

COVER PAGE

Country: Papua New Guinea

UNDAF Outcome(s)/Indicator(s): 1.7 Commitment and activities implemented to support human rights, increase security, reduce crime and enhance protection of everyone in the community

Expected Outcome(s)/Indicator (s): Increase in community participation/education activities to consider human rights and law and order issues

Expected Output(s)/Annual Targets: Human rights education/awareness programmes. Reduced violence against women

Executing Entity: UNDP

Implementing agencies: Bougainville Administration, District Administrations, Council of Elders (Bougainville Local level Governments), local NGOs and CSOs

Project brief:

The Bougainville Community Leadership Project (BCLP) aims to implement a number of practical human rights and peace building initiatives as set forth in the Bougainville Peace Agreement. The project will, by focusing on human rights and women and youth, consolidate and compliment the comprehensive multi-year UNDP Bougainville Planning and Community Support (BPCS) Project. BPCS is designed to help the Autonomous Region of Bougainville (ARB) of Papua New Guinea to secure its peace and commerce its economic and social recovery after a highly destructive 10 year hiatus of conflict. Its focus is on governance, peace, security and economic recovery.

Programme Period: <u>2004-2007</u> Programme Component: <u>Justice and Human Rights</u> Project Title: <u>Bougainville Community Leadership Project (BCLP)</u> Project ID: <u>00055544</u> Project Duration: <u>March 2007 – December 2007</u> Management Arrangement: <u>DEX - UNDP</u>	Total Budget 220,000 Allocated resources: _____ • Other: ○ Donor 220,000 - DGTTF • In kind contributions 100,000 ** Unfunded budget: _____ ** Funding contributed through BPCS project
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Agreed by Department of National Planning and Monitoring: _____
Date: 23-02-2007

Agreed by Autonomous Bougainville Government: _____
Date: _____
*RAYMOND MARONS 2/0
1st CHIEF ADMINISTRATOR*

Agreed by UNDP: _____
Date: 23.2.2007

Assistant Resident Representative (On Behalf of RR)

Bougainville Community Leadership Project Document

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SITUATION ANALYSIS

1. A violent conflict broke out in 1989 in the province of Bougainville, Papua New Guinea, due to dissatisfaction over the share in profits given to the local population from the operation of the Panguna copper mine and the environmental damage it caused. The civil conflict continued for nine years and involved nearly the whole population of Bougainville and Buka.
2. The impact of the conflict was far reaching with the physical destruction of one of the most developed provinces in the country, with a vast devastation in socio-economic, political as well as governance structures. The resulting issues and challenges facing Bougainville today span the political, social and economic spectrum, and the resolution of them is critical in determining the future of the province.
3. After months of negotiations, the Bougainville Peace Agreement was signed in August 2001. The Agreement has three pillars and provides for (i) arrangements for an autonomous Bougainville Government operating under a home grown Bougainville constitution; (ii) a right guaranteed in the National Constitution for a Referendum¹ among Bougainvilleans on Bougainville's future political status, including a choice for separate independent Bougainville, and (iii) a weapons disposal plan which has three phases. The first phase of the weapon disposal plan includes awareness raising and storing the collected weapons under the custody of the BRA and BRU Unit Commanders and UNOMB. In the second stage, the stored weapons will be verified and certified by UNOMB; as a result, the Constitution of the autonomous Bougainville, as per the Peace Agreement, will become effective legally. Then the third stage of weapon disposal plan will commence by destroying the collected weapons.
4. With an estimated population of between 150,000 and 200,000 (based on the 2000 census), this island province has much reconstruction and recovery to undergo before attaining the levels of living standard the population enjoyed prior to the crisis. The destruction not only relates to physical infrastructure but also to the social and psychological health of the general population as well as the governance system of the province.²
5. Health services were severely disrupted by the years of conflict with many of the original 149 health facilities destroyed and many health workers displaced. Similarly, most educational establishments, agriculture sector, water and sanitation system in Bougainville suffered serious devastation during the conflict.
6. During the ten years of the civil war, children and young people, together with other vulnerable groups, became the worst affected victims, living in constant fear of danger and missing out on normal childhood development and education. Children as young as 10 years old were conscripted into the armies on both sides while many other children, with their mothers, were forced by the conflict to flee into the mountains, where services and supplies were virtually nil.
7. Large numbers of young people who were directly caught up in the war as combatants, and those otherwise displaced because of it, both boys and girls, missed out on their education because of the war. Between 15,000 and 20,000 youth, in the age range of 13 to 25, are estimated to have been affected. It is noted that, prior to the destruction caused by the war, Bougainville had enjoyed the highest standards of high school education in the country. The sense of loss from the missed education was profound.

¹ According to the Peace Agreement, the Referendum is to take place no sooner than ten years and no later than fifteen years from the election of the autonomous government, taking into account standards of good governance and the implementation of the weapons disposal plan.

² Paragraph 7 to 12 are based on the UN Common Country Assessment for Papua New Guinea, December 2001.

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8. Women's experiences during the conflict had a profound impact on their physical well-being, self-esteem and social status. Throughout the crisis, women were often intimidated and threatened. Some were raped or mutilated, others watched their sons and husbands killed and their daughters raped. Their workload increased during the absence of their men folk with women having to take on tasks usually done by men. Women played a critical role in fostering the peace process by lobbying and pleading with men to lay down arms and settle into community life as well as advocating a return to peace and harmony.

9. Men, caught up in the hostilities, were also severely affected. Intense residual feelings of mistrust, anger, resentment, hatred and guilt resulted in its aftermath. Many have tried to cope with these feelings by excessive consumption of homebrew or "Jungle Juice" ("JJ") and substance abuse such as marijuana, which has had further negative effects on their role in society. As the peace takes hold, however, increasing numbers of men are becoming actively engaged in the reconstruction and rehabilitation activities, particularly in the agricultural field.

10. The Bougainville administration will take time to become fully effective as the government tries to strike a balance in continuing to provide an acceptable level of essential public services on the one hand and the training of its human resources on the other. It is very important for the public service to be a merit-based civil service guarded by an effective Public Service Commission, with comprehensive general administrative orders and effective financial rules and regulations. Two essential areas within the government machinery that need to be addressed immediately are the development planning and budgetary process. An effective judicial system needs to be established.³

11. The Bougainville conflict has resulted in the emergence of various interest groups based political ideologies, traditional leadership systems/linkages, and external affiliations. These include (i) Bougainville Interim Provincial Government; (ii) Bougainville People's Congress; (iii) a number of different factions of the military organisations; (iv) Non-Governmental Organizations; (v) International organisations (NGOs and donors); (vi) Councils of Elders and Chiefs; (vii) provincial public servants; and (viii) national public servants.

12. There is generally a lack of consultation and coherence amongst these different stakeholders. The very nature of these various groups has brought about uncoordinated activities and lack of more appropriate political and administrative structures. There is no one unifying body that can be easily identified as playing the lead role in reconstruction and development process in Bougainville. Whilst the many development initiatives may have some commonalities, there has been a little attempt in developing a common approach to resolving the problems in Bougainville.

STRATEGY

1. The project will by focusing on human rights, the Councils of Elders (COE, Local Level Governments), Chiefs, women and youth to help the Autonomous Region of Bougainville (ARB) of Papua New Guinea to secure its peace and achieve its economic and social recovery.

2. The project will, by focusing on human rights and women and youth, consolidate and complement the comprehensive multi-year UNDP Bougainville Planning and Community Support (BPCS) Project. The BPCS strategy is in complete compliance with the Autonomous Bougainville Government (ABG) 2006-2010 Strategy & Action Plan (rolling multi-year budgetary planning framwrok). A key support of the Project in governance is strengthening the COE, the ABG's local level of government initiated during the

³ The foregoing is extracted from the United Nations Common Country Assessment for Papua New Guinea published in December 2001.

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crisis in 1996. At that time the COEs, which combined traditional and modern leadership, mechanisms and methodologies, were primarily concerned with peace and security. The COEs need to be adapted to support the recovery process based on self-sufficiency and community-based participation.

3. In the area of conflict resolution and peace building the Project will pay particular attention to human rights promotion, women empowerment and youth and ex-combatants engagement. It promotes dialogue and understanding through sports, and cultural events and by strengthening their organizations and networks. The project will work with the Division of Community Support supporting critical sports and cultural events, with an increased focus on organization management and life skills training.

4. The methodology of the Project is to support the Government and the Civil Society Organizations as a facilitator rather than a direct implementer. The Project team assists the government in its reviews, in developing resulting strategies and implementation plans, in designing of training materials, and in the training of trainers-usually members of the targeted populations.

5. The overall project approach and strategy is to build upon the 'on-the-ground' provincial, regional and district level capacity and to maximize opportunities for greater levels of ownership within the Bougainville administration and community to the direction and implementation of UNDP supported assistance. The focus of support should be reoriented to address the economic, social capital, governance, capacity building, and equity issues that provide the essential underpinning for continued security and stability in Bougainville during the immediate future.

6. A key outcome of UNDP support is expected to be strengthened local capacity to implement and manage projects as well as overall improved counterpart capacity to implement activities that will be supported under the next phases of the project. The strategy will be to involve counterparts in the design and implementation of projects included in the project and to ensure that within the timeframe for project implementation there are clear guidelines developed for handover and an exit strategy for UNDP assistance. The project will be implemented involving local players (Bougainville Administration (central and district), local government authorities, district elders and chiefs, NGOs and community groups) and will avoid the development of parallel or competing institutional structures.

7. UNDP support will work closely with other donor partners in the implementation of activities. This approach will have an emphasis on working with donors and other partners in a three-way partnership with the Bougainville Administration and as part of capacity building efforts to position the administration in central role for coordinating development assistance in Bougainville.

8. It is important in the implementation of the project that all stakeholders are made fully aware of expected funding support and that at all times expectations are not raised unrealistically. The project has been designed to reflect likely funding, principally through UNDP TRAC funding. It is expected that other projects in Bougainville will be supported by other funding. In these cases project support will be provided through the management unit, although it is envisaged that budgeting and reporting will be provided separately.

9. It is envisaged that through working closely with the Bougainville Administration to promote aid coordination and management that donors will respond to well designed projects that are given a high priority by the Administration and agree to utilize the project management unit operations to implement these projects on their behalf.

10. Within the context of the above strategies the project will give priority to proposals submitted by counterpart agencies that integrate women and HIV/AIDS issues into their activities.

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PROJECT RESULTS AND RESOURCES FRAMEWORK

Intended Outcome as stated in the Country Programme Results and Resource Framework:																							
1. Commitment and activities implemented to support human rights, increase security, reduce crime and enhance protection of everyone in the community.																							
Outcome indicators as stated in the Country Programme Results and Resources Framework, including baseline and targets.																							
1. Increase in community participation/education activities to consider human rights and law and order issues																							
Applicable MYFF Service Lines:																							
§ Justice and Human Rights																							
§ Policy support for democratic governance																							
§ Decentralization, local governance and urban/rural development																							
Partnership Strategy: Key elements of the strategy include: building on past success and ongoing peace processes; integration into Bougainville administration planning and implementation processes; component based to reflect available resources; a five-year programme timeframe; promotion of coordination; streamlined management structures and monitoring and review to respond to changing situation																							
Project title and ID (ATLAS Award ID): Bougainville Community Leadership Project																							
Intended Outputs	Indicative Activities	Responsible parties	Inputs																				
<p>1.1 Human rights awareness promoted, conflicts resolution skills enhanced through training in areas such as civic education, human rights, conflict resolution, and key challenges to development</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Report on experiences and lessons learnt from past and ongoing awareness programmes. • Assessment report of existing human rights, conflicts and social issues. • Updated/revised training manual • Number of training sessions conducted • List of human rights, conflicts and psychosocial related issues, their causes and impacts • Number of activities implemented in each district • Number of families provided with life-skills support • Decreased the number of conflicts and human rights issues 	<p>1.1.1 Review the HR framework by surveying past and ongoing awareness programmes and policies on human rights, conflict and social issues and document experiences and lessons learnt from undertaking such programmes in Bougainville.</p> <p>1.1.2 Assess the existing human rights, conflicts and social issues in the communities.</p> <p>1.1.3 Based on 1.1.1 and 1.2.2 support organizations already undertaking awareness programmes to review and revise, if necessary, their respective training manuals and approaches.</p> <p>1.1.4 Train master trainers in districts.</p> <p>1.1.5 Develop a list of human rights, conflicts and psychosocial related issues, their root causes and impacts.</p> <p>1.1.6 Support existing and new awareness programmes, including in schools, to plan, design and implement the community awareness activities on civic education, human rights, conflict resolution.</p> <p>1.1.7 Support existing social and counseling services to the needy families through the trained youth</p> <p>1.1.8 Involve mass media and use loudspeaker, leaflets and pamphlets, for wider dissemination of messages</p>	<p>ABG, UNDP, CSOs</p>	<p>1.1 Total cost of Inputs: \$98,900</p> <p>Nature of Inputs:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">UN Volunteer</td> <td style="text-align: right;">36,000</td> </tr> <tr> <td>Travel</td> <td style="text-align: right;">28,750</td> </tr> <tr> <td>Local</td> <td></td> </tr> <tr> <td>Consultants</td> <td style="text-align: right;">10,000</td> </tr> <tr> <td>Contractual</td> <td></td> </tr> <tr> <td>Services</td> <td style="text-align: right;">12,500</td> </tr> <tr> <td>Rental &</td> <td></td> </tr> <tr> <td>Maintenance</td> <td style="text-align: right;">10,800</td> </tr> <tr> <td>Miscellaneous</td> <td></td> </tr> <tr> <td>Expenses</td> <td style="text-align: right;">850</td> </tr> </table>	UN Volunteer	36,000	Travel	28,750	Local		Consultants	10,000	Contractual		Services	12,500	Rental &		Maintenance	10,800	Miscellaneous		Expenses	850
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Miscellaneous																							
Expenses	850																						

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<p>1.2 Bougainville Administration and District Administrations supported to establish a women and youth networks, and their leadership capacity built.</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Youth and women needs assessment report • Functional self-help women and youth groups • Training manual • TOR of the self-help groups • Number of women and youth trained/ oriented • Self-help voluntary activities undertaken through women and youth groups • Interest of the women and youth towards group activities • Number of exchanges that take place 	<p>1.2.1. Review and update the report of the Bougainville youth leaders congress held in 2003 and determine the needs and interests of the youth</p> <p>1.2.2. Support the Bougainville Administration and District Administrations in the establishment of self-help women's and youth groups.</p> <p>1.2.3. Develop a leadership and management training/ orientation manual for the youth and women.</p> <p>1.2.4. Conduct leadership and management training of women and youth groups in selected areas/ villages to work with the COEs to plan and manage innovative community activities including sports, HIV/AIDS campaigns, assisting vulnerable families and traditional inter-cultural programmes for community based conflict recovery initiatives.</p>	<p>ABG, DAs, UNDP, Youth and Women Groups</p>	<p>1.2 Total cost of Inputs: \$34,300</p> <p>Nature of Inputs:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Travel</td> <td style="text-align: right;">28,000</td> </tr> <tr> <td>Materials & Goods</td> <td style="text-align: right;">4,000</td> </tr> <tr> <td>Rental & Maintenance</td> <td style="text-align: right;">2,000</td> </tr> <tr> <td>Miscellaneous Expenses</td> <td style="text-align: right;">300</td> </tr> </table>	Travel	28,000	Materials & Goods	4,000	Rental & Maintenance	2,000	Miscellaneous Expenses	300
Travel	28,000										
Materials & Goods	4,000										
Rental & Maintenance	2,000										
Miscellaneous Expenses	300										
<p>1.3 Selected Councils of Elders (COEs) capacities in leadership, planning and management of the recovery activities built (in selected districts).</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Assessment report on the COEs • Workshop reports • Number of officials participated in the workshops • Training module and aid for COE officials • Number of COEs' officials trained and their knowledge on planning and management • Action Plans of the COEs 	<p>1.3.1 Develop required teaching aids to be used in training.</p> <p>1.3.2 Train COE officials in pilot districts (to be identified in consultation with Bougainville Administration) based on training modules developed in output 1.3.2 and 1.3.3.</p> <p>1.3.3 Work with the COEs in pilot districts in planning, designing, monitoring and overall management of community activities</p> <p>1.3.4 Integrate the participation of the COEs into the democratic governance framework by building their capacity to conduct resource mobilization, planning, and management of community development activities.</p> <p>1.3.5 Refine training module based on pilot training.</p> <p>1.3.6 Conduct refresher sessions of the training subject to mobilization of additional resources. Train the representatives of COEs in all the districts, subject to the mobilization of additional resources.</p>	<p>ABG, COEs, UNDP</p>	<p>1.3 Total cost of Inputs: \$26,800</p> <p>Nature of Inputs:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Travel</td> <td style="text-align: right;">14,500</td> </tr> <tr> <td>Supplies</td> <td style="text-align: right;">10,000</td> </tr> <tr> <td>Rental & Maintenance</td> <td style="text-align: right;">2,000</td> </tr> <tr> <td>Miscellaneous Expenses</td> <td style="text-align: right;">300</td> </tr> </table>	Travel	14,500	Supplies	10,000	Rental & Maintenance	2,000	Miscellaneous Expenses	300
Travel	14,500										
Supplies	10,000										
Rental & Maintenance	2,000										
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ANNUAL WORK PLAN BUDGET SHEET



ANNUAL WORK PLAN BUDGET SHEET
United Nations Development Programme
Papua New Guinea

Year: 2007
Project Number:
Project Title: Bougainville Community Leadership Project

Expected Output	Key Activities	Timeframe				Respon. Party	Planned Budget				
		Q1	Q2	Q3	Q4		Fund	Donor	Budget Description	Amount (USD)	
Human rights promotion & safer environment	HUMAN RIGHTS AWARENESS	X	X	X		UNDP	20300	DGTF	71500	UN Volunteer	36,000
		X	X	X		UNDP	20300	DGTF	71600	Travel	28,750
		X	X	X	X	UNDP	20300	DGTF	71300	Local Consultants	10,000
			X	X	X	UNDP	20300	DGTF	71400	Contractual Services	12,500
			X	X	X	UNDP	20300	DGTF	72700	Rental & Maintenance	10,800
		X	X	X	X	UNDP	20300	DGTF	74500	Miscellaneous Expenses	850
	SUB-TOTAL										98,900
	WOMEN AND YOUTH NETWORKS STRENGTHENING	X	X	X	X	UNDP	20300	DGTF	71600	Travel	28,000
		X	X			UNDP	20300	DGTF	72300	Materials & Goods	4,000
		X	X	X	X	UNDP	20300	DGTF	74500	Rental & Maintenance	2,000
		X	X	X		UNDP	20300	DGTF	72700	Miscellaneous Expenses	300
		SUB-TOTAL									
	COE CAPACITY BUILDING	X	X	X		UNDP	20300	DGTF	71600	Travel	14,500
		X	X			UNDP	20300	DGTF	72500	Supplies	10,000
		X	X	X		UNDP	20300	DGTF	72700	Rental & Maintenance	2,000
		X	X	X	X	UNDP	20300	DGTF	74500	Miscellaneous Expenses	300
		SUB-TOTAL									

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	PROJECT MANAGEMENT AND MONITORING	X	X	X	X	UNDP	20300	DGTF	71600	Travel	30,000
			X	X	X	UNDP	20300	DGTF	71400	Contractual Services	10,000
		X	X			UNDP	20300	DGTF	72500	Supplies	18,000
		X	X	X	X	UNDP	20300	DGTF	74500	Miscellaneous Expenses	2,000
		SUB-TOTAL									
TOTAL										220,000	

MANAGEMENT ARRANGEMENTS

Execution Modality:

1. In view of the current post-conflict situation in Bougainville, the project will be executed by using Direct Execution (DEX) modality for the following reasons:

- i. The post-conflict situation in Bougainville calls for speed of delivery and decision-making to respond adequately to the enormous rehabilitation and recovery needs in the province;
- ii. There is a provincial transitional government in place in Bougainville, and it is expected that a new autonomous government will be formed after the election scheduled to take place in the near future. In this context, capacity building of the new autonomous provincial government will take a long time;
- iii. The absence of executing agencies 'sur place' with any comparative advantage or competence in the current setting in Papua New Guinea has been clearly established;
- iv. The UNDP Country Office has adequate capacity to manage, report and achieve the expected results of the programmes.
- v. The BPCS project, which the BCLP will be closely linked to and in support of, is directly executed by UNDP PNG
- vi. Though linkage of management and coordination structure to the BPCS project in direct execution significant overhead cost can be save which usually exceed 50% of project budgets given he remote location and high cost of domestic travel, goods and services in the Bougainville as well as PNG

2. In order to safeguard the accountability of the Administrator, in line with Executive Board Decision 98/2, and to ensure that DEX is carried out in an effective, efficient and transparent manner, a number of measures have been taken to reinforce the capacity of the Country Office, including the setting up an ERP, and the appointment of the new programme management personnel with post-conflict recovery background.

Roles of the DNPM and the Bougainville Administration:

3. Though the project will be directly executed by the UNDP Country Office, the GoPNG Department of National Planning and Monitoring (DNPM) and the Bougainville Administration will be the co-implementing partners and will be closely involved in all decision making processes through the Bougainville Project Steering Committee. By acting as the co-implementing partners, the DNPM and Bougainville Administration will assist UNDP in executing the project, and their functions will be, as follows:

- i. Represent in the Project Board (PB), AGB is the chair
- ii. Participate in the decision making process, as well as planning, monitoring, and reviewing of the project activities
- iii. Provide administrative and logistic support, e.g. office space, personnel, etc., to the project.

Project Board (PB):

4. The Project Board will be in charge of overall project co-ordination. To have consistency with the BPCS project, the BPCS Steering Committee will also serve as the BCLP PB. Therefore the PB will comprise of representatives from UNDP, DNPM, Bougainville Administration, relevant UN agencies, INGOs, donors and Programmes.

5. The PB will carry out the following functions:

- i. Participate in all the stages of project management cycle (planning and designing, appraisal of proposals, implementation, review, etc.)
- ii. Build consensus around the project's strategies and planned results;

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- iii. Provide advice in project's planning, strategies or implementation arrangements;
- iv. Monitor progress, participate in the field visits to project sites, consult with beneficiaries, and ensure that potential opportunities and risks, including lessons learned from experience, are taken into account by the project management.
- v. Ensure effective linkages with other projects and programmes, relating to capacity building, micro-credit and small enterprise development, mass awareness campaigns, jobs creation, infrastructure rehabilitation, etc.

The PB will meet regularly, at least once a quarter.

Project Assurance:

6. The PB has the overall responsibility for project assurance, however substantive support for this role and day-to-day project assurance will be provided by the UNDP Programme Officer in charge of governance.
7. 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.

Project Manager:

8. The BPCS Project CTA will fulfill the role of Project Manager and 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 Project Board.
9. 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 budget.

Districts:

10. The district administration will be the primary counterpart of the project at the district level and will be the interface of the project with the COEs with all project activities at community level to be undertaken in full consultation and collaboration with the district administration.

Councils of Elders (COEs) and communities:

11. The project will build the capacity of the COEs and communities in the areas of its intervention. A committee will be formed within the existing structure of CEO to involve the representatives of Council of Elders (COEs), Civil Society Organizations, and project personnel for the development of the communities. The programme, having providing intensive training to the members of the Committees, will work closely with them in planning, designing, monitoring, and reviewing the felt-needs activities.

MONITORING AND EVALUATION

1. Day-to-day monitoring of the project activities will be the responsibility of UNDP. However, it is the CTA's overall responsibility to ensure regular monitoring of each project activity at least once a month. The monitoring visits can be made in collaboration with the implementing partners. A standard monitoring format will be used for this purpose. The UNDP CO and representatives of the PB will undertake periodic monitoring visits.
2. During the implementation of the project, the CTA will develop quarterly progress reports, describing the progress of the project activities, financial statement, obstacles encountered and how they are solved

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and/ or to be solved, and lesson learned. In addition, the project will develop monthly work plans and monthly brief progress reports, and submit to UNDP CO regularly.

3. The project will be subject to the mid term, final and post terminal evaluations, to assess the outcomes and draw lessons learned.

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The Annual Work Plan (AWP) Monitoring Tool

Year: 2007
CP Component: Bougainville Community Leadership Project
Executing Entity: UNDP

EXPECTED CP OUTPUTS AND INDICATORS	PLANNED ACTIVITIES	EXPENDITURES	RESULTS OF ACTIVITIES	PROGRESS TOWARDS ACHIEVING CP OUTPUTS
<p>1. Human rights awareness promoted, conflicts resolution skills enhanced through training in areas such as civic education, human rights, conflict resolution, trauma healing and key challenges to development</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Report on experiences and lessons learnt from past and ongoing awareness programmes. • Assessment report of existing human rights, conflicts and social issues. • Updated/revised training manual • Number of training sessions conducted • List of human rights, conflicts and psychosocial related issues, their causes and impacts • Number of activities implemented in each district • Number of families provided with psychosocial support • Decreased the number of conflicts and human rights issues 	<p>1.1 Review the HR framework by surveying past and ongoing awareness programmes and policies on human rights, conflict and social issues and document experiences and lessons learnt from undertaking such programmes in Bougainville.</p> <p>1.2 Assess the existing human rights, conflicts and social issues in the communities.</p> <p>1.3 Based on 1.1 and 1.2 support organizations already undertaking awareness programmes to review and revise, if necessary, their respective training manuals and approaches.</p> <p>1.4 Train master trainers in districts.</p> <p>1.5 Develop a list of human rights, conflicts and psychosocial related issues, their root causes and impacts.</p> <p>1.6 Support existing and new awareness programmes, including in schools, to plan, design and implement the community meetings, seminars, street dramas and other mass awareness activities on civic education, human rights, conflict resolution.</p> <p>1.7 Support existing social and counseling services to the needy families through the trained youth</p> <p>1.8 Involve mass media and use loudspeaker, leaflets and pamphlets, for wider dissemination of messages</p>			

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<p>2. Bougainville Administration and District Administrations supported to establish women and youth networks and their leadership capacity built.</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Youth and women needs assessment report • Functional self-help women and youth groups • Training manual • TOR of the self-help groups • Number of women and youth trained/ oriented • Self-help voluntary activities undertaken through women and youth groups • Interest of the women and youth towards group activities • Number of exchanges that take place 	<p>2.1 Review and update the report of the Bougainville youth leaders congress held in 2003 and determine the needs and interests of the youth</p> <p>2.2 Support the Bougainville Administration and District Administrations in the establishment of self-help women's and youth groups.</p> <p>2.3 Develop a leadership and management training/ orientation manual for the youth and women.</p> <p>2.4 Conduct leadership and management training of women and youth groups in selected areas/ villages to work with the COEs to plan and manage innovative community activities including sports, HIV/AIDS campaigns, assisting vulnerable families and traditional inter-cultural programmes for community based conflict recovery initiatives.</p>			
<p>3. Selected Councils of Elders (COEs) capacities in leadership, planning and management of the recovery activities built (in selected districts).</p> <p><i>Indicators:</i></p> <ul style="list-style-type: none"> • Assessment report on the COEs • Workshop reports • Number of officials participated in the workshops • Training module and aid for COE officials • Number of COEs' officials trained and their knowledge on planning and management • Action Plans of the COEs 	<p>3.1 Develop a training module</p> <p>3.2 Develop required teaching aids to be used in training.</p> <p>3.3 Train COE officials in pilot districts (to be identified in consultation with Bougainville Administration) based on training modules developed in output 3.1 and 3.2.</p> <p>3.4 Work with the COEs in pilot districts in planning, designing, monitoring and overall management of community activities</p> <p>3.5 Integrate the participation of the COEs into the democratic governance framework by building their capacity to conduct resource mobilization, planning, and management of community development activities.</p> <p>3.6 Conduct refresher sessions of the training subject to mobilization of additional resources. Train the representatives of COEs in all the districts, subject to the mobilization of additional resources.</p>			

LEGAL CONTEXT

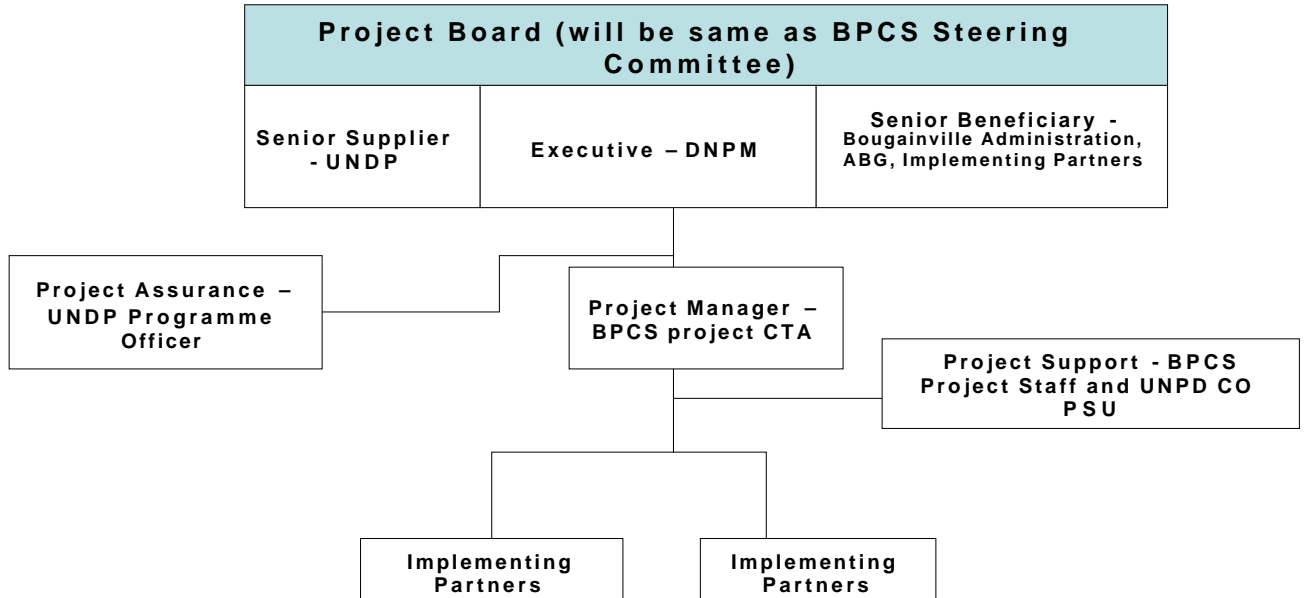
This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement (SBAA) between the Government of Papua New Guinea and the United Nations Development Programme, signed by the parties on 7 April 1981. The host country implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government co-operating agency described in that Agreement.

The following types of revisions may be made to this project document with the signature of the UNDP Resident Representative only, provided he or she is assured that the other signatories of the project document have no objections to the proposed changes:

- Revisions in, or addition of, any of the annexes of the project document (with the exception of the Standard Legal Text for non-SBAA countries which may not be altered and the agreement to which is a precondition for UNDP assistance);
- Revisions which do not involve significant changes in the immediate objectives, outputs or activities of a project, but are caused by rearrangement of inputs agreed to or by cost increases due to inflation; and
- Mandatory annual revisions, which rephrase the delivery of agreed project inputs or increased expert or other costs due to inflation or take into account agency expenditure flexibility.

ANNEXES

Annex 1. Project Management Structure



Annex 2: TOR for UNV position

Terms of Reference

**International UN Volunteer
Human Rights Consultant**

Duty Station:	Buka, Bougainville (Papua New Guinea)
Reporting to:	Chief Technical Advisor (CTA) of the BPCS Project
Duration of Appointment:	Six months
Expected Starting Date:	April 2007

This post is a United Nations Volunteers assignment in the Bougainville Community Leadership Project (BCLP) of the UNDP Office in Bougainville, Papua New Guinea. The duties associated with this post will be carried out within a framework of voluntary commitment and engagement, which are the foundations of volunteerism.

United Nations Volunteers is the UN Organization that supports sustainable human development globally through the promotion of volunteerism and through the mobilization of volunteers. It serves the causes of peace and development by enhancing opportunities for people's participation. It supports the notion that volunteerism is universal, inclusive and embraces volunteer actions in all its diversity.

Volunteerism is diverse and is embedded in all cultures. Voluntary action in its various forms brings benefits to others as well as to the individual volunteer. It makes important economic and social contributions, and it contributes to creating social capital and cohesion by helping to build trust and reciprocity among people.

In this context, as a United Nations Volunteer you are encouraged and expected to seek opportunities to identify and stimulate local expressions of volunteerism. You are expected to regard your national colleagues as peers and together uphold the trust placed in you as a volunteer by the communities and the organization you are assigned to.

Background

Bougainville is identified as a priority area of intervention for UNDP to support the response to the reconstruction and development of Bougainville after the crisis. The *Bougainville Planning and Community Support Project* (BCLP) has been designed to support the planning, development and coordination processes in Bougainville through activities that will promote good governance, reduce poverty, and help restore basic conditions for economic growth, promote stability and create an enabling framework for sustainable human development. The Project focuses on the following objectives:

1. Assist in capacity building through effective planning and management skills development
 2. Provide support to the consolidation of the peace process through leadership, human rights advocacy and other social activities
 3. Strengthen economic development
2. Duties and Responsibilities

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As a United Nations Volunteer, you will be expected to exhibit and promote the benefits that volunteerism brings to both society at large and the individual volunteer, recognizing that that volunteering makes important contributions, economically as well as socially, and contributes to a more cohesive society by building trust and reciprocity among citizens

Objective: To assist the Autonomous Region of Bougainville in developing an enabling environment for the promotion and implementation of human rights.

Position: This position is intended to assist the Autonomous Bougainville Government (ABG) and its civil society partners to improve the human rights environment in the Autonomous Region of Bougainville (ARB). At least two weeks of the Consultant's work will be done in Port Moresby to consult with the appropriate Governmental Bodies and Civil Society Organizations. The remainder of the work, much of which will be dependent on the Internet will be done from the BCLP's Office in Bougainville.

Duties and Responsibilities of the Planner component: This consultancy will be under the direct supervision of the Chief Technical Advisor (CTA) of the BPCS and the overall guidance of the Administrator of the Autonomous Regional Government of Bougainville (ABG). The Consultant will work in direct contact with the appropriate government individuals of Community Development et al and a local Civil Society counterpart. The Consultant will contribute to the improvement of the human rights environment by performing the specific tasks which include but not limited to:

- Present a framework document for how an autonomous, but not independent region, such as the ARB can function in relationship to Human Rights as defined by the Constitutions of the respective national Papua New Guinea is government and the ARB and the international human rights charters, agreements, et al which the National Government is a signatory having ratified, agreed to, and report on. This framework, should clarify the different ways in which an autonomous region can respond from the perspective of its potential independence to be determined by a referendum within the next two decades.
- Provide orientations on how an autonomous region can participate in human rights framework to which the National Government is not a signature.
- Advise on the reporting and implementation and enforcement options available to an autonomous region that might be in addition to the National policy and approach.
- Design an overarching Strategy, with accompanying recommendations for institutional arrangements and an Implementation Workplan for the ARB.
- Interview all key stakeholders, especially duty bearers of the Government and Civil Society concerning their views of human rights in the ARB
- Conduct a workshop with all key stakeholders-providers of the Government and Civil Society concerning the draft overarching Strategy Proposal.
- Work with Civil Society organizations, (one main partner will be contracted as a local partner to support the consultancy) to develop 12 information/training/awareness packages and methodologies for the most relevant and needed human rights issues facing the ARB. Prototypes should be developed from existing packages and models available on the UNESCO and OHCHR websites and of other well-know International Human Rights Education/Advocacy Civil Society Organizations.
- Review at least one of the major rights area, such as women rights, to provide an analysis as why it has not made a significant different on the ground and suggest ways forward.
- Review the BPCS Project from the Human Rights-based approach and conduct a workshop for Project Staff and other interested partners on Rights based planning and development.
- Assist the ARB in any human rights report writing needed within the period of the consultancy.

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- Provide monthly progress reports and final reports based on achievements and recommendations for the AGB.
- Provide within two weeks of arrival a Workplan for approval of the Administrator and the CTA to orient intended work during the contractual period.

Anticipated Outputs:

1. A Human Rights Framework Document for Autonomous Regions within their National and International context.
 2. A Draft Strategy for the Promotion and Implementation of Human Rights
 3. 12 individual key awareness-raising packages with accompanying methodologies to reach a wide variety of target groups for the most pressing human rights issues in the ARB
 4. An in-depth analysis with recommendations forward for at least one significant rights area
 5. Improved Human Rights awareness of the key stakeholder- particularly duty bearers of the ARB
 6. Improved delivery capacity of at least one key Civil Society Organization through hands-on training of local counterpart.
 7. Two monthly progress reports and one Final Report on achievements and recommendations.
3. Qualifications
- A Lawyer's degree specializing in human rights or equivalency from a related field
 - At least ten (10) years of human rights experience
 - Both theoretic and practical experience in a developing world country
 - Familiar with Melanesian Culture highly advantageous
 - UN, especially UNDP, experience advantageous
 - Proven planning capacity
 - Proven training capacity
 - Results oriented under hardship conditions
 - Experience as a volunteer an asset
 - Good oral and written communication skills and excellent interpersonal skills
 - Competence in Microsoft Word, Excel and PowerPoint, and ability to use information technology as a tool and resource
 - Culturally sensitive
4. Conditions of Service

A revised Conditions of Service (CoS) for International UN Volunteer Specialists will come into effect as of February 2007. Under to the revised CoS, International UN Volunteers in Papua New Guinea will receive a Volunteer Living Allowance (VLA), which is intended to cover their accommodation and basic living expenses. In Papua New Guinea the VLA is expected to be \$US 1,986 per month (single), \$US 2,236 (1 dependant), \$US 2,436 (2 or more dependants).

They also receive a Settling-In Grant (SIG) on commencing their assignment and a Resettlement Allowance (RSA) on successful completion of their contract.

Full medical insurance is provided, and they are entitled to 2.5 days of annual leave per month.

5. Duty Station and Travel

The position will be based in Buka, Bougainville. Living conditions in Bougainville are challenging with power outages, some water shortages and limited accommodation available. There are few restaurants and the selection of produce in the shops is limited although there is always an abundance of local

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vegetables and smoked fish, in the market. Malaria is a major concern as is dengue and parasites. The hospital provides good routine health services. There are limited good-quality schools available for all grades up until completion of secondary school. There is a pre-collage/collage extension program offered. Buka, in the Northern Region is situated on an island a short banana boat ride off the main island of the Autonomous Region of Bougainville. The main truck road that connects to Arawa in the Central Region is mostly dirt and gravel and is kept in reasonable condition.

Access to Rabaul on the neighboring island province is by periodic ship or plane. Planes to Port Moresby are three times a week and relatively dependable but expensive. Mobile phones do not work and the landlines to overseas are frequently busy and costly. The Internet service from the UNDP Office is reasonable. Buka is a quiet town in an isolated part of the world-great for tropical aquatic sports and hiking.