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**Updated**

**Stakohlders Engagent Plan (SEP)**

**For**

**NGOs and CSOs Capacity Support Project in Afghanistan (P178933)**

september 2022



**Table of Contents**

[List of Acronyms and Abbreviations 3](#_Toc115364673)

[1 INTRODUCTION/PROJECT DESCRIPTION 1](#_Toc115364674)

[1.1 Project Background 1](#_Toc115364675)

[1.2 Purpose of the SEP 1](#_Toc115364676)

[1.3 About the Project 1](#_Toc115364677)

[1.4 Project Beneficiaries 2](#_Toc115364678)

[1.5 Potential Environmental and Social Risks and Management Measures 3](#_Toc115364679)

[1.5.1 Environmental Risks 3](#_Toc115364680)

[1.5.2 Social Risks 3](#_Toc115364681)

[1.5.3 Environmental and Social Instruments 3](#_Toc115364682)

[1.6 Scope and Structure of the SEP 4](#_Toc115364683)

[2 Brief Summary of Stakeholder Engagement Activities 5](#_Toc115364684)

[3 Regulatory Framework 14](#_Toc115364685)

[3.1 World Bank ESF Framework on Stakeholder Engagement 14](#_Toc115364686)

[3.2 UNDP‘s Social and Environmental Standards Requirements Related to Stakeholder Engagement 15](#_Toc115364687)

[4 STAKEHOLDER MAPPING AND ANALYSIS 16](#_Toc115364688)

[4.1 Stakeholder Mapping and Analysis 16](#_Toc115364689)

[4.2 Project-Affected Parties 16](#_Toc115364690)

[4.3 Other Interested Parties 17](#_Toc115364691)

[4.4 Disadvantaged / Vulnerable Individuals and Groups 18](#_Toc115364692)

[4.5 Summary of Project Stakeholder Needs 21](#_Toc115364693)

[5 STAKEHOLDER ENGAGEMENT PROGRAM 23](#_Toc115364694)

[5.1 Purpose and Timing 23](#_Toc115364695)

[5.2 Plan for Information Disclosure 24](#_Toc115364696)

[5.3 Plan for Consultations 27](#_Toc115364697)

[5.4 Timeline 28](#_Toc115364698)

[5.5 Reviews of Comments 29](#_Toc115364699)

[6 RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING THE SEP 29](#_Toc115364700)

[7 GRIEVANCE REDRESS MECHANISM 30](#_Toc115364701)

[7.1 Objective 30](#_Toc115364702)

[7.2 Principles 30](#_Toc115364703)

[7.3 GRM Structure for NGOs support project 31](#_Toc115364704)

[7.4 Channels for submitting the requests: 32](#_Toc115364705)

[7.5 Grievance Redressal Committees Terms of Reference 34](#_Toc115364706)

[7.6 GRM for SEA/SH grievances 34](#_Toc115364707)

[7.7 Capacity Building/ Awareness 35](#_Toc115364708)

[8 MONITORING AND REPORTING 36](#_Toc115364709)

[8.1 Involvement of Stakeholders in Monitoring Activities 36](#_Toc115364710)

[8.2 Reporting Back to Stakeholder Groups 36](#_Toc115364711)

[8.3 Reporting to the World Bank 36](#_Toc115364712)

[9 ESTIMATED BUDGET 36](#_Toc115364713)

List of Acronyms and Abbreviations

|  |  |
| --- | --- |
| ACBAR | Agency Coordinating Body for Afghan Relief and Development |
| AFG | Afghanistan |
| AI | Artificial Intelligence |
| AWCCI | Afghanistan Women Chamber of Commerce & Industries |
| BPHS | Basic Package of Health services |
| CDC | Community Development Council |
| CHSS | Community Health, Safety and Security |
| CO | Country Office |
| CoC | Code of Conduct |
| CSO | Civil Society Organisation |
| DFA | Department of Foreign Affairs |
| DFA | De facto Authority |
| E&S | Environment and Social |
| ECA | Entry Criterion of Access |
| EPHS | Essential Package of Hospital Services |
| ESCP | Environmental and Social Commitment Plan |
| ESF | The Environmental and Social Framework |
| ESHS | Environment, Social, Health and Safety |
| ESMP | Environmental and Social Management Plan |
| ESS | World Bank’s Environment and Social Standards |
| EU | European Union |
| FAO | Food and Agricultural Organization |
| GBV | Gender-Based Violence |
| GRC | Grievance Redressal Committees |
| GRM | Grievance Redress Mechanism |
| ICT | Information, Communication and Technology |
| IDP | Internally Displaced Person |
| IEC | Information, Education, and Communication |
| IFIs | International Financial Institutions |
| IOM | International Organization for Migration |
| IP | Implementation Partner |
| ITA | Interim Taliban Administration |
| LMP | Labour Management Procedure |
| LVG | Low- Value Grant |
| M&E | Monitoring and Evaluation |
| MFIs | Microfinance institutions |
| MoPH | Ministry of Public Health |
| MSMEs | Micro, Small & Medium Enterprises |
| NGO | Non-Governmental Organisation |
| PSEA | Prevention of Sexual Exploitation and Abuse |
| PMU | Project Management Unit |
| PWD | Persons with Disabilities |
| QIP | Quick Impact Project |
| SEA | Sexual Exploitation and Abuse |
| SEA/SH | Sexual Exploitation and Abuse and Sexual Harassment |
| SECU | UNDP’s Social and Environmental Compliance Unit |
| SEP | Stakeholder Engagement Plan |
| SES | UNDP’s Social and Environment Standards |
| SH | Sexual Harassment |
| SMS | Short Message Service |
| SRM | UNDP’s Stakeholder Response Mechanism |
| ToR | Terms of Reference |
| ToT | Training of Trainers |
| TPMA | Third-Party Monitoring Agent |
| UN | United Nations |
| UN Women | The United Nations Entity for Gender Equality and the Empowerment of Women |
| UNCDF | United Nations Capital Development Fund |
| UNCT | United Nations Country Team |
| UNDP | United Nations Development Programme |
| UNFPA | United Nations Population Fund |
| UNICEF | United Nations Fund for Children |
| UNOPS | United Nations Office for Project Services |
| USD | United States Dollar |
| WHO | World Health Organization |

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| **Annexes and Tables** | |
| Annex 1 | ESMP consultation’s participants lists |
| Table 1 | First stakeholder consultations |
| Table 2 | Second stakeholder consultations |
| Table 3 | List of project affected parties |
| Table 4 | List of other affected parties |
| Table 5 | Engagement of vulnerable persons and groups |
| Table 6 | Project stakeholders needs |
| Table 7 | Plan for information disclosure |
| Table 8 | Plan for consultations |
| Table 9 | Estimated budget for SEP implementation |

# INTRODUCTION/PROJECT DESCRIPTION

## Project Background

The Non-Governmental Organizations (NGOs) and Civil Society Organizations (CSOs) Capacity Building Support Project in Afghanistan will enhance the capacity of non-governmental implementation partners in delivering quality basic services to the most vulnerable in the communities. This includes addressing the challenges that NGOs and CSOs are facing and simultaneously supporting them to curve their civil society space and participation in the medium to long term. The Project aims to target both operational NGOs to enhance basic service delivery, and CSOs, especially those that are women-led and advocate for women’s rights, as well as supporting and advocating for persons with disabilities. Capacity building support will be provided in parallel to NGOs/CSOs implementation of agreed activities, which will also facilitate on-the-job learning. This project targets NGOs and CSOs who have operational and programmatic capacity to quickly outreach and engagement with the vulnerable communities to design the interventions based on the community needs and implement them on time. The selection criteria are composed of eligibility criteria to indicate which NGOs and CSOs are eligible, and priority criteria to prioritise NGOs and CSOs (or clusters of NGOs/CSOs where relevant) and implement Quick Impact Projects (QIPs) with small grants LVG (Low -Value Grants). This will facilitate kick-starting of NGOs and CSOs’ operations on the ground and keeping their staff, while QIPs will support local communities access to basic services, social protection, and other livelihood opportunities.

The Project will build capacity for a total of 200 – 250 NGOs and CSOs across the 8 regions and 34 provinces of Afghanistan. Implementation is planned for 24 months.

## Purpose of the SEP

The purpose of the Stakeholder Engagement Plan (SEP) is to identify different stakeholders and develop an approach for reaching each of the sub-groups. In simpler terms, it provides an appropriate approach for consultations and disclosure. These, in turn, are expected to create an atmosphere of understanding that actively involves project-affected people and other interested parties, reaching out to them in a timely manner, and that each sub-group is provided opportunities to voice their opinions and concerns. Overall, SEP serves the following purposes: i) stakeholder identification and analysis; (ii) planning engagement modalities, viz., an effective communication tool for consultations and disclosure; and (iii) enabling platforms for influencing decisions; (iv) defining role and responsibilities of different actors in implementing the Plan; and (iv) grievance redress mechanism (GRM).

This SEP has been updated based on the consultations undertaken with stakeholders between 12-19 July 2022. The new changes are highlighted in yellow.

## About the Project

The main objective of the Project is to enhance the capacities of registered national and local non-governmental organizations (NGOs) and select civil society organizations (CSOs) to improve their effectiveness and accountability. The Project comprises four components which will be implemented over 24 months.

**Component 1: Mapping & Capacity Strengthening of select NGOs and CSOs.** The objective of this component will be to provide capacity -strengthening support to select NGOs and CSOs. This support will be informed by a comprehensive overview of the NGOs and CSOs currently operating in Afghanistan. Through the rapid mapping and needs assessment, the Project will identify and mobilize the relevant CSOs and NGOs to train, to be selected based on transparent eligibility and priority criteria. The Project will only work with organizations where women are not prohibited from participating, as workers and recipients of aid/services (see infra – Entry Criterion of Access, ECA). This component will comprise three sub-components: a) Mapping exercise to screen the landscape of national/local NGOs in Afghanistan today; b) Rapid Needs assessment to inform the strategic capacity building plan and the elaboration of shared standards; and c) The delivery of capacity-building will include three sub-activities: (i) direct provision of training; (ii) hands-on support on-the-job training; and (iii) and production of self-instruction handbooks and kits to promote self-study.

**Component 2: Provision of operational support grants to select NGOs and CSOs.** The objective of this component is to provide cash awards to select NGOs/CSOs to support their capacity to deliver by helping them to reactivate their operations, retain key staff and implement quick impact projects in support of the most vulnerable populations. Typically, operational support grants aim to support core funding, boost organizational capacity and solicit development solutions for which no repayment is required. This component will prioritize women-led organizations and local NGOs and CSOs that serve the most vulnerable and marginalized populations.

**Component 3: Development and Coordination of NGO platform(s).** The objective of this component is to strengthen the dialogue and coordination structures of the NGO sector that exist at national and provincial levels. This component will follow a two-pronged approach: (i) design of the platform(s) based on stakeholders’ consultations to agree on the objective, vision statement, structure, and operating procedures; and (ii) development and deployment of the platform(s).

**Component 4: Implementation Support**. This component will allow the lead implementing partner to manage and oversee the program.

## Project Beneficiaries

Targeted beneficiaries amount to 300 NGOs and 100 CSOs for capacity support and 150 NGOs and 50 CSOs for operational support grants in 34 provinces across the country. A total of 2,400 persons (through 3 technical and 3 generic/ management training) will be trained.

These include NGOs/CSOs that support the delivery of critical services in the area of Health, Education, Food Security, and Livelihoods to the most vulnerable and marginalized groups, including ethnic minorities, persons with disabilities (PWDs), and women and girls. The Project will support NGOs/CSOs that support women and girls’ rights and their empowerment in addition to women-led NGOs and CSOs. Through the rapid mapping exercise and based on the eligibility criteria and priority criteria of the NGOs and CSOs that provide services to the most vulnerable communities and aim to achieve tangible results linked to the needs and priorities identified by the communities, the NGOs and CSOs would be selected for the capacity strengthening support. The Project will provide a small grant to select NGOs and CSOs to support their capacity to implement QIPs with a ceiling of up to USD 50,000 (or Low -Value Grants – LVG). This will facilitate kick-starting of NGOs and CSOs’ operations on the ground and keeping their staff, while QIPs will support local communities access to basic services, social protection and other livelihood opportunities.

While the selection of QIPs to be funded through small grants will be identified during project implementation, initial estimates indicate approximately 400 NGOs/CSOs employees in eight regions across the 34 provinces will ultimately benefit from operational support grants.

## Potential Environmental and Social Risks and Management Measures

### Environmental Risks

Potential environmental risks are considered low given that the Project is designed to provide technical assistance in the form of capacity strengthening and grant support to CSOs and registered local NGOs. The Project has no physical footprint and the LVGs and livelihood activities will be limited in scope and are envisaged to not pose environmental risks requiring mitigation measures. There are expected to be positive environmental impacts from this Project based on the support for capacity building and livelihoods initiatives which will support communities, CSOs and NGOs with skills for income generation, which will prevent over -exploitation of natural resources, which could potentially occur without the intervention of this project in the current times.

### Social Risks

The social risks and impacts are moderate, given that it is the aim of the Project to enhance the capacities of NGOs and CSOs to improve their performance and effectiveness. The Project’s adverse social risks and impacts are: i) exclusion and discrimination of potential beneficiaries (NGOs and CSOs); ii) risk of sexual exploitation and abuse and sexual harassment (SEA/SH); iii) risk of non-compliance of labor and working conditions; iv) risk of data insecurity on private information; v) risk of spreading of communicable diseases especially COVID- 19; and (vi) potential security threats to project staff and participating NGOs/CSOs is a contextual risk to be considered; . Overall, the Project will have significant positive benefits in the form of enhanced capacity of the local NGOs and CSOs in delivering essential services in the areas of agriculture, health, education, livelihood, and social protection which are required in Afghanistan.

### Environmental and Social Instruments

The Project entails certain environmental and social (E&S) risks and potential adverse impacts. The Project is assigned a Moderate Risk rating based on the environmental and social risk classification procedure. E&S risk mitigation measures will be detailed in a combined E&S document that includes E&S obligations/requirements, the Labor Management Procedure (LMP), SEA/SH plan, and COVID-19 infection prevention measures, along with a separate Security Plan consistent with the relevant ESSs (ESS1, ESS2, ESS4, ESS10), UNDP’s SES and acceptable to the association. As outlined in the Environmental and Social Commitment Plan (ESCP), these plans will be developed and implemented to ensure consistency with the relevant ESSs (ESS1, ESS2, ESS4, ESS10), UNDP’s SES and acceptable to the association. The E&S requirements/obligations mentioned as part of the plans are to be incorporated in the grant agreements, responsible party agreements and consultancy Terms of Reference (TOR).

## Scope and Structure of the SEP

The scope of the SEP shall be as outlined in the World Bank’s ESS10. The World Bank’s Environment and Social Standard 10 sets out that a Borrower has to engage with stakeholders as an integral part of a Project’s environmental and social assessment and project design and implementation. The nature, scope and frequency of the engagement should be proportional to the nature and scale of the Project. Consultations with stakeholders have to be meaningful and be based on stakeholder identification and analysis, plans on how to engage stakeholders, disclosure of information, actual consultations, as well as responses to stakeholder grievances, and reporting back to stakeholders.[[1]](#footnote-1)

In addition, the Project applies UNDP’s Social and Environmental Standards ([www.undp.org/ses](http://www.undp.org/ses)), including commitments and requirements related to meaningful, effective, and informed stakeholder engagement.[[2]](#footnote-2)

This document has nine chapters which are outlined below:

* Chapter 1- This chapter serves as an Introduction. It provides a brief about the Project and the context in which the SEP is being prepared.
* Chapter 2 - A summary of the consultations held so far is presented in Chapter 2.
* Chapter 3 - Lists the regulatory framework of UNDP (including WB ESF (The Environmental and Social Framework) requirements on stakeholder engagement), which provides legitimacy for SEP. Stakeholder Mapping and Analysis is elaborated in the chapter
* Chapter 4 – Presents the stakeholder mapping and analysis
* Chapter 5 - Provides the Stakeholder Engagement program
* Chapter 6 - Details the resources and responsibilities for implementing the SEP
* Chapter 7 – Presents the Grievance Redress Mechanism (GRM)
* Chapter 8 – Details the Monitoring and reporting component of the SEP
* Chapter 9 - Presents the estimated budget of the SEP.

# Brief Summary of Stakeholder Engagement Activities

UNDP Afghanistan (AFG) has consulted representatives from fifteen CSOs[[3]](#footnote-3) from Mazar -i Sharif, on the current challenges, opportunities and needs. Consultations were also held with women’s groups, women business owners, and CSOs in Kandahar to better identify their needs, challenges, and opportunities. Initial consultations were also held with the Agency Coordinating Body for Afghan Relief and Development (ACBAR). Through other ongoing project interventions, UNDP Afghanistan is also engaging directly with the communities on prioritization of needs and engaging beneficiaries (including marginalized and vulnerable groups, people with disabilities (PWDs), elderly and women) of livelihoods interventions, support to women-led Micro, Small & Medium Enterprises (MSMEs) and enhanced service delivery through infrastructure rehabilitation and provision of solar energy.

Through the Banking and Private Sector-led Community Resilience initiatives, UNDP has also held extensive consultations with the Afghan private sector, including the banking and micro finance institutions sector, women-led businesses, technical experts as well as donors. In the elaboration of a joint initiative on health and livelihoods, UNDP has held consultations with the World Health Organisation (WHO) and United Nations Population Fund (UNFPA), and through the implementation of various initiatives on health under the Global Fund, is closely engaged with the stakeholders in the health sector, including NGOs/CSOs and relevant authorities at Kabul and provincial level. UNDP is also part of the Food Security and Agriculture Cluster and the Cash and Voucher Working Group, where United Nations (UN) agencies and humanitarian partners, including NGOs and CSOs are engaged in a harmonized approach for the delivery of critical support. Consultations were also held with the Head of the Inter-Cluster Coordination Team to better understand the needs and challenges of the NGO/CSO partners (currently 201 with an operational capacity[[4]](#footnote-4)). The inputs were reflected in the development of the proposed approach and activities of the Project.

Table 1. First Stakeholder Consultations

| **Place** | **Date** | **Participants** | **Key points raised** |
| --- | --- | --- | --- |
| Mazar | 8 March 2022 | 15 NGOs/CSOs involved in social cohesion and COVID-19 project implementation, UNDP | * Many CSOs need support for capacity building in terms of financial management, human resource management, and results-based management. * Need for access to funding to be able to operate in legal aid, women's empowerment, health, education, and children's rights. * Expressed the need to develop a longer-term relationship with the UN as implementing partner. * CSOs also need support to improve their data collection capacity with new tools such as artificial intelligence (AI) or just simple tools such as survey monkey. Further, many CSO needs to improve their ICT (Information, Communication and Technology) capacity to address the restricted mobility women face. * Improve and contribute to girls' education by organizing teachers and educated women to teach young girls. * Support for innovation and technology in many different areas, including digital marketing for women-led businesses, providing data scholarships for young girls to learn virtually and teaching smart community agriculture using innovative approaches. Technology and innovation are some of the key areas in which CSOs would like to receive support. |
| Kandahar | 29 November 2021 | Women MSME representative, NGO/CSOs (including CDCs) (18 F; 7 M), UNDP, UN Women, FAO | * The constraints and opportunities for women entrepreneurs and civil society activists, particularly legal aid providers were discussed. |
| Kandahar | 29 November 2021 | Traders and CDC representatives (about 40 M), UNDP, UN Women, FAO | * The barriers to the promotion of trade and industry and essential service provision to the citizens were discussed. |
| Kabul | 19 April 2022 | ACBAR Director, UNDP | * Introduction of ACBAR and changes since post-August 15. * Ongoing support and operational capacities of ACBAR, including mapping * Needs and challenges of NGOs/CSOs in AFG and ACBAR network members * Ongoing discussions/plans for support on NGO/CSOs in AFG to strengthen coordination * Coordination structure, and capacities of ACBAR (5 Regional Offices and 1 Office in Kabul) |
| Kabul | 21 April 2022 | UN Women, UNFPA, UNDP | * Discussion on upcoming initiatives and joint proposals on NGO-CSO capacity -building support * Areas of coordination /coherence required |
| Istanbul | 8 February 2022 | Afghan Private sector  Commercial Banks, IFIs  (International Financial Institutions)  , MFIs (Microfinance institutions)  UNCDF(United Nations Capital Development Fund)  , UNDP | * Current constraints and challenges in the banking and financial sector, payments * Proposed immediate solutions to safeguard the banking and payments system and address the liquidity issues * Need for stronger engagement for MFIs for jobs/livelihoods and MSME support in communities |
| Istanbul | 28 February to 2 March 2022 | Afghan Private sector  Commercial Banks, IFIs, MFIs, UNCDF, UNDP | * Validation of proposed solutions in support of banking and financial sector in AFG * Proposed solutions for a private sector- led recovery in AFG |
| Kabul and Mazari Sharif | 28-29 March 2022 | Afghanistan Women Chamber of Commerce & Industries (AWCCI) | * AWCCI changes since August 2021 * Support for operations and capacity building of its existing staff * Support to conduct data collection & research on women’s businesses across Afghanistan * Assistance for women entrepreneurs in the northern region through AWCCI |
| Doha | 29-31 March 2022 | UNICEF, WHO, UNFPA, UNDP, IOM  International NGO/CSOs  USAID, Gates Foundation  WB  Ministry of Public Health (MoPH) | * Priorities of Health sectors in Afghanistan * Challenges NGOs/CSOs face include areas of support required in the delivery of health services, including a greater role for community health service delivery (and how to reach remote areas) i.e., community health workers and mobilizers * Need to update BPHS (Basic Package of Health services) * EPHS (essential Package of Hospital Services ), under Sehatmandi |
| Kabul | 8 April 2022 | EU (European Union) , UNDP | * EU’s current support to ACBAR on the development of the CSO roadmap * Need for a coordinated approach from partners/donors on NGO-CSO support in Afghanistan |
| Kabul | 21 April 2022 | UNDP, Asia Green Hut Organization (AGHO), Afghan Planning Agency (APA), Keenly Humanitarian Assistance for New Afghanistan Organization (KHANAO), Human Rights Research and Advocacy Consortium (HRRAC), Afghan Women Skills Development Center (AWSDC), Afghanistan Independent Rehabilitation Organization (AIRO), Afghanistan Independent Rehabilitation Organization (AIRO) and Search for Common Ground (SFCG) | * Issues with the DFA in implementing certain programs, such as the women’s peace museum work aimed at engaging women in peacebuilding and conflict resolution in one district. * Need to learn negotiation skills, especially for working in a strict Islamic Shariya context. * Need to learn the Islamic way of implementing programs with a do-no-harm approach and improve abilities when it comes to surveys, data analysis, online software for data collection, organisational development and coaching, proposal writing and financial capacity including learning about social enterprise and social marketing skills. * Explore strategic and tactical options for how to market development, peace and conflict resolution concepts to the DFA. |

The following provides a summary of the consultations held between 12-19 July 2022 undertaken with stakeholders to discuss the draft SEP and ESMP.

Table 2: Second stakeholders consultation (12-19 July 2022)

|  |  |  |  |
| --- | --- | --- | --- |
| **Date** | **Participants** | **Discussion Points** | **Recommendations** |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons)  Annex 1 | COVID 19 Infection Prevention and Control   * All NGOs/CSOs have COVID-19-related leave. Depending on the seriousness of the illness, the number of days of leave can be increased ranging from 7 days to 14 days. The arrangements for COVID-19-related leave days are circulated to staff members through an organizational memo. * Generally, all participants agreed that in work environments/ meetings people do wear masks but not in public. It was also noted that mask- wearing is practiced by women more than men. When asked about special leave for COVID-19, most participants mentioned that they do have a policy of at least a week’s leave, and some had sick leave until recovery. | There is a need for all COVID-19 policies to be written into a memorandum to ensure that there is consistency. |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons)  Annex 1 | Code of Conduct   * The ACBAR has 101 local NGOs in its network and has a comprehensive Code of Conduct, which all members have incorporated into their organizational HR practice. During consultations with non-ACBAR member CSOs and NGOs, it has been found that, while some of the NGOs have their own Code of Conduct, they are willing to adopt the standard NGO Code of Conduct from ACBAR. To support that approach, it is important that we support the capacity building of NGOs/and CSOs that are currently not part of ACBAR. * All participants indicated that they have CoCs within their organizations and that they are willing to sign a CoC under ACBAR to have a unified CoC. * ACBAR network members abide by the Code of Conduct (CoC). In cases where a CoC is currently lacking, ACBAR is willing to work with organizations to adopt a standard CoC for NGOs and CSOs. | To support that approach, it is important that we support the capacity building of NGOs/and CSOs that are currently not part of ACBAR. |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons) Annex 1 | Prohibition of Child Labour   * All staff have contracts and sign a CoC when employed. All NGOs have included child labour-prevention policies in their contracts, and after checking candidates' ID cards and birth certificates, employees are being recruited. No organization accepts anyone below the age of 18. Some NGO participants have seen that some beneficiaries falling within the ages of 15-18 years are hired for light work as per the labour law in Afghanistan. All participating NGOs/CSOs understand that all UN and international organizations have incorporated provisions to prevent child labour into donor agreements. | - |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons) Annex 1 | Gender  Eleven women participated at the consultation, six of whom represented NGOs and CSOs. The following issues were mentioned by the participants.   * The funding is drying up for women-led CSOs, and few organizations are supporting them. There is no financial support for women-led NGOs/CSOs, and their licenses are not being issued. * Women not being allowed to go to de facto Authority buildings and offices by the DFA without a Maharam. * Without Maharam, women cannot go to official meetings. * There is no coordination between different de facto Authority structures, and multiple approvals are needed from different people * All consulted CSOs/NGOs have a mahram policy, and they pay money to a mahram when inviting women to workshops or events * Within the NGOs/CSOs that participated in the consultations, they all said that they have more than 25 percent representation by women among the staff. Some of the women-led NGOs stated that they have 80 percent women. However, the situation in terms of women-led CSOs has changed since the *de facto* Authority took over. * It was determined that gender-based violence (GBV) is a pressing problem within communities, especially in the more rural areas of the country. A lack of support for women and girls is becoming more of an issue, and shelters for women have been closed. Girls are facing psychological problems from not going to school. This is also contributing to girls thinking they are useless to society. Child brides are still a big concern in the rural western region. * The consultations show that most CSOs and NGOs have gender focal points. There is a significant need for capacity building for gender focal points. * Currently, there are national CSOs in the ACBAR network. In the current political situation, many women-led CSOs have left the country. Currently, ACBAR is working with UN Women to identify and for vetting Women-led CSOs for the provision of small grants. At the same time, with the EU, ACBAR is working on the CSO road map. Through this process, the number of women-led CSOs now operating in Afghanistan will be made clear. | Capacity building required for gender focal points of NGOs and CSOs |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons) Annex 1 | Prevention of Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH)   * In preparation for the ESMP, preliminary consultations were carried out, and gender-related concerns and the risk of SEA/SH were discussed with women CSO leaders and campaigners as well as by 51 participants. * Most Codes of Conduct have Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) included. * Based on the consultation, there is a need for PSEA training to support better implementation. Some organizations have indicated that they have policies and a focal point, but there are gaps and capacity building is needed. Most organizations have a Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH) Policy, and the implementation is the main issue. It is also recommended that SH training will be beneficial within the organizations. * Awaaz Afghanistan, the country’s first nationwide inter-agency humanitarian call centre, offers a single point of contact in the form of a toll-free assistance hotline (410) for all Afghans. CSOs/NGOs are also using this service to report cases of sexual harassment and to further the PSEA. They have expressed their confidence in the Awaaz network. * All UNDP contracts/grant agreements and responsible agreements have provisions related to the prevention of SEA/SH, and upon signing an agreement, contractors/grant recipients abide by its provisions. As per the requirements of the grant, the sub-grant recipients will agree to submit existing SOPs or organizational codes of conduct on PSEA and SH. In cases where such policies are lacking, technical support will be provided in developing policies/SOPs. * ACBAR has a PSEA policy which has been adopted by ACBAR’s partners. When asked, these NGOs/CSOs are willing to improve their PSEA policies according to international standards. Other NGOs who do not yet have one are willing to adopt ACBAR’s PSEA policy. ACBAR is also willing to provide technical support to CSOs and NGOs to upgrade their PSEA policies for this project. It is important to standardize existing PSEA policies using standard definitions and to provide training to PSEA focal points and committees. | * Identify PSEA focal points of sub-grant recipients and responsible agreements (RPs) and establish a focal point system. * Instead of having one PSEA focal point, everyone recommended that there should be a committee to handle PSEA, and at least two women should be on the committee. * Develop or share IEC (information, education, and communication) materials on PSEA for staff, contractors, partners and the affected community, as well as translate the materials. |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons) Annex 1 | Environmental, social, health and safety (ESHS) reporting   * The consulted NGOs/CSOs mentioned that reporting monthly on environmental, social, health and safety (ESHS) would be difficult given the busy schedule involved in implementing the grant activities. Instead, the CSOs and NGOs proposed to send quarterly reports on ESHS performance. The NGOs and CSOs also requested that training on ESHS reporting be provided should they be selected as an LVG recipient. | * Quarterly reporting on ESHS is requested instead of monthly reporting by CSOs/NGOs * Training on ESHS reporting requested for selected LVG recipients |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons)  Annex 1 | Grievance Redress Mechanism (GRM)   * All NGO/CSO participants agreed to accept ACBAR as a focal for a GRM, especially since not all of them have a standard GRM mechanism. * Within the communities, there are different reporting techniques, but the most common one is complaint boxes. * Another complaint mechanism like AWAAZ and a UN toll-free hotline (410) is used as well. * There is a need to educate the community on the complaining mechanisms, especially in areas with low access and literacy. A suggestion was to have a WhatsApp line as one GRM mechanism. * The importance of a functioning GRM system was understood by the participants, as well as a willingness to use it. * There is an ad hoc CDC-based GRM mechanism for the community. However, they have not received women’s issues due to social taboos. However, having the literacy rate is low in Afghanistan, there should be someone to support illiterate beneficiaries in sending their complaints. Therefore, the community members suggested that there should be a What’s app number even if community members can send a voice record. | * ACBAR to be focal agency for GRM * WhatsApp number as one GRM mechanism was suggested due to its accessibility to the communities |
| 12-19th July | ILO  OHCHR  ACBAR, gender advocates, and CSOs/NGOs, community leaders (51 persons) Annex 1 | Labour Management Procedure   * All the legal provisions related to local workers are governed by national law 2007. All the participating NGOs and CSOs have the same provisions in their labour contracts, stipulating a 40-hour work week for employees. These facts were revealed during the consultations carried out by UNDP with NGOs and CSOs. * The NGOs follow the provisions of the Forty-Hour Week Convention, 1935 (No. 47), and CSOs/NGOs have a 40-hour/ five-day work week. * There is no overtime pay for technical support. However, certain CSOs and NGO support workers receive a small amount of overtime payment depending on the discretion of the CSO’s Executive Director. * The NGO’s/CSO’s minimum salary ranges from a minimum of 12,000 Afghani to a maximum of 20,000 Afghani. * Most of the NGO/CSO workers do not have health insurance. However, they receive an additional payment of 30-50 USD on top of their salaries to help cover health expenses. * Within the organizations, they all have maternity leave of three months, and only some have paternity leave. Those that have paternity leave are anything between 3 days and three weeks. * There is equal pay for all genders in line with the equal wages for equal value convention   Occupational Health and Safety (OHS)   * There is a gap in OSH and a need for capacity building. * A focal point needs to be established for most of the organizations but there is a budget issue. * For incidents, although some agencies do have payments, for the most part they will not pay for a road traffic accident when on mission.   Specific problems raised related to civic participation   * There is no coordination between *de facto* Authority offices and no clear policies. It is dependent on the person.   The *de facto* Authority requests to review all training materials; this is time-consuming and stops implementation. The full budget is also requested, and then they are forced to hire from the *de facto* Authority . | Capacity building on OHS is required |

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# Regulatory Framework

## World Bank ESF Framework on Stakeholder Engagement

The World Bank Environmental and Social Standard (ESS) 10, “Stakeholder Engagement and Information Disclosure”, recognizes “the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice” (World Bank, 2017: 97). Specifically, the requirements set out by ESS10 are the following:

* “Borrowers will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
* Borrowers will engage in meaningful consultations with all stakeholders. Borrowers will provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation.
* The process of stakeholder engagement will involve the following, as set out in further detail in this ESS: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.
* The Borrower will maintain and disclose, as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not.” (World Bank, 2017: 98).

A Stakeholder Engagement Plan proportionate to the nature and scale of the project and its potential risks and impacts need to be developed by the Borrower. It has to be disclosed as early as possible, and before project appraisal, and the Borrower needs to seek the views of stakeholders on the SEP, including on the identification of stakeholders and the proposals for future engagement. If significant changes are made to the SEP, the Borrower has to disclose the updated SEP (World Bank, 2017: 99). According to ESS10, the Borrower should also propose and implement a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties related to the environmental and social performance of the project in a timely manner (World Bank, 2017: 100).

For more details on the WB Environmental and Social Standards, please follow the below links:

[www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards](http://www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards) and <http://projects-beta.vsemirnyjbank.org/ru/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards>

## UNDP‘s Social and Environmental Standards Requirements Related to Stakeholder Engagement

The UNDP Social and Environmental Standard (SES), Part C, on Social and Environmental Management System requires the meaningful, effective and informed participation of stakeholders in the formulation and implementation of UNDP programmes and projects. Stakeholder engagement is an ongoing process that may involve, to varying degrees, the following elements: stakeholder analysis and planning, disclosure and dissemination of information, consultation and meaningful participation, dispute resolution and grievance redress, ongoing reporting to affected communities and stakeholders, and inclusion of stakeholders in monitoring and evaluation. Below is the disclosure link:

<https://www.undp.org/sites/g/files/zskgke326/files/2022-06/Stakeholder%20Engagement%20Plan%20%28SEP%29_FINAL.pdf>

<https://www.undp.org/afghanistan/ngos-and-csos-capacity-support-project-afghanistan>

Stakeholder analysis and engagement are to be conducted in a gender-responsive, culturally sensitive, non-discriminatory and inclusive manner, ensuring that potentially affected vulnerable and marginalized groups are identified and provided opportunities to participate. Measures are to be undertaken to ensure that effective stakeholder engagement occurs where conditions for inclusive participation are unfavorable.

Meaningful, effective and informed stakeholder engagement and participation are to be undertaken that seek to build and maintain over time a constructive relationship with stakeholders, with the purpose of avoiding or mitigating any potential risks in a timely manner. The scale and frequency of the engagement should reflect the nature of the activity, the magnitude of potential risks and adverse impacts, and concerns raised by affected communities.

Meaningful, effective and informed consultation processes in UNDP programmes and projects aim to identify the priorities of stakeholders and provide them with opportunities to express their views at all points in the programme and/or project decision-making process on matters that affect them and allow the programme and/or project teams to consider and respond to them.

Consistent with UNDP’s Information Disclosure Policy, UNDP is also committed to ensuring that relevant information about UNDP programmes and projects is disclosed to help affected communities and other stakeholders understand the opportunities, risks and impacts of the proposed activities.

UNDP ensures that information on programmes and/or project’s purpose, nature and scale, duration, risks and potential impacts, is made available in a timely manner, in an accessible place, and in a form and language understandable to affected persons and other stakeholders, including the general public, so they can provide meaningful input into the programme and/or project design and implementation.

For more details on UNDP’s Social and Environmental Standards, please follow the below link:

<https://www.undp.org/SES>

# STAKEHOLDER MAPPING AND ANALYSIS

## Stakeholder Mapping and Analysis

ESS 10 recognizes two broad categories of stakeholders: 1) those likely to be affected by the Project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihood (project affected parties), and 2) other interested parties. Stakeholders for the project have been categorized accordingly and summarized below:

For the NGOs and CSOs Capacity Support Project in Afghanistan, ‘affected parties’ will primarily be the targeted beneficiaries, specifically the selected NGOs/CSOs and networks.

## Project-Affected Parties

Table 3. List of Project Affected Parties

| Stakeholder | Description |
| --- | --- |
| NGOs and CSOs selected for support | The NGOs and CSOs with a proven track record of providing services to the most vulnerable communities in the sectors of education, health and livelihood opportunities would be eligible for the capacity-building support. NGOs/CSOs selected for support will be key partners in the project and its delivery, including through the delivery of small grant- funded QIPs to be implemented by the NGOs/CSOs.  NGOs/CSOs that support the rights of women and girls and their empowerment, including the women-headed NGOs and CSOs, would be prioritized for capacity- building support and small grants. |
| NGO Networks | Services of NGO networks such as ACBAR would be used in negotiations/ access/advocacy and coordination in implementing the activities defined primarily in Output 1 of the Project. |
| Direct Project Workers | For Direct Project Workers paid under UNDP World Bank funded Project (UNDP Staff) will be used by the PIU in implementing the project, and UNDP procedure will be applicable to direct project workers hired by UNDP. |
| Contracted workers | Contracted workers (contractors, responsible parties, grantees) may also be affected, given potential impacts and risks related to the delivery of the project. Labour Management Procedures and workplace grievance mechanisms will be in place. |

## Other Interested Parties

Table 4. List of Other Interested Parties

|  |  |
| --- | --- |
| Stakeholder | Description |
| World Bank | As the donor for the Project, the World Bank is a key stakeholder in the project. |
| UN agencies | Several UN agencies have continued to operate in Afghanistan and are engaged in humanitarian assistance as well as continuation of development activities. Agencies in the fields relevant to this Project include UNICEF, UN Women, UNFPA, UNOPS and IOM. |
| Interim Taliban Administration (ITA) | The ITA and their central and provincial authorities are interested parties and can influence this project. |
| Other networks | Several network agencies have continued to operate in Afghanistan and are engaged in humanitarian assistance as well as the continuation of development activities. Networks in the fields relevant to this Project include Afghan Women Network (AWN), Afghanistan Civil Society Forum Organisation ((ACSFO), Afghan Humanitarian Fund (AHF), OCHA's one-stop online platform for managing Country-Based Pooled Funds (CBPFs)  Southwestern Afghanistan and Balochistan Association for Coordination (SWABAC) and their member organizations. |
| Other donors | Donors including, USAID and EU, have previously provided capacity strengthening support to NGOs/CSOs and are also looking to continue the support. |
| ACBAR | Agency Coordinating Body for Afghan Relief & Development (ACBAR), being a national, independent NGO has been providing a platform for information-sharing and networking for a number of national and international NGOs in Afghanistan. ACBAR will play a crucial role in coordination and GRM functionality and can be a custodian agency for maintaining of project data after project completion. |
| Steering Committee | The Project will also include a Steering Committee to be comprised of ACBAR, other networks, and UN agencies. |
| Community members and leaders | With formal administration systems in question under the present circumstances, community leaders, including clan and religious leaders play a vital role in community entry and the attainment and social license to operate. The elected member/s are of a rural community under the existing CDC, which is headed by a community leader. They are democratically elected by all village residents. |
| CDCs | CDCs are community-based organizations, composed equally of men and women democratically elected by their communities. These non-governmental bodies have been operating in Afghanistan for over 18 years. There are over 35,000 CDCs established in 361 districts in all of Afghanistan’s 34 provinces, providing the main participatory platform for service delivery in an estimated 90 percent of villages in rural Afghanistan and most major urban cities.  CDCs could serve as useful entry points for creating safe spaces for women. CDCs have been found to effectively engage women to address their concerns and priorities in rural communities. Women have received essential livelihood assistance and improved education, health and nutrition services through their participation in CDC sub-committees. |
| Host communities | Often tension is reported between IDPs and their host communities, typically in urban locations. It is, therefore, important to also attend to the needs of host communities. |

## Disadvantaged / Vulnerable Individuals and Groups

The Project will focus on targeting support to NGOs and CSOs working for disadvantaged and vulnerable individuals and groups. The Project will also prioritize provinces with the highest levels of vulnerabilities. Therefore, vulnerability factors will inform the eligibility criteria, prioritization of provinces, selection of QIPs to receive small grant funding, and performance/monitoring indicators. Intersectionalities can particularly contribute to vulnerability, for example, where IDPs or PWDs are female and heading a household. Special attention will be paid to such intersectionalities in consideration of NGOs/CSOs targeted for support as well as the QIPs to receive small grant funding.

Table 5: Engagement of vulnerable persons and groups

| No. | Vulnerable Group and Individuals | Characteristic/Needs | Preferred Needs of Notification/Consultation | Additional Resources Required |
| --- | --- | --- | --- | --- |
| 1 | Persons with Disabilities (PWD) | PWD are particularly marginalized in Afghanistan. The PWD are more likely to be excluded from participation and benefit from public services. | Individual and group consultations, leaflets and information through information cell and public announcement | Mobilize external resource agencies that work with all these target groups |
| 2 | Women and Girls | There are gender-specific protection and inclusion concerns, particularly among rural and urban populations. In terms of livelihood, women dominate in many aspects. Although women play a critical role in the maintenance of household livelihood, they generally have less access to productive resources, services and employment opportunities, contributing to a significant gap between men’s and women’s productivity. Given the protracted conflict situation, there are serious GBV concerns across Afghanistan. | Individual consultation. Deploy a dedicated female liaison officer to the information cell.  Use specially designed print media. | Meetings to be held only during holidays/ or at a convenient time |
| 3 | Persons living below poverty line | Almost 70 percent of the rural population depends on agriculture. Crops are mainly rain-fed, which makes agriculture a vulnerable livelihood. Livestock levels have fluctuated due to droughts. Generally, droughts as well as flooding, and years of protracted conflict have resulted in high levels of poverty in rural households.  Urban growth has significantly increased in Afghanistan over the last couple of decades. In 2020, the WB recorded 3.4 percent of urban growth. The urban population accounted for over 10 million people in the country. This has come along with increased poverty, many urban poor households living in slums due to disorganized urban growth. | Community radio, community meetings, notice boards, community mobilizers to reach out | May require special assistance to attend community meetings, may not have access to electronic means. |
| 4 | IDPs | Suffering from protracted conflict, Afghanistan has been subject to an acute internal displacement crisis. Since the US withdrawal from the country, more than 240,000 Afghans have been internally displaced. An estimated 3.5 million are displaced in total. IDPs often constitute the most vulnerable populations in urban as well as rural environments, given their lack of access to livelihoods, loss of homes, and lack of social infrastructure. Due to the low level of education prevalent amongst the affected persons, this Group focuses on informal sector business and other activities. | Individual and group consultations, leaflets and information through information cell | Need special attention through dedicated community engagement/capacity building specialist |
| 5 | Population living in hard-to-reach places | The rural population (% of the total population) in Afghanistan was reported at 73.97 % in 2020, according to the World Bank collection of development indicators, compiled from officially recognized sources. Most of these populations reside in hard-to-reach places with no access to basic services. | Community radio, community meetings, notice boards, and community mobilizers to reach out | Mobilize external resource agencies who work with these target groups |
| 6 | Ethnic and Religious Minorities | Afghanistan is made up of various ethnic and religious groups, with a number of ethnic and religious minorities living in precarious conditions post takeover of Afghanistan by the Taliban in August 2021. These groups usually comprise individuals with a low level of education who are reluctant to participate in consultations. | Community radio, community meetings, notice boards, and community mobilizers to reach out | Mobilize external resource agencies who work with these target groups |
| 7 | Vulnerable households lacking abled bodied members in urban areas | The most vulnerable households lack any abled-bodied members that could potentially participate in the cash -for- work schemes. These include, for example, female-headed households, children-headed households, or households only consisting of elderly people. | Individual and group consultations, leaflets and information through information cell | Use community groups to disseminate information |
| 8 | Female-headed households | Given many men have died in the decades of conflict, a continuous increase in female-headed households has been recorded. This has resulted in changes in the intra-household roles. Female-headed households are more likely to be vulnerable. | Individual consultation. Deploy a dedicated female liaison officer to the information cell.  Use specially designed print media. | Meetings to be held only during holidays at a convenient time |
| 9 | Elderly People | Afghanistan has been named the worst country for elderly people to live in for several years. Elderly people have little access to economic resources, no pensions, and little access to services. Where communities cannot cater for elderly people, they belong to the poor societal groups. | Community radio, community meetings, notice boards, community mobilizers to reach out | Use community groups to disseminate information  May require special assistance to attend community meetings, may not have access to electronic means. |
| 10 | Pastoral Nomadic Communities | The Kochis/Kuchis  ethnic group are pastoral nomads, most of whom have settled nowadays in the Northwestern areas of Afghanistan. | Community radio, community meetings, notice boards, and community mobilizers to reach out | Mobilize external resource agencies who will work with these target groups |

## 4.5 Summary of Project Stakeholder Needs

Table 6. Project Stakeholder Needs

| Community | Stakeholder Group | Key Characteristics | Language needs | Preferred notification means (email, radio, phone, letter) | Specific needs (accessibility, large print, child care, daytime meetings etc.) |
| --- | --- | --- | --- | --- | --- |
| Provincial Level | Selected NGOs and CSOs | * Selection is based on assessment of eligibility criteria and priority criteria * Experience in working within the most vulnerable communities in prioritized provinces | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Email, internet, radio, mobile phone, social media, and individual meetings | Ensure that smaller NGOs and CSOs from different backgrounds are considered for engagement |
| Organizations working for women’s rights, including women- led NGOs and CSOs | * Experience in working with women and girls, including their empowerment * Track record of working of women- headed NGOs and CSOs | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community radio, telephone, women group meetings, notice boards | May require communication means that are independent of locality (e. g., mobile phone or radio)  Gender disaggregated consultations, Inclusion in project benefits and access to GBV services as required |
| Vulnerable Communities | Vulnerable and little access to assistance | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community radio, community meetings, notice boards, and community mobilizers to reach out | May require special assistance to attend community meetings, may not have access to electronic means |
| Community Development Councils (CDCs) | Experience in prioritization exercised and consultations | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community radio, telephone, community meetings, individual meetings, social media | They can also be used as a means to reach the broader smaller NGOs and CSOs, including support in stakeholder engagements and information dissemination. |
| Community Leaders and Members | Their authority will depend on the presence and strength of community leaders of other groups; leaders can have a significant influence on the communities | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community meetings, individual meetings, notice boards, social media, community radio, TV | They can also be used as a means to reach the broader smaller NGOs and CSOs, including support in stakeholder engagements and information dissemination. |
| Regional Level | NGO Network - ACBAR | * Use of existing network in mapping the NGOs and CSOs * Experience in providing coordination support in other similar projects | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community meetings, individual meetings, notice boards, social media, community radio, TV | They can also be used as a means to reach the broader smaller NGOs and CSOs. Roles and responsibilities will include support in stakeholder engagements, information dissemination and grievance redress |
| Other Agencies operating at regional level | Use of existing network in mapping the NGOs and CSOs | Pashto/Dari and/or the third official languages in areas where the majority speaks to them. | Community meetings, individual meetings, notice boards, social media, community radio, TV | They can also be used as a means to reach the broader smaller NGOs and CSOs and in information dissemination. |
| National Level | UN agencies, international NGOs, bilateral donors | Established UN, NGO and donor coordination mechanisms, including ACBAR | English | Internet/email, ACBAR, UNCT | Preparation and implementation support. |
| National CSOs, NGOs | Good capacity | English | Internet/email, individual meetings, telephone | Preparation and implementation support. |
| Other Agencies operating at national level | Good capacity | English | Internet/email, individual meetings, telephone | Preparation and implementation support. |
| Consulting Firm | * Qualified staff in carrying out capacity needs assessment * Experience in developing capacity- building plan * Proven track record of implementing capacity -building support to NGOs and CSOs | English; Pashto/Dari and/or the third official languages | Internet/email, individual meetings, telephone | Preparation and implementation support as well as, training and capacity building |

# STAKEHOLDER ENGAGEMENT PROGRAM

## Purpose and Timing

The SEP defines a structured, purposeful, and culturally appropriate approach to consultation and disclosure of information, in accordance with ESS 10 and UNDP’s social and environmental standards (SES). UNDP recognises the diverse and varied interests and expectations of project stakeholders and seeks to develop an approach for reaching each of the stakeholders in the different capacities in which they interface with the Project. The aim is to create an atmosphere of understanding that actively involves project-affected people and other stakeholders, leading to improved decision- making.

Overall, this SEP will serve the following purposes:

* Define a plan for stakeholder engagement, including information disclosure and consultation, throughout the project lifespan
* Stakeholder identification and analysis
* Planning engagement modalities through effective communication, consultations and disclosure
* Provide enabling platforms for influencing decisions
* Define roles and responsibilities for the implementation of the SEP
* Define reporting and monitoring measures to ensure the effectiveness of the SEP and periodical reviews of the SEP based on findings
* Elaborate on the Project Grievance Redress Mechanism (GRM)

The purposes of consultations and information dissemination in the NGO and CSO Capacity Support Project in Afghanistan are: (a) mapping the NGOs and CSOs across the country to understand the current situation which will be critical to design both immediate and mid-term interventions; (b) conducting a needs assessment by category of NGOs and CSOs in order to develop a strategic NGOs and CSOs capacity building plan as well as common standards; (c) supporting NGOs and CSOs to implement QIPs with small grants to help them operationalise on the ground and support local communities access to basic services, social protection and other livelihoods opportunities; (d) design and provide capacity strengthening support to NGOs and CSOs; (e) engage, build, and strengthen dialogues with NGOs and CSOs to consolidate their efforts in reactivating NGOs and CSOs’ operations, and; (f) enhance coordination structures on NGOs and CSOs at both national and provincial levels, tapping into the existing coordination body and also coordinating with other efforts made by UNCT. To ensure this, a Grievance Redress Mechanism is included below, which will be rolled out at the regional and national levels. Efforts will be made to collaborate with existing channels of grievance mechanism available at the provincial level and route it to the Project’s regional and national level mechanism. This will allow affected individuals and groups to report on project-related grievances or can provide comments and feedback.

In consideration of COVID-19 restrictions, the project will follow World Bank guidelines on community consultation under COVID19. This means effective and meaningful consultations to meet project and stakeholder needs and adhere to the restrictions put in place by the Interim Taliban Administration (ITA) to contain virus spread. Representatives of particular community groups will be consulted. Strategies will be employed to include smaller meetings, and small focus group discussions to be conducted as appropriate taking full precautions on staff and community safety. Where meetings are not permitted, traditional channels of communication such as radios and public announcements will be implemented. Other strategies will include one on one meetings through phones for community representatives, CDC members, NGOs, CSOs and other interest groups.

Given the current political context, stakeholder engagements with the ITA will be avoided to the extent possible. Engagements will be undertaken directly by the above- listed implementers (UNDP and ACBAR, including NGO partners). Implementers will focus on the NGO network as a key vehicle for information dissemination and consultations at the regional and provincial levels. Consultations with higher- level partners will be undertaken directly by UNDP and national NGO partners.

## Plan for Information Disclosure

Information disclosure to the NGOs and CSOs (beneficiaries) will rely on the following key methods: email, internet, radio, mobile phone, social media and individual meetings. Support from CDCs and community members and leaders would also be explored as a means to reach the broader smaller NGOs and CSOs and in information dissemination. At the national level information, will be disclosed mainly by email and through social media. Information will be disclosed in Pashtu/Dari, English or respective local languages.

Table 7 Plan for Information Disclosure

| Project Stage | List of information to be disclosed | Methods proposed | Timelines: locations / dates | Target Stakeholders | Responsibilities |
| --- | --- | --- | --- | --- | --- |
| Project Design | Draft Project Document discussion (including SEP and GRM) and to seek feedback and opinions from stakeholders | Community meetings / telephone / notice boards | July 2022 | NGOs/CSOs coordinating structures at national level and in major provincial capitals | UNDP CO |
| Separate consultations with women groups, including online | July2022 | NGOs/CSOs coordinating structures at national level and in major provincial capitals | UNDP CO |
| Email | July 2022 | Select NGOs/CSOs | UNDP CO |
| Websites – ACBAR, WB, UNDP | July 2022 | National and Regional Level | UNDP CO |
| Final Project Document and action items including (LMP with simplified CHSS plan) | Inception workshops | July 2022 | National and Regional Level | UNDP CO |
| Separate Inception workshops for women groups | July 2022 | National and Regional Level | UNDP CO |
| Email | July 2022 | select NGOs/CSOs | UNDP CO |
| Websites - ACBAR, WB, UNDP | July 2022 | National and Regional Level | UNDP CO |
| Project Implementation | Eligibility criteria in selection of NGOs/CSO – discussion and feedback | Steering Committee meetings / telephone / notice boards | Sep 2022 | National and Regional Level | PMU/UNDP |
| Email | Sep 2022 | National and Regional Level | PMU/UNDP |
| Draft NGO/CSO mapping and selection criteria | Stakeholder meetings / telephone / notice boards/separate meetings for women groups | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | National and Regional Level | PMU/UNDP |
| Websites - ACBAR, WB, UNDP | As needed | National and Regional Level | PMU/UNDP |
| Any proposed substantive revisions to Project Document or Plans | Stakeholder meetings / telephone / notice boards/separate meetings for women groups | As needed | Selected NGOs and CSOs | PMU/UNDP |
| Steering Committee meetings / telephone / notice boards | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | Selected NGOs and CSOs | PMU/UNDP |
| Websites - ACBAR, WB, UNDP | As needed | Selected NGOs and CSOs | PMU/UNDP |
| Information about QIPs | Stakeholder meetings / telephone / notice boards | Continuous | Local affected people | PMU/UNDP and Grantee |
| Radio | Continuous | Local affected people | PMU/UNDP and Grantee |
| Mobile phone | Continuous | Local affected people | PMU/UNDP and Grantee |
| Email | Continuous | Local affected people | PMU/UNDP and Grantee |
| GRM | Community meetings / notice boards | Continuous | Affected people | PMU/UNDP |
| Project worker/staff training and inception | At inception and continuous | Affected people (project workers) | PMU/UNDP |
| Radio | Continuous | Affected people | PMU/UNDP |
| Mobile phone | Continuous | Affected people | PMU/UNDP |
| Website - ACBAR, WB, UNDP | Continuous | Affected people | PMU/UNDP |
| Training need assessment | Selected NGO/CSO meetings / telephone / notice boards | As needed | National and Regional Level | PMU/UNDP |
| Separate meeting with selected women headed NGO/CSO | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | National and Regional Level | PMU/UNDP |
| Training modules | Selected NGO/CSO meetings | As needed | National and Regional Level | PMU/UNDP |
| Separate meeting with selected women headed NGO/CSO | As needed | National and Regional Level | PMU/UNDP |
| Tele Conference | As needed | National and Regional Level | PMU/UND |
| Citizen engagement indicator with satisfaction survey | Community meetings / telephone / notice boards | As needed | National and Regional Level | PMU/UNDP |
| Separate consultation meeting with women groups | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | National and Regional Level | PMU/UNDP |
| Websites – ACBAR, WB, UNDP | As needed | National and Regional Level | UNDP CO |
| Steering Committee meetings / telephone / notice boards | As needed | National and Regional Level | PMU/UNDP |
| Handbooks and kits (self-instruction | Selected NGO/CSO meetings | As needed | National and Regional Level | PMU/UNDP |
| Separate meeting with selected women headed NGO/CSO | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | National and Regional Level | PMU/UNDP |
| Small grants | Selected NGO/CSO meetings | As needed | National and Regional Level | PMU/UNDP |
| Separate meeting with selected women headed NGO/CSO | As needed | National and Regional Level | PMU/UNDP |
| Email | As needed | National and Regional Level | PMU/UNDP |

## Plan for Consultations

This plan lays out the overall consultative processes of the Project with its different stakeholders. In principle, the PMU and ACBAR, including other partners implementing activities underlined in the output, will follow their existing participatory engagement and consultation methods, especially with beneficiary NGOs and CSOs. These will follow specific tools and methods of community consultations that partners have developed in their sectoral fields (e.g., in health, agriculture, etc.). However, throughout the mapping process, SEP-related activities will be included, and ACBAR and other partners will be called upon to budget for SEP-related activities that are under their responsibility.

The GRM is another means of engagement with beneficiaries/stakeholders, as complaints received will be filed, assessed and responded to (see below).

Table 8 Plan for Consultations

| Project stage | Topic of consultation | Suggested Method (will be refined by PMU) | Target stakeholders | Responsibilities |
| --- | --- | --- | --- | --- |
| Project Design | Overall Project activities and E&S risks and impacts | Community meetings, email, social media, website | NGOs/CSOs coordinating structures at the national level and in major provincial capitals | PMU and Responsible Parties (RPs) |
| Stakeholder meetings, Steering Committee meetings, email | National level stakeholders (UN agencies, NGO Network, NGOs and CSOs) | PMU and RPs |
| Email | National level stakeholders | PMU |
| Project Initiation and Implementation | Mapping exercise | Community meetings, email, social media | National, Regional and Provincial Level stakeholders | PMU and RPs |
| Stakeholder meetings, email | National level stakeholders (NGO Network, NGOs and CSOs) | PMU and RPs |
| Small grants | Community meetings, selected NGOs and CSOs for small grant transfers, mobile phone | Selected NGOs and CSOs | PMU |
| E&S risks and impacts and mitigation measures (including combined E&S document with LMP, COVID-19 prevention measures, SEA/SH actions, and other E&S obligations/requirements) | Stakeholder meetings, email, social media | Selected NGOs and CSOs | PMU and RPs |
| Capacity needs assessments and capacity-building plan | Meetings, email, mobile, | Selected NGOs and CSOs | PMU |
| Co-ordination amongst NGOs and CSOs | Stakeholder meetings, email | National, Regional and Provincial Level NGOs and CSOs | PMU and RPs |
| GRM | Mechanism set up | Selected NGOs and CSOs including NGOs and CSOs at the national, regional and provincial level | PMU and RPs |

## Timeline

The Project is planned for a duration of 24 months. Information disclosure and consultations are relevant throughout the entire life cycle of the Project. The Project design will therefore be based on national-level and regional level consultations of NGOs, CSOs and networks of NGOs. Activities under each output will include further consultations prior to their commencement, to ensure transparency and accountability on project modalities, and allow stakeholder voices to form the basis for the concrete design of every intervention; consultations will continue throughout the project cycle. The SEP has been updated based on the consultations undertaken with various stakeholders from 12 to 19 July 2022.

## Reviews of Comments

The UNDP and IPs will gather all comments and inputs originating from community meetings, GRM outcomes, SMS, emails and other communication modalities. The information gathered will be submitted to the SES Specialists in the PMU, to ensure that the Project has general information on the perception of the stakeholders, and that it remains on target. It will be the responsibility of the PMU and the IPs to respond to comments and inputs, and to keep open a feedback line to the stakeholders. Training on environmental and social standards facilitated by UNDP will be provided soon after the Project becomes effective to ensure that all the staff from the PMU, and the IPs are equipped with the necessary skills.

This SEP provides the overarching guidelines for the rolling out of stakeholder engagements. The PMU will monitor the capacity of the E&S safeguards staff of the IPs, and recommend and implement appropriate actions, e.g., refresher training.

# RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING THE SEP

The overall responsibility for the implementation of the SEP lies with the Programme Manager in UNDP through the PMU. The PMU, along with the Programme Management Specialist, will be supported by the SES Specialist, Community Engagement/GRM Specialist and Gender Specialist in the implementation of the SEP at the national level. At the sub-national/regional level, UNDP will leverage its capacities in the eight regional offices/hubs in the implementation of the Project, including the Area Managers who are heading the sub-offices, and the National Programme Officers. In addition, UNDP will provide oversight and assurance capacity through its Afghanistan Country Office, including an SES Specialist. Additional UNDP CO, regional and global social and environmental safeguards oversight capacity will be made available to the project as needed.

The Programme Manager, Programme Management Specialist and the SES Expert will form part of the Risk Management Unit inside the UNDP PMU. The Community Engagement/GRM Specialist, in particular, supports the SES Expert and Gender Specialist in overseeing all SEP-related activities and will provide continuous expert inputs into the refinement of the SEP.

The Community Engagement/GRM Specialist maintains a stakeholder database for the overall project and leads a commitment register. However, while the PMU will oversee all coordination and disclosure-related consultations, ACBAR (including other NGO networks) will support the PMU in coordination and implementation of the SEP at the national and regional levels in their respective operational areas and report on their activities to the PMU SES Expert on a monthly basis. Where UNDP implements activities directly, UNDP will be responsible for all local stakeholder engagement. The PMU SES Expert undertakes verification activities of the selected NGOs and CSOs jointly with the responsible parties – at least every other month, or during planned events.

IPs (including responsible parties, grantees and contractors) will identify staff responsible for the implementation of E&S measures, including this SEP. Staff names are to be submitted to the PMU SES Expert. IPs also commit to communicating the stakeholder engagement strategies to their respective networks and internally.

# GRIEVANCE REDRESS MECHANISM

## Objective

The objective of a Grievance Redress Mechanism (GRM) is to assist in resolving complaints in a timely, effective and efficient manner. Project-level GRMs can provide the most effective way for stakeholders to raise issues and concerns about the project that affects them. The GRM provides a transparent and credible process for fair, effective and lasting outcomes. It also builds trust and cooperation as an integral component of broader stakeholder engagement, that facilitates corrective actions and helps the community to have ownership of the project. The GRM for this project is designed in accordance with World Bank’s ESS10 and UNDP’s SES for the benefit of all project affected persons, including workers and other stakeholders. The GRM would also provide for the handling of grievances related to SEA/SH.

The GRM provides an avenue for stakeholder engagement and the management of social and environmental risks and impacts. However, it is not a substitute for proactive outreach to stakeholders to inform them about the Project, seek their input, and respond to their suggestions and concerns regarding social and environmental benefits, risks and impacts.

UNDP corporate Accountability Mechanism ([www.undp.org/secu-srm](http://www.undp.org/secu-srm)) provides additional recourse for complainants who are not satisfied with the response they have received from the Project GRM or who are concerned about an adverse response if they raise concerns with the Project GRM.

## Principles

The project-level GRM would be designed in a culturally appropriate way so as to effectively respond to the needs and concerns of all parties involved.

* The GRM would be well-publicized and known to all stakeholders. The implementing agency will ensure that the GRM is widely publicized and will also conduct awareness campaigns in this regard among the selected and wider network of NGOs and CSOs. Implementing agencies will brief target stakeholders about the scope of the mechanisms, the safety of the complainant, time of response, and referral and appeal processes.
* Accessibility - The GRM will be clear, and accessible to all levels of NGOs and CSOs based at the national, regional and provincial levels.
* The Mechanism would allow for multiple avenues of uptake of grievances.
* The system would be sensitive to women, men, boys and girls, as well as vulnerable populations such as persons with disabilities, the elderly, displaced persons and other marginalized groups.
* Confidentiality and prevention against retaliation.
* The GRM would be designed to protect beneficiaries’ and stakeholders’ rights to comment and complain, and even raise their complaints to higher management if they are not satisfied with services or receive insufficient solutions. The mechanism would facilitate their sharing of concerns freely with understanding that no retribution will be exacted for their participation. In order to create a safe space and confidentiality, anonymous complaints will also be allowed in this system.
* The GRM shall provide for relaying regular information and feedback regarding the redressal of the grievance to the aggrieved.
* The Mechanism shall be responsive in redressal of grievances by facilitating resolution with the concerned actor in the implementing chain.
* The GRM would be based on transparency and accountability. All complainants will be heard, taken seriously, and treated fairly. The community and stakeholders will be aware of the expectation from the Project; and the GRM procedures; understand its purpose and have sufficient information on how to access it.
* The GRM will have provisions to appeal if the grievances are not resolved satisfactorily
* The GRM would not prevent access to judicial and administrative remedies.
* The mechanism would provide for prompt time-bound in the redressal of grievances.
* For SEA/SH cases, guiding principles of confidentiality, survivor centricity, non-discrimination, respect, access to services and survivor safety are to be applied to specific cases of SEA/SH cases as per the World Bank’s guidance. Reporting mechanisms will enable the complainant to report SEA/SH cases without being publicly identified, given the risk of stigma, reprisals, and rejection associated with sexual exploitation and abuse and sexual harassment.

## GRM Structure for NGOs support project

The Project consists of a three-tiered GRM system with Grievance Redressal Committees (GRCs) would be established.

GRCs will be comprised of NGOs/CSOs at the regional level, ACBAR as the focal agency at the national level and UNDP- PMU GRC. It is proposed that the regional and national level GRCs would be operated by ACBAR and supported by UNDP Provincial Hubs and Kabul. There would be a provision for appeals, and any aggrieved party would be able to directly approach the national level GRC or directly to the UNDP-PMU central office as well. The formation of the GRCs would be completed prior to the commencement of project activities.

The complainants will have the option to report their complaints/feedback to the following committees:

**NGOs/CSOs coordinating structures or networks at the regional level GRC (8 regions).** The members will comprise networks Head, networks Secretary, UNDP Provincial Hubs and female activists/advocates. The grievance focal point (GFP) to be appointed will be responsible for maintaining the record of grievances in a logbook. If the issue cannot be resolved at the regional network level, then the GRC will immediately escalate it to a higher level, i.e., either to the GRC at the national networks level and/or directly to the UNDP-PMU central office. Each network (NGOs and CSOs) will have a complaint box and the network GRC to check the box at least once a week or if they know a grievance has been put. The person(s) can put a complaint anonymously. If they wish, individuals or groups can also hand a complaint to the network Committee. The regional networks GRC will address complaint/feedback within ten days.

**ACBAR is a focal agency at the national level GRC.** The timeline for complaint registration at national networks level is ten days. The GRC level will consist of members from ACBAR, CSOs network at the national level and UNDP national Hub (Kabul). Ideally, there should be an equal number of men and women.

**UNDP-PMU level GRC**. The GRC members will comprise UNDP-PMU-manager, social safeguard development expert and gender and SEA/SH experts. The timeline for complaint resolution at the UNDP-PMU central office level will be 15 days upon receipt of the complaint. The complainant will be informed of the outcome immediately and at the latest within ten days of the decision.

## Channels for submitting the requests:

Stakeholders can submit their grievances regarding any element of the project without any restriction through a variety of means as listed below:

* Suggestion Boxes: Will be in a visible place in each of the regional offices (NGOs and CSOs), and at the NGOs/CSOs networks at national level (ACBAR and CSOs network).
* Personal Visit: Complainants can personally submit his/her grievance to one of the relevant Grievances Redressal Committees (including oral or written communications received during field meetings).
* Telephone Hotline: The complainant can report his/her grievance verbally to a dedicated telephone hotline (the number of which will be disseminated in the Project areas). Awaaz Afghanistan toll free assistance hotline (410) would be used for this purpose
* WhatsApp Number: A WhatsApp Number will be created to receive grievances including voice recorded messages.
* Petition: Complainant can submit his/her written petition directly to one of the grievance handling committees (NGOs/CSOs at regional level, NGOs/CSOs at national level and UNDP- PMU GRC).
* Email: Those complainants can also send their grievances to email addresses that will be disseminated in the Project area.
* UNDP website (complaints and inquires).

UNDP will also explore grievance uptake channels already in existence to boost the grievance mechanism proposed, including the uptake channel at the regional and national level under ABADEI Programme and partners (responsible parties) and the UNDP AFG Country Office GRM and CHM, and the channels under ACBAR (linking with the NGO Code of Conduct Observance Committee). While the existing mechanisms would be leveraged for this project, in order to address other requirements of ESS10, the system would be augmented for the purposes of this project in accordance with the principles given above and the following steps:

* **Step 1**: **Uptake** – Project stakeholders will be able to provide feedback and report complaints through several channels. The aggrieved party must be able to select the most efficient institution, the most accessible means of filing a grievance, and must be able to circumvent partial stakeholders in the Project, who may be implicated in the complaint. He or she must further be able to bypass some grievance channels that are perceived as potentially not responsive or biased. The means to file a grievance would include a toll-free hotline, SMS, email, filling up grievance forms, verbally, sending a letter, to implementing agencies, via the implementing institutions’ websites, help desks and collection boxes stipulated for walk-ins at the sites of project activities. Anonymous grievances can also be raised. All uptake channels should permit grievances in Dari and Pashto as well.
* A help desk will also be set up by ACBAR during the implementation of activities at the central and regional levels. At the help desk, aggrieved parties can inquire about project activities, or they can file a grievance directly with the person manning the desk. Grievances can be filed in writing or verbally at the Help Desk.
* The staff managing help desks and those operating the toll-free hotline number would be trained by the PMU for (a) the registration of a grievance; (b) the interaction with complainants; (c) appropriate responses to SEA/SH issues; (d) grievances of workers; and (e) Project components and Implementing Partners.
* **Step 2: Sorting and processing** – All grievances received will be transferred to the GRM Focal Point at the PMU by the Implementing Partner/ACBAR. The GRM focal point will categorize the complaint and forward it to the responsible unit. The GRM focal point will also record the grievance in the same format as would be used at the PMU.
* **Step 3: Acknowledgement and follow-up** – Within three (3) days of the date a grievance is submitted, the GRM focal point will communicate with the aggrieved and provide information on the likely course of action and the anticipated timeframe for resolution of the grievance. The information provided to the aggrieved would also include, if required, the likely procedure if the grievance had to be escalated outside the unit and the estimated timeline for each stage.
* **Step 4: Verification, investigation, action** **and documentation** – This step involves gathering information about the grievance to determine the facts surrounding the issue and verifying the validity of the grievance, and then developing a proposed resolution. It is expected that many or most grievances will be resolved at this stage. All activities taken during this and the other steps will be fully documented, and any resolution logged in the register. In case the grievance is not resolved at this stage, it will be escalated to the next tier.
* **Step 5: Monitoring, Evaluation and Reporting** – Monitoring refers to the process of tracking grievances and assessing the progression toward resolution. Each implementing agency would develop and maintain a grievance register and record all steps taken to resolve grievances or otherwise respond to feedback and questions. GRM data would be collated and reported monthly at all levels.
* The Third-Party Monitoring Agent (TPMA) will provide an independent operational review of overall project implementation and project results, including the implementation of the SEP and GRM. The PMU will synthesize all reporting by TPMA and Implementation Partner, as well as its own findings, and produce an overall environment and social progress report with a distinct section on stakeholder engagement in line with a template to be provided. The project provides for quarterly reporting.
* **Step 6: Providing Feedback** – This step involves informing those who have raised complaints, concerns or grievances about the resolutions to the issues they have raised. Whenever possible, complainants should be informed of the proposed resolution in person, which gives them the opportunity to ask follow-up questions. If the complainant is not satisfied with the resolution, he or she will be informed of further options. The GRM would not prevent access to judicial and administrative remedies. Each complaint must be closed within thirty (30) days of receipt - either resolved, withdrawn or escalated.

## Grievance Redressal Committees Terms of Reference

The formed Committee will have the following tasks to perform:

* To receive and register all incoming grievances into the Grievance Registration Book (grievance logbook and central grievance excel-sheet).
* To analyze the grievances in order to understand the nature of grievances and an appropriate way to deal with them
* To categorize all incoming grievances
* To refer the analyzed grievances to the related committees/entities for resolution, and complainants, if they wish to come forward, should be able to explain
* To follow up on the grievances with the responsible committees/entities to speed up the process and reach the result (timeline based)
* To hold periodic Grievance Redressal Committee meetings, as required
* To feed the result back to the complainant
* To check the complaints box and address the incoming complaints.

## GRM for SEA/SH grievances

The SEA/SH- related grievances are handled through a survivor-centered approach. All grievance uptake channels can be used to report on SEA/SH issues. No grievance uptake mechanism can reject such grievances, and all personnel directly receiving grievances will be trained in the handling and processing of SEA/SH-related grievances. Any recipients of the grievance should, with the survivor’s informed consent, report the case to one of the Project’s formal grievance recipients. A survivor can ask someone else to act as a survivor advocate and report on her/his behalf.

Absolute confidentiality would be maintained for all grievances related to SEA/SH issues. This means that no information shall be disclosed at any time to any party without the informed consent of the person concerned. The survivor’s consent would also be sought for undertaking any action on the grievance. Under no circumstances should the survivor be pressured to consent to any conversation, assessment, investigation or other intervention with which they do not feel comfortable. A survivor can withdraw such consent at any time as well. If a survivor does not consent to sharing information, then only non-identifying information can be released or reported on. In the case of children, informed consent is normally requested from a parent or legal guardian and the children.

Data on GBV cases recorded will only include the nature of the complaint (what the complainant says in her/his own words), whether the complainant believes the perpetrator was related to the project and additional demographic data, such as age and gender, will be collected and reported, with informed consent from the survivor. The GRM provides for offering the survivor referral to pre-identified GBV Service Providers in the area. Services can include health, psycho-social, security and protection, legal/justice, and economic reintegration support. This will be offered even if the survivor does not wish to file a formal complaint or if the complaint is not related to the project before closing the case. The simplified Community Health, Safety and Security (CHSS) Plan will incorporate measures to assess and manage risks related to SEA and SH and will include a list of referral services in the different Project areas.

Where SEA/SH grievances have been allegedly committed by a Project worker, the grievance will also be reported to the respective employing agency. The PMU SES Expert will follow up and determine jointly with the GRM Focal Point of the respective partner the likelihood that the allegation is related to the Project. The SES Specialist will follow up and ensure that the violation of the Code of Conduct is handled appropriately. The responsibility to implement any disciplinary action lies with the employer of the perpetrator, in accordance with local labor legislation, the employment contract, and the code of conduct. The GRM focal point will report back to the survivor on any steps undertaken and the results.

All SEA/SH incidents would be reported to the World Bank in accordance with the project Environmental and Social Commitment Plan (ESCP). UNDP-PMU will notify the World Bank of any incident, including SEA/SH incidents, within 48 hours after taking notice of the project-related incident. They will provide an incident investigation report to the World Bank within 45 days from the time of the incident was reported to the World Bank.

## Capacity Building/ Awareness

The dedicated Community Engagement/GRM focal point will conduct capacity building and awareness raising of the GRCs and relevant staff. The Community Engagement/GRM focal point will train, the national GRCs (networks), as well as regional GRCs (NGOs and CSOs). The Community Engagement/GRM focal point and the GRCs will be responsible for disseminating the GRM information in the project areas to inform stakeholders/beneficiaries about GRM service.

The project will also continuously monitor the functioning of the GRM, and the types of complaints registered, as well as beneficiary feedback.

The UNDP-PMU Community Engagement/GRM focal point will provide updates on grievances registered in the grievance logbooks and central GRM excel-sheet.

The quarterly report will include the following GRM details:

* How many complaints were received from communities (men and women)?
* Of the grievances (not suggestions or inquiries, or comments), what category of grievance was raised most frequently (#1, 2, and 3) with the most frequent sub-categories included
* What category of grievance was raised the least frequent (# 1, 2, and 3)?
* Of each grievance category, which sub-categories have the most grievances?
* Report number of grievances by regions

# MONITORING AND REPORTING

## Involvement of Stakeholders in Monitoring Activities

The Project will involve project stakeholders in monitoring of project activities, in particular ACBAR and NGOs/CSOs receiving support will be directly involved in the monitoring of stakeholder engagement activities. At this stage, it is also anticipated that a TPMA will be deployed in order to monitor project performance and E&S risks and impacts at all levels. The TPMA will submit monitoring reports directly to the UNDP PMU and the World Bank.

## Reporting Back to Stakeholder Groups

The above- listed plan for information dissemination to the stakeholders also includes the information dissemination and disclosure of Project monitoring results. The Capacity Building Specialist /GRM Specialist in the PMU will ensure that monitoring results on Project performance as well as E&S risks and impacts and implemented mitigation measures will be made available to the above- identified stakeholders at the provincial, regional and national levels. The implementation of the stakeholder consultation plan (see above), in turn, will allow the key stakeholders to react and voice their feedback with regard to the monitoring results. Information dissemination will always include information on the available Project GRM and its different channels to file a grievance or provide feedback.

## Reporting to the World Bank

The PMU will provide quarterly Project Progress Reports to the World Bank. These Quarterly reports will consist of project performance and results, financial and procurement information, and risk management progress, including progress on implementation of the LMP, and simplified CHSS Plan. The PMU will receive monthly, and quarterly inputs from grantees and responsible parties prior to the preparation of the Quarterly Reports and will include those inputs in the Quarterly Report. The Quarterly Report will further contain a section on stakeholder engagement initiatives undertaken in the Quarter, as per this SEP, as well as a section reflecting on the results of stakeholder consultations. A synthesis report and analysis of grievances filed under the Project GRM and the workers’ GRM will be included.

# ESTIMATED BUDGET

The below table presents an estimated budget for the implementation of the SEP. It should be noted that budgets for grantees, contractors, and responsible parties should include the costs of SEP implementation in view of activity-specific stakeholder consultations and information dissemination. The budget presented here concerns the Project level implementation of the SEP through the PMU. The source of funding is the Project budget.

Table 9 Estimated Budget for SEP implementation

| **Stakeholder Engagement Activities** | **Q-ty/per years (months)** | **Unit Cost, USD** | **# of months** | **Total cost (USD)** |
| --- | --- | --- | --- | --- |
| SES Expert (National), Community Engagement/GRM Specialist (National), Gender Specialist (International) (PMU) |  |  |  | Included in PMU staff costs |
| GRM, M&E case management process, database (Including running of the hotline, record keeping etc.) | 12 | 1,000.00  Per month | 24 | 24,000.00 |
| Operational Costs (Travel, Logistic Support, Security, Transportation & Accommodation). |  |  |  | Included in PMU staff travel costs |
| Communication materials (leaflets, posters,) | 12 | 500.00  Per month | 24 | 12,000.00 |
| Radio broadcasts, social media (twice per year) | 2 | 15,000.00  Per year | 24 | 30,000.00 |
| Connectivity cost | 12 | 2,500.00  Per month | 24 | 60,000.00 |
| Training (Social issues, outreach, GRM, etc.) for PMU, Responsible Parties+ integral to Project’s capacity building activities/budget | 2 | 20,000 per year | 24 | 40,000.00 |
| **Subtotal** |  |  |  | **166,000.00** |
| Contingency 5% |  |  |  | 8,300.00 |
| **Total** |  |  |  | **174,300.00** |

Annex 1: ESMP Consultation’s Participant lists (12, 14,17, 18 & 19 July 2022)

**Consultation 12 July 2022**

ILO

OHCHR

**Consultation 14 July 2022**

ACBAR -Director, Lisa K. Piper

|  |  |  |
| --- | --- | --- |
| No | Name | Organization |
| 1 | Nisar Ahmad | Human Rights Research and Advocacy Consortium (HRRAC) |
| 2 | Zalmei Hameedi, Abdul Zahoor Mudaber | Afghan Women Skills Development Center (AWSDC) |
| 3 | Asmat Yaree | Asia Green Hut Organization (AGHO |
| 4 | Wakil sadat and Wahab Hemat | Afghanistan Independent Rehabilitation Organization (AIRO, |
| 5 | Ehsanullah Abrar | Search for Common Ground (SFCG) |

**NGO/CSO consultation 17 July 2022**

|  |  |  |
| --- | --- | --- |
| No | Name | Organization |
| 1 | Ms. Ruqaia Tabasum/Zalmai Hameedi | EQUALITY for Peace and Development Organization (EPDO) |
| 2 | Ms. Shabnam | AGENDA Gender Equality & National Development Act Organization |
| 3 | Ms. Fatima Mumand | Organization for Human Relief (OHR) |
| 4 | Ms. Razia Ikram | Organization for Peace and Development (OPD) |
| 5 | Muhib Ur Rehman Nasri | Movement for Protection Organization (MPO) |
| 6 | Mohammad Shoaib Gharwal | Kunar province youth civil society (KPYCS) |
| 7 | Dr. Mohammad Asif Shegiwal | Health Care and Social Development Organization (HSDO) |
| 8 | Dr. Asadullah Khaliz | Humanitarian Assistance Empowerment Organization (HAEO) |
| 9 | Riaz Ahmad | Organization for Social Development and Legal Rights (oSDLR) |
| 10 | Niaz Mohammad Safi | Technical Education and Skill Training Organization (TESTO) |

**Women Participants for Consultation Meeting Virtual Workshop in Herat (18 July 2022)**

|  |  |  |
| --- | --- | --- |
| No | Name | Organization |
| 1 | Fatima | AHDAA/SME |
| 2 | Zahra Karimi | AHDAA/SME |
| 3 | Omida Amini | WISE |
| 4 | Fahima | GWSC |
| 5 | Fariba Sadiqi | Women Association |
| 6 | Farzana Mirzaye | Women SME Owner |
| 7 | Esmat Saeedi | Afghan Women Chamber of Commerce & Industries (AWCCI) |
| 8 | Sohaila Vahidy | WASSA |
| 9 | Behnaz Saljuqi | AWCCI |
| 10 | Zakia Yousufi | AWEC |
| 11 | Anita Safa | GWO |
| 12 | Zahra | VWO |

**Community Participants for Consultation Meeting Virtual Workshop in Herat (18 July 2022)**

|  |  |  |
| --- | --- | --- |
| No | Name | Organization |
| 1 | Mohammad Sadeq | Religious Shura |
| 2 | Hussain Sadeqi | CDC Member |
| 3 | Gulabodin Hashmat | WOPPA |
| 4 | Atta Mohammad | Lecturer/Instructor |
| 5 | Hassamuddin Baburi | Educational supervisor |
| 6 | Temor Shah Radan | Deputy of the Private School Association |
| 7 | Nooruddin Haqyar | VWO |
| 8 | Dr. Zobair Arshad | APHO |
| 9 | Amin Rahimi | Head of NEKPA SME |

**Consultation with NGOs/CSOs at ACBAR office (19 July 2022)**

|  |  |  |
| --- | --- | --- |
| No. | Name | Organization |
| 1 | Kochay Hassan | Afghan Women’s Educational Center (AWEC) |
| 2 | Khatera Alizaye | Noor Educational & Capacity Development Organization (NECDO) |
| 3 | Dr. Abdulhaq Niazi | Today’s Afghanistan Conciliation Trust (TACT) |
| 4 | M. Shapour Qayyumi | Medica Afghanistan (M.A) |
| 5 | M. Hashim Amiri | Afghanistan Institution for Civil Society (AICS) |
| 6 | Ahmad Massi Rahimi | Afghanistan Institute for Civil Society (AICS) |
| 7 | Hussain Rahimi | Citizens Organization for Advocacy and Resilience (COAR) |
| 8 | M. Hassan Takhi | Afghan Development Association (ADA) |
| 9 | Dr. Juma Khan | Solidarity for Afghan Families (SAF) |
| 10 | Alka Ahmadi | Tashabose Educaiton Organization (TEO) |
| 11 | Shafiq Shirani | People Action For Change organization (PACO) |
| 12 | Baryalai Omarzai | Afghan NGOs Coordination Bureau (ANCB) |
| 13 | Faisal Ghafori | NAWA |
| 14 | Jan Mohammad | South Western Afghanistan and Balochistan Association (SWABAC) |
| 15 | Taiba Rahim | Nai Qala Association (NQA) |
| 16 | Reshma Azmi | Action Against Hunger (AAH) |
| 17 | Niamatullah Rahi | Agency Coordinating Body for Afghan Relief (ACBAR) |

1. World Bank, Environmental and Social Framework. Setting Environmental and Social Standards for Investment Project Financing, August 2016. [↑](#footnote-ref-1)
2. UNDP, Social and Environmental Standards ([www.undp.org/ses](http://www.undp.org/ses)), 1 January 2021 version. [↑](#footnote-ref-2)
3. March 8, 2022 [↑](#footnote-ref-3)
4. Operational capacity is defined as the potential ability of organizations to access affected populations and deliver humanitarian services if needed. The number includes NGOs/CSOs currently receiving and delivering on the Afghan Humanitarian Pooled Funds, and those implementing the Humanitarian Response Plan. (October to December 2021, OCHA) [↑](#footnote-ref-4)