected Outcome: Sustainable economic development through pro-poor policy reform. CPAP Expected Output: Social, economic and cultural development for the multi-ethnic Crimean society, Chornobyl-affected communities and rural settlements enhanced through area-based approaches. UNDAF CP Outcome: Sustainable economic development through pro-poor policy reform. UNDAF CP Output: Social, economic and cultural development for the multi-ethnic Crimean society, Chornobyl-affected communities and rural settlements enhanced through area-based approaches.</p> <p>Outcome indicators as stated in CPAP: CPAP indicator: % (or number) of targeted population benefitting from area development initiatives.</p> <p>Project title and ID (ATLAS Award ID): Youth Inclusion for Civic Engagement in Ukraine</p>				
Intended Outputs	Output Targets for (years)	Indicative Activities	Responsible parties	Inputs (USD)
<p>Output 1 Increased organizational, management and gender capacity of Youth Centers and volunteer involving organizations</p> <p>Indicator 1 Capacity and organizational assessment of youth centers and volunteer-involving organizations Baseline No capacity and organizational assessment of youth centers and volunteer involving organizations</p> <p>Indicator 2 Comprehensive capacity building program for youth centers and volunteer-involving organizations Baseline No comprehensive capacity building program for youth centers and volunteer involving organizations</p> <p>Indicator 3 # of youth centres with business plans for financial viability developed Baseline:</p>	<p>Target 1 Y1 - completed</p> <p>Target 2 Y1 - developed</p> <p>Target 3 Y2 – up to 52 Y3 – up to 52</p>	<p>Activity 1 Build capacity of Youth Centers and volunteer involving organizations</p> <ul style="list-style-type: none"> Conduct organizational, management and gender assessment of beneficiaries Design a comprehensive capacity building programme Conduct induction training for UNV and Peace Corps volunteers Conduct trainings, workshops, study tours, etc. in line with the program designed Conduct seminars, forums and information campaign for young people, local government authorities, local businesses and community organizations on the volunteerism for development approach Create "How To" guide for Youth Centers on organization, management, fundraising, legal registration, volunteerism, etc. (print and on-line versions) Conduct periodic meetings with project participants for networking, knowledge and experience sharing. 	<p>UNDP project team Ministry of Family Youth and Sports Academy of Pedagogical Sciences Youth Centers Youth NGOs Project networks Regional and local partners</p>	<p>Contract Services Comp (72100): 25,000 Local consultants (71300): 23,000 Travel (71600): 42,300 Miscellaneous (74500): 10,100 Audio/Visual and printing (72200): 1,700 Sub-total: 102,100</p>

<p>No business plans developed</p> <p>Indicator 4 # of people who completed the capacity building training program Baseline No people trained</p> <p>Indicator 5 # of functional peer-to-peer networks Baseline No functional networks between rural and urban youth</p> <p>Indicator 6 # local partners (e.g. village councils, local administrations, local businesses, community organizations, etc) involved in supporting youth and volunteerism development Baseline No functional partnerships for youth activities and volunteerism for development</p>	<p>Target 4 Y1 – up to 300 (150f/150m) Y2 – up to 4000 (2000f/2000m) Y3 – up to 7000 (3500f/3500m) <i>cumulative</i></p> <p>Target 5 Y1 – 3 Y2 – 10 Y3 – 20 <i>cumulative</i></p> <p>Target 6 Y1 – 1 per community Y2 – 3 per community Y3 – 5 per community <i>cumulative</i></p>	<ul style="list-style-type: none"> and recognition of good practices Provide direct support for further enhancement of youth policy through: <ul style="list-style-type: none"> establishing direct links between the Oblast Youth Centers and the rural Youth Centers organising international conference on state youth policy with participants from EU, local self-governance bodies and state government responsible for youth policy realisation 	<p>UNDP project team INTEL Academy of Pedagogical Sciences and Sciences Youth Centers Youth NGOs Project networks</p>	<p>Contract Services Comp (72100): 30,000</p> <p>Local consultants (71300): 59,250</p> <p>Travel (71600): 89,750</p> <p>Miscellaneous (74500): 6,500</p> <p>Audio/visual and Printing (72200): 62,000</p> <p>Sub-total: 247,500</p>
<p>Developed social competencies and skills of youth</p> <p>Indicator 7 # of young people trained on ICT models, using Web 2.0 services and e-communities Baseline 45 youth trained during demonstration project</p> <p>Indicator 8 # of social projects developed and implemented Baseline 8 social projects developed during demonstration project</p> <p>Indicator 9 # of functional peer-to-peer networks Baseline No functional networks between rural and</p>	<p>Target 7 Y1 – 100 (60f/40m) Y2 – 600 (360f/240m) Y3 – 1000 (60f/400m) <i>cumulative</i></p> <p>Target 8 Y1 – 10 Y2 – 60 Y3 – 100 <i>cumulative</i></p> <p>Target 9 Y1 – 3 Y2 – 10 Y3 – 20</p>	<ul style="list-style-type: none"> Activity 2 Build capacity of youth in using information and communication technologies as instruments for developing social competencies and skills Activity 2.1: E-communities <ul style="list-style-type: none"> Conduct INTEL on-line training on Web 2.0 technologies Establish on-line experts' support and tutoring for e-communities Establish peer-to-peer mentoring between the universities and the Youth Centers and schools Activity 2.2: "Skills for Success" <ul style="list-style-type: none"> Translate, adapt and print program materials "We & Community" and "We & Our Future Career" Conduct Master Trainers ToT for 	<p>UNDP project team INTEL Academy of Pedagogical Sciences and Sciences Youth Centers Youth NGOs Project networks</p>	<p>Contract Services Comp (72100): 30,000</p> <p>Local consultants (71300): 59,250</p> <p>Travel (71600): 89,750</p> <p>Miscellaneous (74500): 6,500</p> <p>Audio/visual and Printing (72200): 62,000</p> <p>Sub-total: 247,500</p>

<p>urban youth</p> <p>Indicator 10 # of Regional Trainers certified to conduct "Skills for Success" training Baseline No Regional Trainers certified</p>	<p><i>cumulative</i></p> <p>Target 10 Y1 – 20 (10f/10m) Y2 – 120 (60f/60m) <i>cumulative</i></p>	<p>Post-Diploma Teachers Training Institute methodologists, UNV volunteers and Project staff</p> <ul style="list-style-type: none"> Conduct ToT for Regional Trainers (Teachers and YC staff) Provide trainings in ICT models for community development and project management in schools and YCs Conduct external evaluation of "Skills for Success" implementation 	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>
<p>Indicator 11 # youth trained in "Skills for Success" program Baseline No youth trained</p>	<p>Target 11 Y1 – 200 (100f/100m) Y2 – 2000 (1000f/1000m) Y3 – 3000 (1500f/1500m) <i>cumulative</i></p>	<p>Activity 2.3: E-Learning Portal and Knowledge Hub</p> <ul style="list-style-type: none"> Translate/localize existing INTEL E-learning resources (seeing reason, visual ranking, structured problem solving, etc) Create new on-line training content/resources to enhance skills development: project management, problem solving, conflict resolution, critical thinking, presentation skills, etc. 	<p>Contract Services Comp (72100): 13,000 Travel (71600): 16,000 Audio/Visual and printing (72200): 20,000 Miscellaneous (74500): 200 Supplies (72500): 6,000 Communication Expenses (72400): 10,000 Sub-total: 65,200</p>
<p>Indicator 12 # of on-line courses available on Project web portal Baseline Web portal tested during demonstration project; no on-line training resources/courses available</p>	<p>Target 12 Y2 – 3 Y3 – 6 <i>cumulative</i></p>	<p>Activity 3 Establish Living Heritage Treasury library</p> <ul style="list-style-type: none"> Select participating Youth Centers, schools and universities Conduct orientation meetings with youth and elderly participants Conduct training for youth in social work, communication, writing, etc. Conduct interviews with selected elderly persons and elaborate their life histories Publish life stories collections/kit Establish accessible Living Heritage Treasury E-Library Develop E-library usage policy 	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>
<p>Indicator 13 # of young people who completed the on-line training series Baseline No people trained</p>	<p>Target 13 Y2 – 100 (50f/50m) Y3 – 500 (250f/250m) <i>cumulative</i></p>	<p>Target 14 Y1 – developed and completed</p>	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>
<p>Output 3 Strengthened social solidarity among generations</p> <p>Indicator 14 Specialized training program developed and conducted for youth in communication and journalism basics, etc. Baseline No program exists</p>	<p>Target 15 Y1 – 50 (25f/25m) Y2 – 250 (125f/125m) <i>cumulative</i></p>	<p>Target 16</p>	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>
<p>Indicator 15 # of young women and men trained Baseline No youth trained</p>	<p>Target 15 Y1 – 50 (25f/25m) Y2 – 250 (125f/125m) <i>cumulative</i></p>	<p>Target 16</p>	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>
<p>Indicator 16</p>	<p>Target 16</p>	<p>Target 16</p>	<p>UNDP Project team Ukraine 3000 Foundation UNESCO INTEL Regional and local partners Youth networks</p>

<p># of elderly women and men interviewed and personal stories compiled Baseline No interviews conducted and no personal stories compiled</p> <p>Indicator 17 Personal histories of elderly women and men compiled, published and presented to the elderly and general public Baseline No public resource available</p> <p>Indicator 18 Living Heritage Treasury E-Library established Baseline No electronic resource available</p> <p>Output 4 Functional Project Management</p>	<p>Y1 – 50 (30f/20m) Y2 – 900 (540f/360) Y3 – 1500 (900f/600m) <i>cumulative</i></p> <p>Target 17 Y3 – completed</p> <p>Target 18 Y2 – completed</p>			
		<p>Activity 4 Project management and monitoring</p> <ul style="list-style-type: none"> • International UNV Project Manager • National UNV volunteers (10) • Project professional personnel <ul style="list-style-type: none"> - Capacity Development - Coordinator/Deputy PM - Living Heritage Coordinator - E-communities Coordinator • Project support personnel <ul style="list-style-type: none"> - Communications/Reporting Officer - Financial/Admin. Assistant - Project Assistant - Driver • Project operational expenses <ul style="list-style-type: none"> - Office rental - Vehicle maintenance - Office equipment - Travel - Staff trainings and retreats - Communication & PR - Miscellaneous expenses • Monitoring and Evaluation 		<p>UNV int. volunteer (71500): 122,000</p> <p>UNV volunteers (71500): 284,000</p> <p>Contract Services-Indiv. (71400): 234,500</p> <p>Contract Services Comp (72100): 20,000</p> <p>Communication Expenses (72400): 3,000</p> <p>Travel (71600): 13,000</p> <p>Premises rent and maint. (73100): 14,000</p> <p>Equipment and Furniture (72200): 14,000</p> <p>Sub-total: 704,500</p>

4. Annual Work Plan (2008)

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&E to be undertaken during the year towards stated CP outputs</i>	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET	
		Q1	Q2	Q3	Q4		Source of Funds	Budget Description
Output 1 Increased organizational, management and gender capacity of Youth Centers and volunteer involving organizations <i>Indicator 1:</i> Capacity and organizational assessment of youth centers and volunteer-involving organizations Target for 2008: completed <i>Indicator 2:</i> Comprehensive capacity building program for youth centers and volunteer-involving organization Target for 2008: developed <i>Indicator 4:</i> # of people who completed the capacity building training Target for 2008: up to 300 (150f/150m) <i>Indicator 5:</i> # of functional peer-to-peer networks Target for 2008: 3 <i>Indicator 6:</i> # local partners (e.g. village councils, local administrations, local businesses, community organizations, etc) involved in supporting youth and volunteerism development Target for 2008: 1 per community	Activity 1 Build capacity of Youth Centers and volunteer involving organizations Conduct organizational, management and gender assessment of beneficiaries Design a comprehensive capacity building programme Conduct induction training for UNV and Peace Corps volunteers Conduct trainings, workshops, study tours, etc. in line with the program designed					UNDP project team; Ministry for Family, Youth and Sport; Academy of Pedagogical Sciences; Youth Centers; Youth NGOs; Project networks; Regional and local partners		
						UNV	Contract Services Comp. (72100) Travel (71600)	5,000 4,000
						UNV	Contract Services Comp. (72100)	5,000
						UNV	Travel (71600)	5,000
						UNV	Contract Services Comp. (72100) Local consultants (71300) Travel (71600)	5,000 3,000 1,000
						UNV	Travel (71600) Miscellaneous expenses (74500)	1,000 600
							Sub-total 1	29,600

<p>Output 2 Developed social competencies and skills of youth</p> <p><i>Indicator 7:</i> # of young people trained on ICT models, using Web 2.0 services and e-communities Target for 2008: 100 (60f/60m)</p> <p><i>Indicator 8:</i> # of social projects developed and implemented Target for 2008: 10</p> <p><i>Indicator 9:</i> # of functional peer-to-peer networks Target for 2008: 3</p> <p><i>Indicator 10:</i> # of Regional Trainers certified to conduct "Skills for Success" training Target for 2008: 20 (10f/10m)</p> <p><i>Indicator 11:</i> # of youth trained in "Skills for Success" program Target for 2008: 200 (100f/100m)</p>	<p>Activity 2 Build capacity of youth in using information and communication technologies as instruments for developing social competencies and skills</p> <p>Activity 2.1: E-communities - Conduct INTEL on-line training on Web 2.0 technologies (self education, peer-to-peer education, face-to-face education)</p> <p>Activity 2.2: "Skills for Success" - Translate, print program materials "We & Community" and "We & Our Future Career" - Conduct Master Training ToT for UNV volunteers and Project staff - Conduct ToT for Regional Trainers - Provide trainings in ICT models for community development and project management in YCs and schools - Conduct external evaluation of "Skills for Success" implementation</p> <p>Activity 2.3: E-Learning Portal and Knowledge Hub - Translate, localize existing INTEL E-learning resources</p>	<p>UNDP project team; INTEL; Academy of Pedagogical Sciences; Ministry of Education and Science; Youth Centers; Youth NGOs; Project networks</p>	<p>INTEL</p> <p>INTEL</p> <p>UNV</p> <p>INTEL</p>	<p>Local consultants (71300) Travel (71600)</p> <p>Contract Services Comp. (72100) Local consultants (71300) Audio/Visual and Printing (72200) Travel (71600) Miscellaneous (74500)</p> <p>Travel (71600) Miscellaneous (74500)</p> <p>Contract Services Comp. (72100)</p>	<p>1,500 2,000</p> <p>7,500 9,500 11,000 9,100 500</p> <p>7,000 500</p> <p>5,000</p>
<p>Output 3 Strengthened social solidarity among generations</p> <p><i>Indicator 14:</i> Specialized training program developed and conducted for youth in communication and journalism basics, etc. Target for 2008: developed and completed</p> <p><i>Indicator 15:</i> # of young women and men trained</p>	<p>Activity 3 Establish Living Heritage Treasury library</p> <p>Select participating Youth Centers, schools and universities Conduct training for youth in social work, communication, writing, etc.</p>	<p>UNDP Project team; Ukraine 3000 Foundation; UNESCO; INTEL Regional and local partners; Youth networks</p>	<p>UNV</p> <p>UNV</p>	<p>Travel (71600) Miscellaneous (74500)</p> <p>Contract Services Comp. (72100)</p>	<p>1,000 200</p> <p>3,000</p>
				<p>Sub-total 2</p>	<p>53,600</p>

Target for 2008: 50 (25f/50m) Indicator 16: # of elderly women and men interviewed and personal stories compiled Target for 2008: 50 (30f/20m)			Sub-total 3		4,200
	UNDP, UNV				
Output 4 Functional Project Management	Activity 4				
	Project management and monitoring				
	Project Manager (Int. UNV)		UNV	UNV int. volunteer (71500)	24,000
	National UNVs (10)		UNV	UNV volunteers (71500)	52,000
	Project professional personnel		UNDP	Contract Services-Indiv. (71400)	13,000
	- Capacity Building Coordinator/ Deputy PM		UNDP	Contract Services-Indiv. (71400)	9,000
	- Living Heritage Coordinator		INTEL	Contract Services-Indiv. (71400)	7,500
	- E-communities Coordinator		UNDP	Contract Services-Indiv. (71400)	15,000
	Project support personnel (Communications/Reporting Officer, Financial/ Admin Assistant, Project Assistant, Driver)		UNV	Premises rent and maint. (73100) Communication Expenses (72400) Equipment and Furniture (72200)	2,000 3,000 14,000
	Project operational costs		UNV	Travel (71600)	5,000
	- Office rental				
- Vehicle maintenance					
- Office equipment					
- Travel					
- Staff training and retreat					
- Miscellaneous expenses					
- Communication & PR					
Monitoring and evaluation					
				Sub-total 4	144,500
				Sub-total UNV	141,300
				Sub-total INTEL	53,600
				Sub-total UNDP	37,000
TOTAL					231,900

5. Management Arrangements

5.1 Project Execution Modality

The Ministry for Family, Youth and Sport (MFYS) will be the Implementing Partner for this National Execution (NEX) project. The MFYS will appoint a government official to act as National Project Director (NPD). The NPD will represent the MFYS in decision-making related to project implementation. The project will be managed and implemented according to the UNDP rules and procedures for national execution.

5.2 Project Strategic Management

The project will be implemented under the nationwide Local Development Programme (LDP), the overarching framework which coordinates all of UNDP's area-based development projects in Ukraine.

The Project will be managed by **the Project Board**, the group responsible for making by consensus management decisions for a project when guidance is required by the Project Manager, including recommendation for UNDP/Implementing Partner approval of project plans and revisions. This group is consulted by the Project Manager for decisions when PM tolerances (normally in terms of time and budget) have been exceeded.

Based on the approved annual work plan (AWP), the Project Board may review and approve project quarterly plans when required and authorizes any major deviation from these agreed quarterly plans. It is the authority that signs off the completion of each quarterly plan as well as authorizes the start of the next quarterly plan. It ensures that required resources are committed and arbitrates on any conflicts within the project or negotiates a solution to any problems between the project and external bodies. In addition, it approves the appointment and responsibilities of the Project Manager and any delegation of its Project Assurance responsibilities.

In addition, the Project Board plays a critical role in UNDP commissioned outcome evaluations by quality assuring the evaluation process and products, and using evaluations for performance improvement, accountability and learning.

Project Board composition and organization

The Project Board contains three roles, including:

1. **Executive (Ministry for Family, Youth and Sport):** individual representing the project ownership to chair the group. The Executive is ultimately responsible for the project, supported by the Senior Beneficiary and Senior Supplier.

The Executive's role is to ensure that the project is focused throughout its life cycle on achieving its objectives and delivering outputs that will contribute to higher level outcomes. The Executive has to ensure that the project gives value for money, ensuring a cost-conscious approach to the project, balancing the demands of beneficiary and supplier.

The Executive is responsible for overall assurance of the project as described below. If the project warrants it, the Executive may delegate some responsibility for the project assurance functions.

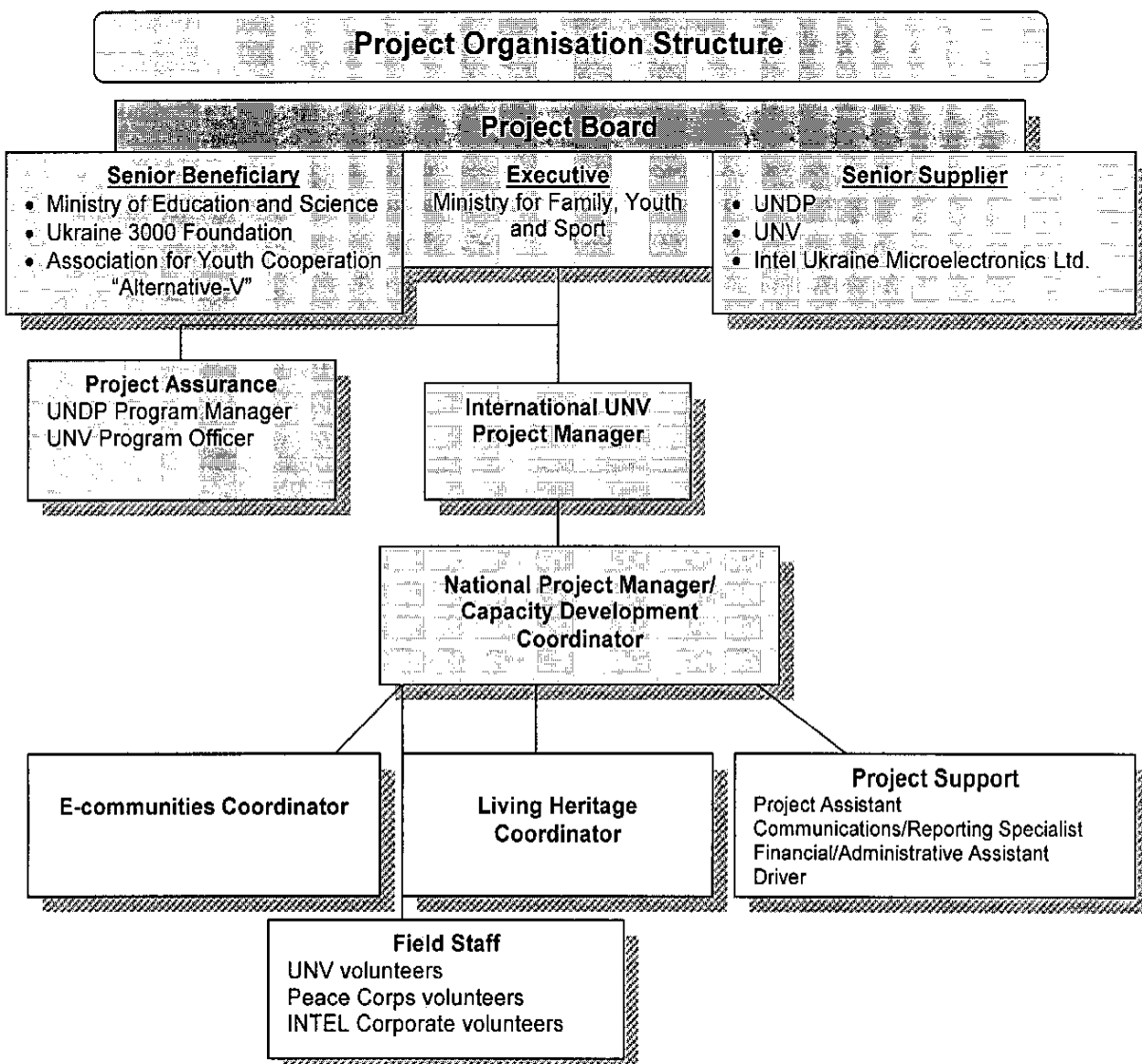
2. **Senior Supplier (UNDP, UN Volunteers and Intel Ukraine Microelectronics Ltd.):** group representing the interests of the parties concerned which provide funding and/or technical

expertise to the project. The Senior Supplier's primary function within the Board is to provide guidance regarding the technical feasibility of the project.

The Senior Supplier represents the interests of the parties which provide funding and/or technical expertise to the project (designing, developing, facilitating, procuring, implementing). The Senior Supplier's primary function within the Board is to provide guidance regarding the technical feasibility of the project. The Senior Supplier role must have the authority to commit or acquire supplier resources required.

- Senior Beneficiary (Ministry of Education and Science, Ukraine 3000 International Foundation and Ukrainian Association for Youth Cooperation "Alternative-V"):** group of individuals representing the interests of those who will ultimately benefit from the project. The Senior Beneficiary's primary function within the Board is to ensure the realization of project results from the perspective of project beneficiaries.

The Senior Beneficiary is responsible for validating the needs and for monitoring that the solution will meet those needs within the constraints of the project. The role represents the interests of all those who will benefit from the project, or those for whom the deliverables resulting from activities will achieve specific output targets. The Senior Beneficiary role monitors progress against targets and quality criteria. This role may require more than one person to cover all the beneficiary interests. For the sake of effectiveness the role should not be split between too many people.



International UNV Project Manager

The International UNV Project Manager has the authority to run the project on a day-to-day basis on behalf of the Project Board within the constraints laid down by the Board. The Project Manager is responsible for day-to-day management and decision-making for the project. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost.

Project Assurance

The Project Assurance role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. The Project Board delegates its assurance responsibilities to a UNDP Ukraine Programme Officer, a UNV Ukraine Programme Officer and an agreed-upon government representative of similar rank who is the National Project Director.

5.3 Partnership Arrangements

The Project will form a broad partnership with major national governmental and non-governmental institutions dealing with youth issues, both on national and regional levels. The Ministry for Family, Youth and Sport and the Ministry of Education and Science are UNDP strategic partners. Their involvement will ensure both political support for the project's implementation and sustainability of the project's results nationally. National partners on all levels will support the implementation of project activities.

UNV will provide a contribution to the project budget in the period 2008-2011 amounting to USD 500,000. In addition to the contribution, UNV volunteers will contribute substantially to the capacity-building of the youth centers and to the promotion of volunteerism among both Ukrainian youth and stakeholders.

Intel Ukraine Microelectronics Ltd. will provide cost-sharing contribution to the project budget in the period 2008-2011 amounting to USD 300,000. In addition to the cost-sharing contribution, Intel Ukraine Microelectronics Ltd. will contribute to providing young people face-to-face training on problem solving, project management, and professional orientation through INTEL's "Skills for Success" program. Additionally, INTEL will contribute to youth forming key social competencies such as effective communication, problem solving, project development, critical thinking, creativity, etc. through the introduction of e-communities and other ICT usage models for peer-to-peer communication and networking. The above mentioned contributions will be made available through INTEL experts, trainers and corporate volunteers.

Ukraine 3000 International Foundation and UNESCO will contribute to the implementation of the Living Heritage Treasury component through provision of know-how, experts and volunteers. UNESCO will also make available where needed the support of the network of UNESCO schools in Ukraine. Ukraine 3000 International Foundation is prepared to involve participant schools of the charitable program "Kindness Starts with You" in the realization of Project activities, as well as participants of All-Ukrainian youth competition "New Intellect of Ukraine" for cooperation as volunteers with the Project's regional youth centers. The results and outcomes of the Project will be widely discussed at public events conducted by Ukraine 3000, in particular at the annual educational forum "Artek Dialogues".

Ukrainian Association for Youth Cooperation "Alternative-V" will contribute through provision of expertise and informational support to strengthen the national youth network to be established under the project.

Close partnership with the Academy of Pedagogical Sciences is envisaged for contribution to the Learning and Knowledge Transfer Hub content, developing the specific training content, learning

materials and monitoring of project results. The Academy will also support involvement of students of pedagogical universities in project activities.

U.S. Peace Corps in Ukraine will be a partner and will contribute Peace Corps Volunteers' time and expertise in select communities as the focal point for working with the local youth center.

Nationally representative youth organizations will be involved as partners throughout the project implementation.

UNDP has funded the initiation phase of the project with total USD 28,950 for the development of the project document in January–April 2008. UNDP has committed to provide cost-sharing contribution to the project budget in the period 2008-2011 amounting to USD 163,000.

5.4 UNDP Support to NEX

As the National Executing Agencies are in the process of strengthening their capacities and capabilities, the UNDP Country Office will assist the NEAs with support services. Support of the Country Office will be provided through a Letter of Agreement with the NEA, normally as an annex of the programme or project document. This agreement will provide UNDP the necessary protection through privileges and immunities as well as protection against liability, in the context of its support to national execution. The above agreement must be signed by a Government body or official authorized to confer such legal protection on UNDP on a case-by-case basis (as an annex to the programme or project document) for each project.

The NEA and PM will be provided with support in the recruitment of personnel, procurement of goods and services, arranging international training or other support.

6. Monitoring Framework and Evaluation

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

Within the annual cycle:

- On a quarterly basis, a quality assessment shall record progress towards the completion of key results, based on quality criteria and methods captured in the Quality Management table below.
- An Issue Log shall be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change.
- Based on the initial risk analysis submitted (see annex 1), a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.
- Based on the above information recorded in Atlas, a Quarterly Progress Reports (QPR) shall be submitted by the Project Manager to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot.
- A project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project
- A Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events

Annually:

- Annual Review Report. An Annual Review Report shall be prepared by the Project Manager and shared with the Project Board and the Outcome Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the

whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.

- Annual Project Review. Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

Final Evaluation

A final evaluation of the project will be conducted to evaluate the project's relevance, effectiveness, efficiency, impact and sustainability; to generate knowledge about good practices and lessons learned in key aspects of youth social inclusion, volunteerism, civic engagement and self-help; and to make recommendations for future similar projects. The evaluation will provide lessons learnt and vital information on project progress and results for UNV, UNDP and project partners. The timing of the evaluation, at the end of the three year cycle of implementation, will provide much needed qualitative and quantitative data on achievements, strengths, and weaknesses of the existing project, as well as lessons learned and best practices which can be useful for future similar initiatives.

Quality Management for Project Activity Results attached (annex 2).

7. Legal Context

The present project document is the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of Ukraine and the United Nations Development Programme, signed by the parties on 18 June 1993. The host country implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government co-operating agency described in the Agreement

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

Annex 1. Risk Log

#	Description	Category	Impact & Probability	Countermeasures / Mgt. response	Owner	Author	Date Identified	Last Update	Status
1	Formation of new central government in Ukraine and shifts in regional government	Political	Need to re-establish working relations with partners on central and regional levels Probability - 4	Signing MOUs with national and regional partners stipulating responsibilities and ensuring succession of activity	Project Manager	Project Developer	February 2008		
2	Local elections	Political	Need to re-establish working relations with local partners Probability - 4	Signing MOUs with local partners Identifying local NGOs as key partners not dependant on political dynamic	Project Manager	Project Developer	February 2008		
3	Limited ICT capacity and access to internet in youth centers, schools and universities	Technical	Delays in creating functional networks and e-communities Probability - 2	Explore possibilities with internet providers for sponsorship and/or reduced prices for educational establishments	E-communities Expert	Project Developer	February 2008		
4	Less funds raised from donors than anticipated	Financial	Insufficient funds to implement all project activities as planned Probability - 3	Donor-funded activities planned for years 2 and 3 to allow for more time for fundraising. Reduce some activities and/or implement activities in different formats to fit the budget available (more on-line trainings and less in-person trainings)	Programme Officer	Project Developer	March 2008		

Annex 2: Quality Management for Project Activity Results

Activities	Quality criteria	Quality method	Dates of Control
<p><u>Activity 1</u> Build capacity of Youth Centers and volunteer involving organizations</p>	<ol style="list-style-type: none"> At least 10 organizations establish new volunteer positions Of 10 randomly selected Youth Centers, at least 6 are implementing in practice the organizational business plans Of 10 randomly selected project youth organizations, at least 5 have succeeded to win a grant for implementation of a community project At least 3 exchange visits conducted between youth centers in different regions of Ukraine Of 10 randomly selected e-community social projects, at least 6 are successfully implemented and results achieved 70% of people who completed the "Skills for Success" program indicate that they are using the knowledge and skills gained. Visits to the Project portal "Knowledge and Learning Hub" show steady upward trend by the second year of the Project 	<ol style="list-style-type: none"> Project team conducts informal survey of partners Project Manager reviews business plans Project conducts informal survey of youth organizations. Project conducts informal survey of Youth Centers 	<ol style="list-style-type: none"> May 2009 March 2010 October 2010 May 2011
<p><u>Activity 2</u> Build capacity of youth in using information and communication technologies as instruments for developing social competencies and skills</p>	<ol style="list-style-type: none"> Independent experts give positive appraisal of the quality of life stories collected and written Visits to the e-library show steady upward trend by the start of the third year of the Project Living Heritage Treasury E-Library being used by youth and the general public for research, personal interest, and cultural exploration Annual reviews of project staff are positive Of 10 randomly selected project sites, at least 8 indicate satisfaction with the project activities and sites 	<ol style="list-style-type: none"> Project conducts informal survey of project beneficiaries and partners Project conducts informal survey of random sample of "Skills for Success" graduates Project Manager reviews the level of activity on the website 	<ol style="list-style-type: none"> November 2010 November 2010 May 2009 – April 2010
<p><u>Activity 3</u> Establish Living Heritage Treasury library</p>	<ol style="list-style-type: none"> Independent experts give positive appraisal of the quality of life stories collected and written Visits to the e-library show steady upward trend by the start of the third year of the Project Living Heritage Treasury E-Library being used by youth and the general public for research, personal interest, and cultural exploration Annual reviews of project staff are positive Of 10 randomly selected project sites, at least 8 indicate satisfaction with the project activities and sites 	<ol style="list-style-type: none"> Project conducts informal survey of independent historians Project Manager reviews the level of activity on the website Project conducts e-survey of users of the site 	<ol style="list-style-type: none"> May 2010 January 2011 January 2010, 2011
<p><u>Activity 4</u> Project management and monitoring</p>	<ol style="list-style-type: none"> Project Manager reviews annual reviews Project Manager conducts informal interviews/surveys 	<ol style="list-style-type: none"> Project Manager reviews annual reviews Project Manager conducts informal interviews/surveys 	<ol style="list-style-type: none"> February 2009, 2010, 2011 May 2009, 2010

Annex 3: Project Target Sites

Oblast (=12)	Youth Centers (=52)	Universities (=20)	Schools (=36)	Peace Corps Volunteers* and Partners** (V=7, O=11)	Alternative-V Partners (=6)
Cherkassy	<p>1. Youth Resource Center, Cherkassy 23 Smilianska, Cherkassy phone: 8 (0472) 32-86-99 mrc@uch.net</p>	<p>1. Cherkassy National University named after Bohdan Khmelnytsky Shevchenko Blvd. Cherkassy 18031 (0472) 372142 (0472) 374162 (0472) 360321 http://www.cdu.edu.ua/ (INTEL demo project)</p>	<p>1. Secondary school Cherkassy</p>	<p>1. YDV Cherkassy State Business College</p>	<p>1. Cherkassy National University named after Bordan Khmelnytsky</p>
	<p>2. Youth Center, Zolotonosha 15 Sadovy proyid, 19700 Zolotonossha 8 (04737) 5-64-31 Zolotonosha_yc@ukr.net</p>		<p>2. Rayon secondary school Zolotonosha</p>		
	<p>3. Youth Center, Chygyryn 28 B. Khmelnytskogo, 20901 Chygyryn 8 (04730) 2-54-55</p>		<p>3. Village secondary School Chyhyryn rayon</p>		
<p>Proposed staffing: 1 UNV in Cherkassy (Youth Resource Center); collaborate with 1 PCV in Cherkassy</p>					
Chernihiv	<p>1. Youth Center, Sosnytsya 70 Vynogradskogo St, 16100 Sosnytsya 8 (04655) 2-75-95 ycd@rambler.ru</p>	<p>1. Chernihiv State Pedagogical Institute named after Shevchenko 53 Getmana Polubotka St. Chernihiv (04622) 32254 http://www.chspu.edu.ua/</p>	<p>1. Secondary School Chernihiv</p>	<p>1. 2 CDO s Chernihiv</p>	
	<p>2. Youth Center, Dniprovske 8 Radiadska St. Dniprovske, 15545 Chernigiv rayon taran_feld@mail.ru 8 (066) 644-29-20 Alla Shatyрко</p>		<p>2. Rayon secondary school Sosnytsya village</p>		

	<p>3. Youth Center, Zamglai 8 Budivelnikiv St. Zamglai, 15005 Ripkynsky rayon molcentrzamglay@mail.ru 8 (04641) 4-04-13</p> <p>4. Youth Center, Zaderiyivka Zaderiyivka 8 (???) 4-74-33 8 (096) 235-4213 Olena Vasylenko</p> <p>5. Youth Center, Liubech 22 Radianska St. Liubech, 15041 Ripkynsky rayon 8 (04641) 4-32-61 8 (04641) 4-38-17 8 (067) 299-1324 Taisia Holoburda</p>		<p>3. Village secondary school Ripkynsky rayon</p>	
Zhytomyr	<p>Proposed staffing: 1 UNV in Chernihiv (Center for Training of Social Workers); collaborate with 1-2 PCVs in Chernihiv</p> <p>1. Youth Center, Pryvorittia 1 Tsentralna St. Pryvorittia, 12621 Brusyliv rayon 8 (097) 477-5729 Tetiana Tkach</p> <p>2. Youth Center, Morozivka 5 Myru St. Morozivka, 12634 Brusyliv rayon 8 (04162) 3-13-89</p> <p>3. Youth Center, Vodotyyi Lenina St, 25 Vodotyyi, 12624 Brusyliv rayon 8 (097) 405-62-63</p> <p>4. Youth Center, Lazarivka 6 Naberezhna st. Lazarivka, 12615 Brusyliv rayon 8 (04162) 2-82-35 8 (097) 672-3200 Oksana Prymachenko</p> <p>5. Youth Center, Brusyliv</p>	<p>1. Zhytomyr State University named after I. Franko 40 Velyka Berdychivska St. 10008 Zhytomyr 8 (0412) 372763 8 (0412) 342460 8 (0412) 372763 http://www.zu.edu.ua/</p>	<p>1. Secondary school Zhytomyr</p> <p>2. Rayon secondary school Ovruch</p> <p>3. Village secondary school Lyhunsky rayon</p>	

<p>6. Youth Center, Sokoryky 1/5 Vokzalna st. Sokoryky, Korostensky rayon 8 (096) 266-3924 Luda Hylia</p>			
<p>7. Youth Center, Vaskovychi 36 Pershotravneva St. Vaskovychi, 11522 Korostensky rayon 8 (04142) 6-42-13 8 (098) 836-6741 Ludmyla Uschapiivska</p>			
<p>8. Youth Center, Luhyny 4a Obyzдна St. Luhyny, 11301 Luhyny rayon 8 097 387 6087 Tatiana Pavlovna 8 (04161) 9-15-99 Oksana http://www.un.org.ua/luhyny</p>			
<p>9. Youth Center, Lystvyn 4 Myr St. Lystvyn, 11140 Ovruch rayon 8 (067) 591-25-68</p>			
<p>10. Youth Center, Kyrdany 2 Lesi Ukrainky Blvd. Kyrdany, Ovruch rayon 8 (04148) 3-44-20</p>			
<p>11. Youth Center, Varvarivka Tsentralna St. Varvarivka, 11245 Yemilichynsky rayon 8 (04149) 7-36-36</p>			
<p>Proposed staffing: 2 UNVs: 1 in Korosten (Agency for Regional Development); 1 in Brusyliv (Youth Center)</p>			

Mykolayiv	<p>1. Youth Center, Maryivka Maryivka 56175 Bashtansky rayon 8 (05158) 9-57-25 (good center)</p>	<p>1. Mykolayiv State University named after V. Sukhomlynsky 24 Nikolska St. 54030 Mykolayiv 8 (0512) 352380 8 (0512) 353536 8 (0512) 353526 office@mdp.u.edu.ua</p> <p>2. Mykolayiv State University named after Peter Mohyla 68 Desantnykiv St. 10 54003 Mykolayiv 8 (0512) 24-41-89 8 (0512) 50-03-33 http://www.kma.mk.ua/ rector@kma.mk.ua</p>	<p>1. Secondary school Mykolayiv</p> <p>2. Rayon secondary school Bashtanivka village</p> <p>3. Village secondary school Snigurivsky rayon</p>	<p>1. CDO Mykolayiv</p> <p>2. YDO Secondary school Chervony Promin village, Snigurivsky rayon</p>	<p>1. Mykolayiv State University named after V. Sukhomlynsky</p>
<p>Proposed staffing: 1 Peace Corps Volunteer in Mykolayiv, support from UNV in Crimea</p>					
Dnipropetrovsk	<p>1. Youth Center, Dnipropetrovsk 10 Kirova St. 49001 Dnipropetrovsk 8 (093) 897-67-17</p> <p>2. Youth Center, Sofiyivka 10 Poshtova St. Sofiyivka 53100 Sofiyivka rayon 8 (05650) 2-97-40 8 (05650) 2-92-03</p>	<p>1. Customs Academy of Ukraine 8 Rogaliova St. 49044 Dnipropetrovsk 8 (0562) 455596 8 (0562) 471882 8 (0562) 471808 8 (0562) 471791 http://www.amsu.dp.ua/academy@amsu.dnp.ukrpack.net (INTEL demo project)</p> <p>2. West-Donbas Private Institute of Economy and Management 1a Parkova St. 51412 Pavlograd 8 (05632) 33606</p>	<p>1. Dnipropetrovsk Secondary school</p> <p>2. Rayon secondary school Synelnkove village</p>		<p>1. Branch office, Dnipropetrovsk</p>

	<p>3. Youth Center, Rozdory 3a Bogmy St. Rozdory 52500 Synelnykovsky rayon 8 (095) 825-21-85 8 (05663) 2-37-54</p>		<p>3. Village secondary school Sofiyivka rayon</p>		
	<p>4. Youth Center, Oleksandrivka 26 Vykonkomivska St. Oleksandrivka 53630 Pokrovsky rayon 8 (093) 810-47-37</p>				
<p>Proposed staffing: 1 UNV in Dnipropetrovsk (Youth Center)</p>					
<p>Zaporizhzhya</p>		<p>1. Zaporizhzhya National University 66 Zhukovskogo St. 69060 Zaporizhzhya 8 (0612) 646753 8 (0612) 644546 8 (0612) 627161 http://www.zsu.edu.ua/ sekr@zsu.zp.ua (INTEL demo project)</p>	<p>1. Secondary school Zaporizhzhya</p>	<p>1. 2 CDOs Zaporizhzhya</p>	
		<p>2. Zaporizhzhya State Engineering Academy 226 Lenin Ave. 69006 Zaporizhzhya 8 (0612) 601233 http://www.zgia.zp.ua/ pozhuev@zgia.zp.ua (INTEL demo project)</p>	<p>2. Rayon secondary school Melitopol</p> <p>3. Village secondary school Vilnyansky rayon</p>	<p>2. YDV Melitopol State Manufacturing and Economic Technical School</p>	
<p>Proposed staffing: 1-3 Peace Corps volunteers (1-2 in Zaporizhzhya, 1 in Melitopol) with support from NUNV in Dnipropetrovsk</p>					

<p>Kharkiv</p>	<p>1. Youth Center, Kharkiv 105/107 Kirova St. 61102 Kharkiv 8 (067) 574-79-02</p> <p>2. Youth Center, Chuguyiv 19/5 Kharkivska St. Chuguyiv 63500 Chuguyivsky rayon 8 (097) 992-81-12</p>	<p>1. Kharkiv National Pedagogical University named after G. Skovoroda 29 Artema St. 61002 Kharkiv 8 (057) 7006909 8 (057) 7006909 http://www.pu.ac.kharkov.ua/rector@pu.ac.kharkov.ua</p> <p>2. Kharkiv National University named after V. Karamzin 4 Swobody Square 61077 Kharkiv +38 (057) 705-12-47 +38 (057) 705-12-36 http://www.univer.kharkov.ua/postmaster@univer.kharkov.ua</p>	<p>1. Kharkiv secondary school</p> <p>2. Rayon secondary school Chuguyiv</p> <p>3. Village secondary school Lozivsky rayon</p>	<p>1. 2 CDVs Kharkiv</p>	<p>1. Branch office, Kharkiv</p> <p>2. Kharkiv National Pedagogical University named after G.S. Skovoroda</p> <p>3. Kharkiv National University named after Karazin</p>
<p>Lugansk</p>	<p>Proposed staffing: 1 UNV in Kharkiv (Youth Center), collaborate with 1-2 Peace Corps volunteers in Kharkiv</p> <p>1. Lugansk National Pedagogical University named after T. Shevchenko 2 Oboronna St. 91011 Lugansk 8 (0642) 580320 8 (0642) 599008 8 (0642) 539316 http://www.lnpu.edu.ua/ <i>(INTEL demo project)</i> mail@lnpu.edu.ua</p> <p>1. Secondary school Lugansk</p> <p>2. Rayon secondary school Rubizhne</p> <p>1. CDO Lugansk</p> <p>2. CDO Rubizhne</p>				

				3. Village secondary school Sieverodonetsky rayon	3. CDO Sieverodonetsk
	Proposed staffing: 1-3 Peace Corps volunteers (Lugansk, Rubizhne, Sieverodentsk) with support from UNV in Kharkiv				
Sumy	1. Youth Center, Konotop 41600 Konotopsky rayon	1. Sumy State University 2 Rymkogo-Korsakova St. 40007 Sumy 8 (0542) 330024, 334058 8 (0542) 331230, 333448 8 (0542) 334058 www.sumdu.edu.ua kanc@sumdu.edu.ua	1. Secondary school Sumy	1. 2 CDVs Sumy	
			2. Rayon secondary school Konotop	1. CDO Konotop	
			3. Village secondary school Glukhivsky rayon		
	Proposed staffing: 1-3 PCVs in Sumy and Konotop, support from UNV in Chernihiv				
Rivne	1. Youth Center, Berestya Peremohy st. Berestya, 34109 Dubrovitsky rayon 8 (03658) 3-5 1-19 8 (099) 431-1481 Ivan Butkevych	1. Rivne State University 12 S. Bandy St. 33028 Rivne 8 (0362) 267865, 263715 8 (0362) 264869, 224143 8 (0362) 263715 www.rshu.edu.ua rektorat@rdgu.uar.net	1. Secondary school Rivne		
			2. Rayon secondary school Goscha village		
			3. Village secondary school Sarny rayon		
	2. Youth Center, Udrytsk 40 Tsentralna st. Udrytsk, 34113 Dubrovitsky rayon 8 (03658) 4-01-71, fax 8 (03658) 209-98 8 (096) 976-9127 Olena Smilianec				
	3. Youth Center, Zalyzhzhya 11 Tsentralnya Zalyzhzhya, Dubrovitsky rayon 8 (066) 113-0620 Galyna Kotiash				

	<p>4. Youth Center, Nenkovychi 2 Zahidna st. Nenkovychi, 34020 Zarichensky rayon 8 (03632) 4-42-20 8 (097) 551-8206 Lidiya Lukashuk</p> <p>5. Youth Center, Kukhche Kukhche, 34034 Zarichensky rayon 8 (03632) 4-65-37 Pyotr Kharkovets</p> <p>6. Youth Center, Tomashgorod 12 B. Khmelnytskogo St. Tomashgorod, 34240 Rokytnivsky rayon 8 (03635) 2-63-90, 2-62-24 8 066 975 7112 Natasha</p>			<p>Proposed staffing: 1 UNV (need to identify host organization/site)</p>	
Kyiv	<p>1. Youth Center, Sukachi 6 Druzhu st. Sukachi, 07205 Ivankiv rayon 8 (291) 20-2-42, 20-2-10</p>	<p>1. Economy and Law University "KROK" 30-32 Lagerna St. 03113 Kyiv 8 (044) 455-57-57 8 (044) 455-57-07 8 (044) 455-57-57 www.krok.edu.ua krok@krok.edu.ua (INTEL demo project)</p>	<p>1. Secondary school Bila Tserkva</p>	<p>2. National Pedagogical University named after M. Dragomanov 9 Pyrogova St. 01030 Kyiv 8 (044) 2393017 8 (044) 2393017 8 (044) 2242251 www.npu.edu.ua shef-npu@ukr.net</p>	<p>2. Youth Center, Obukhovychi 1 Shiyakhova St. Obukhovychi, Ivankiv rayon 8 (0291) 33-2-45</p>
	<p>2. Youth Center, Obukhovychi 1 Shiyakhova St. Obukhovychi, Ivankiv rayon 8 (0291) 33-2-45</p>	<p>2. National Pedagogical University named after M. Dragomanov 9 Pyrogova St. 01030 Kyiv 8 (044) 2393017 8 (044) 2393017 8 (044) 2242251 www.npu.edu.ua shef-npu@ukr.net</p>	<p>2. Rayon secondary school Pereyaslav-Khmelnytsky</p>		

<p>3. Youth Center, Orane 12 Chervonyy Shlyakh Orane, Ivankiv rayon 8 (0291) 29-2-87, 29-2-09</p>	<p>National Agricultural University 15 Geroiv Oborony 03041 Kyiv <u>rectorat@nauu.kiev.ua</u> 8 (044) 527-8070</p>	<p>3. Village secondary school Boryspil rayon</p>	
<p>4. Youth Center, Rozvazhiv 20 Shkilna St. Rozvazhiv, Ivankiv rayon 8 (0291) 37-4-75</p>			
<p>5. Youth Center, Rusaki 19 Lenina St. Rusaki, Ivankiv rayon 8 (067) 767-2016 Olga Komarenko</p>			
<p>6. Youth Center, Kruglyk 11 Vitianska St. Kruglyk, 08162 Kyiv-Sviatoshyn rayon 8 (066) 321-0509 Svitlana Shevchenko</p>			
<p>7. Youth Center, Shpytky 7 Lenin St. Shpytky, 08122 Kyiv-Sviatoshyn rayon 8 (04498) 7-65-42</p>			
<p>8. Youth Center, Klavdiyivo-Tarasovo 8 I. Franko St. Klavdiyivo-Tarasovo, 07850 Borodyanka rayon 8 (277) 26-7-80</p>			
<p>9. Youth Center, Nova Buda Pionerska st. Nova Buda, Borodyanka rayon 8 (277) 5-17-41</p>			

Crimea	<p>10. Youth Center, Druzhnya 28a Lenin St. Druzhnya, 07807 Borodyanka rayon 8 (093) 917-40-78</p>				
	<p>11. Youth Center, Kovalyn Kovalyn, 08435 Pereyaslav-Khmelnytsky rayon 8 (067) 908-41-16</p>				
	<p>Proposed staffing: 2 UNVs, 1 in Ivankiv (Community Center), 1 in Borodyanka (Community Center)</p>				
	<p>1. Youth Center, Otkryte 17 Shkilna St. Otkryte, Pershotravnevy rayon 8 (06552) 9-63-41</p>	<p>1. Republic Higher School “Crimea Engineering and Pedagogical University” 21 Sevastopolska St. 95015 Simferopol 8 (0652) 249495 8 (0652) 241506 http://kipu.crimea.ua/ <i>(INTEL demo project)</i></p>	<p>1. Rayon secondary school Bakhchisarai</p>	<p>1. 2 CDVs Sevastopol</p>	
<p>2. Youth Center, Michurino 40 Tsentralna St. Michurino, Bielogorsky rayon 8 (06259) 9-85-70</p>	<p>2. Sevastopol National Technical Institute Bukhta Striletska St., Bldg 4 99053 Sevastopol 8 (0692) 235002 8 (0692) 243590 http://sevntu.com.ua/</p>	<p>2. Municipal secondary school Sevastopol</p>	<p>2. YDO Bakhchisarai rayon Vilinska secondary school</p>		
<p>3. Youth Center, Cheremysovka 7 Molodizhna St. Cheremysovka, Bielogodsky rayon 8 (095) 400-09-68</p>					
<p>4. Youth Center, Melychne 13 Pidgirna St. Melychne, Bielogodsky rayon 8 (050) 694-46-69</p>		<p>3. Village secondary school Saku rayon</p>			

	<p>5. Youth Center, Arkadiyivka 9 Rozdolna St. Arkadiyivka, Simferopol rayon 8 (095) 521-53-80</p>				
	<p>6. Youth Center, Trudoliubovo Zarichna St. Trudoliubovo, Simferopol rayon 8 (050) 876-09-36</p>				
	<p>7. Youth Center, Pervomaiskoye 2 Radiadska St. Pervomaiskoye, Kirovsky rayon 8 (06255) 5-52-76</p>				
	<p>8. Youth Center, Pryvitne 7 Zaricha St. Pryvitne, Kirovsky rayon 8 (06255) 5-32-42</p>				
<p>Proposed staffing: 1 UNV in Simferopol (UNDP Crimea Integration and Development Programme)</p>					

* YDV/CDV – Youth Development Volunteer/Community Development Volunteer
** YDO/CDO – Youth Development Organization/Community Development Organization

Annex 4. Terms of Reference

- International UNV Project Manager
- National UNV Youth Development Specialist
- National Project Manager / Capacity Development Expert
- E-communities Coordinator
- Living Heritage Coordinator
- Administrative/Finance Assistant
- Communications/Reporting Specialist