



**STRENGTHENING
PROTECTION
CAPACITY PROJECT
LIVELIHOODS COMPONENT**

Phase Two

CONSOLIDATED LIVELIHOODS PROGRAMME

**A Livelihoods Programme proposal
to increase opportunities
for self reliance and income generation
on the Thai-Myanmar border**

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Collaboration between ILO and UNHCR

DRAFT PROGRAMME DOCUMENT

Country: Thailand

Programme No: XXXXX

Programme Title: Livelihoods Programme

Estimated duration: 36 work/months

Programme Site: Mae Sot, Thailand

Executing Agency: xxxxxx

Collaborating Agencies: To be determined

Implementing Agency: NGOs as implementing Partners

Estimated Starting Date: July 2007

Donor Input: US\$ 4.500,000

Government Input: In Kind

Brief Description of the Programme.

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. Implementing partners (NGOs) will deliver a Programme that improves self reliance, and is directed towards the local internal and external labour market needs. The LHP will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. New initiatives and additional NGOs may also be involved. ¹ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generation activities.

¹ Approval for additional NGOs to provide services in the refugee camps will need to be sought from MOI

SIGNATURE PAGE

Country: Thailand

UNDAF: Outcome(s)/

Indicator(s):

Expected Outcome(s)/

Indicator (s):

Achieving the MDGs and reducing human poverty;
Reduction of poverty and conflict.

Expected Output(s)/

Annual Targets:

Implementing partner(s): To be selected

Responsible parties:

<p>Programme Period: _2006-09 Programme Component: _____ Project Title: Livelihoods Programme</p> <p>Project ID: _____ Project Duration: _____ Management Arrangement: NGO execution</p>	<p>Budget \$ _____ General Management _____ Support Fee _____ Total budget: \$ _____ Government • Regular _____ • Other: _____ ○ Donor _____ ○ Donor _____ ○ Donor _____ • In kind contributions _____ Unfunded budget: _____</p>
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Agreed by (Government): _____

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	6
Phase 1: Situational analysis	6
Phase 2: Programme Response.....	7
ACRONYMS & ABBREVIATIONS.....	11
A. CONTEXT.....	12
1. Programme conceptualization	12
2. Strategy to implement the concept	13
3. Prior or ongoing related assistance.....	14
B. PROGRAMME JUSTIFICATION.....	15
1. Problem to be addressed	15
2. At Programme Level.....	16
3. Research requirements	16
4. Coordination	17
5. Staff development	17
6. End of Programme Situation:	18
7. Target Groups	18
8. Intended beneficiaries:.....	20
9. Direct recipients.....	20
10. Programme delivery strategy	20
11. Data collection	21
12. Institutional arrangements.....	24
13. LHP Institutional Framework diagram	26
13. Reasons for Donor Assistance	27
14. Special Considerations	28
C: DEVELOPMENT OBJECTIVE	30
D: IMMEDIATE OBJECTIVES	31
Immediate Objective One: LHP Coordination Unit.....	31
Immediate Objective 2: Waged Or Self Employment Services Project.....	33
Immediate Objective 3. Skills Development Project	36
Immediate Objective 4: Agriculture Project Outside the Camps(s).....	38
Immediate Objective 5: Agriculture Project inside camps	41
Immediate Objective 6: Micro-Enterprise Development Project.....	42
Immediate Objective 7: Disabled Services.....	43
Immediate Objective 8: Appropriate Technology Project.....	45
E.INPUTS.....	48
Livelihoods Programme.....	48
Non Government Organization Support budget	50
F. RISKS AND ASSUMPTIONS	51
1. Risks	51
2. ASSUMPTIONS.....	53
G. PRIOR OBLIGATIONS AND PREREQUISITES	55
1. Prior Obligations	55
H. PROGRAMME REVIEWS, REPORTING AND EVALUATION	56
1. Reviews.....	56
2. Reports	56

3. Evaluations.....	56
I. BUDGET.....	57
1. Programme Budget Covering Donor Contribution (US\$)	57
2. Description of Technical Support Services	57
J. WORK PLAN.....	58
LIST OF APPENDICES AND ANNEXES	59
APPENDIX ONE: Core Skills	60
APPENDIX TWO: The Training and Employment Needs Assessment	62
APPENDIX THREE: Livelihoods Programme Management Committee.....	63
APPENDIX FOUR: Announcement of vacancies.....	65
Appendix Four A: LHP Programme Coordinator.....	65
Appendix Four B: Project Expert – Skills Development.....	67
Appendix Four C: Waged Employment Service (UNV).....	69
Appendix Four D: MED Expert.....	71
APPENDIX FIVE: Training Program (Group 30).....	73
APPENDIX SIX: Equipment (Group 40).....	74
APPENDIX SEVEN: NGO Livelihoods Proposals	76
APPENDIX EIGHT: Schedule of Reviews, Reports and Evaluation	77
APPENDIX NINE: Budget.....	78
APPENDIX TEN: Preliminary Implementation Schedule.....	79
APPENDIX ELEVEN: Potential Implementing Partners	80
Non Government Organizations: Profile summaries.	80
L ANNEXES ²	
1. Phase One Report Tak Province	
2. Phase One report Mae Hong Son Province	
3. Pro forma for the LHP Coordination Unit	
4. Pro forma for the Waged Employment/self employment Services Project	
5. Pro forma for the Micro-enterprise Development Project	
6. Pro forma for the Appropriate Technology Project	
7. Pro forma for the Skills Development Project	
8. Pro forma for the Agriculture outside the camps Project	
9. Pro forma for the Agriculture inside the camps Project	
10. Pro forma for the Disabled Services Project	

² ANNEXES are held by UNHCR

EXECUTIVE SUMMARY

UNHCR and ILO have cooperated on this activity to better understand the current situation with regards to refugee livelihoods, and to propose some means to address the gaps in services and protection, for the consideration of donors. The resulting Programme focuses on the two refugee-hosting provinces of Tak and Mae Hong Son on the Thai-Myanmar border and covers a refugee population of approximately 140,000 individuals.

The resulting Livelihoods Programme (LHP) is prepared in response to a request from the Committee for the Coordination of Services to Displaced Persons in Thailand. The proposed LHP provides an integrated network of Projects that link activities in a crosscutting manner.

The first stage focused on research, consultation and analysis to better understand the situation. Some of the key findings are noted in this summary, and the full report is detailed for each of two provinces in the **Volume One report**. The potential to improve livelihoods is acknowledged by provincial and local government officials as an agreeable and necessary approach to relieve the social dislocation in communities concerned, both inside and outside the refugee camps. The LHP is designed to ensure efficient, effective and relevant skills development based on local demand. It focuses on a range of target groups, confronts issues squarely, seeks solutions in a dynamic manner and applies innovative strategies within and immediately outside the various refugee camps.

Phase 1: Situational analysis

Existing NGO services include provision of food, health services, education for children and some skills training for youth and adults. A concern for all is that programmes and projects oriented to meet immediate needs are insufficiently resourced if they are to meet longer term solutions directed toward increased self reliance and possible income generation. Food supplied, whilst meeting nutritional minimum standards, lacks variety. As result heads of household and other economically active members resort to a variety of means to work informally both inside but mainly away from the camps to supplement their needs. Existing youth, women and adults' skills are not being utilized because of the lack of capital for running income generating activities, the absence of a labour market, limited opportunities for farming and very little access to other waged or self employment.

A major conclusion from this research is that the main means to improve the protection and quality of life of refugees in these camps would be to improve their access to opportunities for skills development as a means of increasing self reliance and income generating opportunities in a legally sanctioned context.

There are two key barriers to achieving this:

- The limitations on movement that are written into existing legal and regulatory documents established by the Royal Thai Government (RTG) and interpreted and applied by camp commanders, local government and private sector enterprises.
- The current level and capacity to deliver skills development and economic opportunity development projects and facilities.

Phase 2: Programme Response

As a second stage, UNHCR-ILO proposes a Livelihoods Programme (LHP) to address both barriers, building on the significant expertise and achievements of the existing NGO projects currently being managed through the Coordinating Committee for Services to Displaced Persons in Thailand (CCSDPT).

Programme Objective

“Implementation of a comprehensive livelihoods strategy suited to the unique circumstances found in each camp, that will increase the quality and variety of food available to residents, provide skills training and the opportunity to use those skills productively, and provide equal benefits to residents of each of the host communities”.

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government’s policy requirements for refugees and local Thai poor. In doing so the expectation is that implementing partners (NGOs) in collaboration with the UNHCR/ILO will deliver a LHP that improves self reliance, and is directed towards the local internal and external labour market needs.

The programme will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generating activities. New initiatives and additional NGOs may also be involved. ³

Delivery strategy

The LHP strategy is based on initial small scale pilot livelihoods activities that have been identified as having potential for future income generation. Initial activities will focus on agriculture related training and work experience. The scope will be determined in collaboration with the Thai authorities in each camp on a trial basis, and their subsequent adaptation and replicated in other locations for a larger number of participants when and if permission is granted. Acknowledging the sensitive nature of this endeavor, a time scale of at least three (3) years is proposed, as this would provide sufficient time to pilot a range of Project activities and in particular allow for a number of agricultural cycles.

Scope of the Livelihoods Programme

The LHP proposal is set out in detail in this **Volume Two**.

³ Approval for additional NGOs to provide services in the refugee camps will need to be sought from the RTG.

The Project components are;

LHP Coordination Unit	<p>To provide overall coordination of livelihoods Projects funded under the LHP.</p> <p>To ensure that all Projects are linked and supportive of each other.</p> <p>To supervise the Waged Employment Service Project's pilot activities</p>
Waged Employment Service	<p>To establish and maintain links with employment opportunities within each of the economic sectors making up the local labour market</p> <p>To match supply with known demand and provide guidance and counseling to job seekers.</p>
Agriculture inside the camps	<p>To strengthen the self reliance capacity of the refugees to supplement their diet through home-based technical support and training with increased supplies of basic ingredients.</p>
Agriculture outside the camps	<p>To develop the capacity of the refugees to undertake additional agricultural training leading to the production of additional quantities of crops, fruit, vegetables and livestock</p> <p>To collaborate directly with the local Thai population by sharing the resources to train and engage in production of goods and services between the camps and the local community.</p> <p>To provide access to women to share equally in the Project</p> <p>To provide child care facilities to enhance the possibility of participation of refugee women.</p>
Skills Development	<p>To adapt existing vocational training courses to meet demands within the camp for improved or different skills.</p> <p>To develop skill to meet standard demand of subcontract work.</p> <p>To build capacity in running income generation and micro enterprise.</p> <p>To identify the skill levels of the local labour market in anticipation of agreement to allow access to local employment opportunities outside the camp.</p> <p>To meet minimum skills standards of trainees and instructors in accordance with local Thai certification criteria.</p>
Appropriate Technology	<p>To provide services to existing owners of systems involving the use of new and renewable energy sources.</p> <p>To assess and field test the use of alternative appropriate technologies to improve the supply of goods and services within the camps and to the local population.</p>

Disabled Services	To identify and mainstream the disabled into each other project where they can increase their self reliance To assess the potential of skilled disabled to enter into a self-employment or a micro enterprise. To ensure that the disabled are given equitable access to all other Projects
Micro enterprise Development	To provide services to refugees and local Thai on the complete cycle of training and support services related to starting or improving existing micro and small enterprises.

The main features include:

- Overall coordination for the LH Programme to achieve both objectives through the appointment of a Programme Coordinator with expertise in both livelihoods development and policy advocacy.
- Ongoing policy liaison with the responsible RTG authorities and provision of reports and information that will positively influence policy change.
- Establishment of a dedicated livelihoods sub-committee within the existing CCSDPT, with resources and staff to improve coordination,
- Development and implementation of consistent results management tools for use in all NGO Project activities related to livelihoods
- Sharing of best practices information across all organizations.
- Establishment of camp livelihoods committees and strategies, involving local communities.
- Coordinated and phased launching of pilot projects, with permission, on a range of livelihoods issues (reflecting the priorities and decisions of each camp strategy and the permissions granted).
- Careful documentation of each Project's impact and issues for incorporation into subsequent pilots/expansion activities.
- Delivery of each of the pilot services through existing NGO's based on their interests and capacities.

Associated risks

It should also be acknowledged that there are significant risks. The LHP proposal assumes that (a) small scale pilots will be permitted at the outset and (b) that there is willingness and capacity to adjust national policy based on acceptable results from pilots. This is far from being a reality, particularly given Thailand's present political environment. There is also a risk that by being over-assertive in implementing this Programme the existing 'informal' economic systems may be threatened. The arrangements currently in place need to be respected for the benefit of both the camp residents and local communities. Those refugees who have developed adequate coping mechanisms must not feel that their current means of securing additional access to paid work and additional sources of food and income is under threat.

Funding and implementation

Donor funds sought amount to approximately US\$ 4,500,000 over three (3) years. However, if the political environment is not conducive to change and the LH Programme's objectives are

difficult to achieve or circumstances change, the project will be reviewed and adapted to meet these changes. In that case the donor(s) would be consulted and if necessary may consider extending the period for the use its contribution, suspending the draw-down rate until corrections are made, or reducing the overall budget.

The executing agency for the LHP could be determined from a variety of choices. Some may be better accomplished through RTG ministries. Others could be well-supported with technical assistance from UN agencies such as FAO, ILO, UNDP or UNHCR. The possibility of joint UN Agency collaboration may be an option. Existing or additional NGOs or bilateral development agency partners may wish to expand their current programmes. This needs to be determined once the scope of the proposed LH Programme is agreed by all the stakeholders and implementing partners are identified.

ACRONYMS & ABBREVIATIONS

ADB	Asian Development Bank
ADRA	Adventist Development and Relief Agency
ARC	American Refugee Committee
CCM	Camp Commander
CC	Camp Committee
CCSDPT	Committee for Coordination of Services to Displaced Persons in Thailand
CoC	Chamber of Commerce (Tak Province)
COERR	Catholic Office for Emergency Relief and Refugees
DSD	Department of Skill Development [MOLSW]
FTUB	Federation of Trade Unions- Burma
FTI	Federation of Thai Industry (Tak Province)
HI	Handicap International- Thailand
ILO	International Labour Organization
IRC	International Rescue Committee
JRS	Jesuit Rescue Service
KED	Karen Education Department
KNU	Karen National Union
KRC	Karen Refugee Committee
KWO	Karen Women's Organization
KYO	Karen Youth Organization
LH MC	Livelihoods Programme Management Committee
LHP	Livelihoods Programme
LHPC	Livelihoods Programme Coordinator
MI	Malteser International
MOE	Ministry of Education [Thailand]
MOI	Ministry of Interior [Thailand]
MOLSW	Ministry of Labour & Social Welfare [Thailand]
MSF	Medecins Sans Frontieres - France
NGO's	Non Governmental Organizations
PMC	Livelihoods Programme Management Committee
RTP	Right to Play
RTG	Royal Thai Government
SRA	Self reliance activity
SVA	Shanti Volunteer Association
SYB	Start your business
TBBC	Thai Burma Border Consortium
TOPS	Taipei Overseas Peace Services
TREE	Training for rural economic empowerment [ILO product]
UNDP	United nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
WE/C	World Education/Consortium
WEAVE	Women's Education for Advancement and Empowerment
ZOA	ZOA Vluchtelingen zorg (ZOA Refugee Care)

A. CONTEXT

1. Programme conceptualization

NGOs have been providing a wide variety of services in refugee camps along the Thai/Myanmar border, some for more than a decade and others for almost a generation. This has contributed to the development of an extensive informal system of operation including education, traditional justice systems, self-help strategies, micro camp economies and an astounding tolerance when confronted continuously by people studying the phenomena protracted of refugee warehousing. Given this scenario and the imposition of restrictions by the Royal Thai Government (RTG) it has been difficult to provide opportunities that would substantially increase self reliance to a large proportion of the population. The result of this is a refugee population that is suspended in time, atrophied and now also grappling with the social problems including a generation of youth who know no other way of life.

To the RTG's credit, whilst not a party to the International Convention on Refugees of 1951, the Ministry of Interior (MOI) has been benevolent in its application of regulations that control the way the general refugee population is treated. More recently it was inferred by Thai politicians and public servants that economically active refugees could make a valuable contribution to the social stability of the population inside and in the local economy by allowing refugees to engage in limited economic activities.

This LHP is based on these observations and the following understanding of the refugee situation.

- First is that people who are entirely dependent upon handouts are bound to be less able to lead a dignified life, show initiative and be self reliant, both as individuals and as a family unit. Their self esteem is low. There have been few opportunities to gain respect from their families or peers. This situation, given the violence occurring in the camps, is partially responsible for the increase in the number of dysfunctional families. Their level of confidence needs to be enhanced through active engagement within civil society. This is not happening in most cases as they are restricted by their lack of capacity to be involved in the cash economy.
- Second is the belief that the majority of the economically active would prefer to earn a living instead of being handed basic rations upon which to survive. Individuals are inherently curious and look for ways and means to gain new knowledge. Youth are especially curious which sometimes results in behavior that is against social norms. In most cases however the information gleaned as a result of such inquisitiveness is used as a means to improve the standard of living of the individual and his/her immediate family. When this urge is frustrated refugees have taken to ignoring the RTG's rules and sought poorly paid employment outside the camp, often at the risk of being seriously penalized. This is occurring continuously and involves significant numbers who are seeking a better standard of living.

- Finally it is observed that returning to Myanmar in the foreseeable future is still being considered as one of the three durable solutions espoused by UNHCR. ⁴ This is a political position and is not currently achievable. Training the refugee in the types of skills needed for returning home is admirable but without land in or around the camps this is impossible to achieve. The option to use land that has been allocated on the Myanmar side of the border is currently being resisted by the majority of refugees and any mass movement to return voluntarily is not immanent. In a report prepared by UNHCR in January 2007 the reasons for not seeking the resettlement option were wide-ranging. ⁵ They included (i) those disinterested because they did not think they would survive in the USA or were still dedicated to the idea of a separate state. Some were quite content with the conditions in the camps, (ii) those who valued the unity of the family, had some members absent and needed more time to decide collectively and (iii) lack of information on the processes and hence were reluctant to commit at this time.

Rather than persist with what is patently unrealistic, revised solutions for those who are not able to return and do not want resettlement should be devised. A status description that allows the refugee to be paid for work in a limited and officially recognized manner in the local Thai hinterland is suggested as an additional option.

Most importantly the attempts to seek durable solutions, whilst admirable, do not offer short-term solutions for people impacted by political uncertainty, economically self-serving employers and socially self-destructive government policies. The LHP proposes some simple pilots in key economic sectors to demonstrate that there are options that, if trialed may well benefit all concerned. It is recognized that the dilemma facing the Thai government now is how to assist and manage the significant numbers of refugees in the camps for the foreseeable future whilst attempting to stem the flow of additional Burmese from Myanmar if there is any liberalization of the rules in the camps.

2. Strategy to implement the concept

The concept driving this LHP document is based on the belief that if all various social and economic services within the camps can be increasingly integrated with the local community, stronger linkages between key stakeholders will result. More recently VT programmes have been introduced as a means of increasing self reliance, especially among youth and the adult population. These are in addition to many income substitution activities in the camps that are an integral part of the camp community structure. There are indications that the policies of the RTG toward refugees will be relaxed. Thai language classes have been introduced with the agreement of the RTG. The justification was that this would allow better communication between refugees and the Thai community, an essential ingredient if any degree of collaboration with the local community is to succeed. The hope is that those considered economically active will be given limited opportunities to be employed or pursue business

⁴ UNHCR defines this as any means by which the situation of refugees can be satisfactorily and permanently resolved to enable them to live normal lives. UNHCR classifies durable solutions as one of either (i) voluntary repatriation, (ii) local integration or (iii) resettlement.

⁵ For more information see Ho, Adrian, (January 2007), Assessment of Mae La group referral and verification exercise, UNHCR Mae Sot.

opportunities inside and linked to external labour markets.

The LHP proposed does not intend to disrupt or distort the many valuable services currently being provided. The intention is to support additional skills development courses that would both increase self reliance and have the potential to improve wage earning and income generation opportunities. This will be accomplished through an approach that is multi-faceted, covers a range of economic activities and provides a means of direct support to selected NGOs at the field level. The LHP envisages a series of integrated projects, each with an activity focus supported in some cases by several NGOs. The LHP intends to strengthen individual NGO efforts as well as the self reliance capacities of the refugees.

3. Prior or ongoing related assistance

National level

The Committee for Coordination of Services to Displaced Persons in Thailand (CCSDPT) is a forum for NGOs involved with the refugees to report on issues they face, network their activities and to share information. CCSDPT is chaired by the head of the Thai Burma Border Consortium. Sub committees also meet following each monthly meeting. (The LHP would report progress to CCSDPT).

At the IP level.

The CCSDPT has been given authority to operate inside the various refugee camps by the Ministry of Interior. Fifteen organizations are accredited to do so. ⁶ The range of services provided is vast. For the purposes of the LHP those offering VT in related fields have been included in discussions to determine if they wish to extend their programme in line with the objectives of this LHP.

NGOs who were asked to prepare a small outline of their needs to be included in the preliminary development of proposals are: American Relief Committee International (ARC), Catholic Office for Emergency Relief and Refugees (COERR), Handicap International Thailand, the International Rescue Committee (IRC), Jesuit Refugee Service (JRS), Thai Burma Border Consortium (TBBC), Taipei Overseas Peace Service, (TOPS) in collaboration with Border Green Energy Team (BGET), Women's Education for Advancement and Empowerment (WEAVE), and ZOA Refugee Care (ZOA). ⁷

⁶ This is stipulated in the memorandum of December 20th 2006. These are: AMI, ARC-International, TBBC, COERR, WE/C, HI-Thailand, SVA, TOPS, ZOA RC, IRC-Thailand, ICS-Asia, WEAVE, ADRA-Thailand, MSF-France and RTP. A summary of the profiles attached at **Appendix Eleven** was taken from the TBBC Programme Report for July-December 2006

⁷ Two additional project proposals by additional and independent NGOs covering micro enterprise development are being independently developed by Hilfswerk Austria (HFW) and Price Waterhouse Coopers (PWC).

B. PROGRAMME JUSTIFICATION

1. Problem to be addressed

The delivery of vocational training (VT) initiatives of NGOs has, until very recently been focused on subsistence level learning. The possibility to develop skills to a level that would allow those trained to earn an income on a regular basis from the training has only recently been a possibility. The changes to redirect the existing NGO VT programme are significant and require both financial support and technical assistance. However before that is seriously entertained it is necessary to have a clear message from the RTG describing the scope and limitations of their policy towards refugee concerning work outside the refugee camps. The current lack of a clear political message through the MOI in relation to the movement of refugees outside the refugee shelters is constraining the development of self reliance and wage earning and income generating opportunities.

This is further exacerbated by the fact that NGOs providing services are under-resourced in many other areas. They all have their own corporate plans and strategies that have been agreed by their donors. The lead time to introduce another level of funding to introduce training directed towards skills that can be used for employment purposes may well be too long. These shortfalls in funding for adequately fitted out buildings, curriculum, materials and equipment are well known. Staffing is also a continuous issue with instructors who are well motivated but poorly prepared. A further problem is that a significant number of refugees are being offered resettlement. Linkages with potential employers were not previously necessary. The current lack of sufficient capacity to identify occupational sector priorities, skill needs and appropriate levels of skill training to meet these needs further limits attempts to increase opportunities for increased access to livelihood opportunities.

It is acknowledged that many NGOs offer training, some of which require low capital investment. This is, in part, why they can respond to requests of the refugees within the camps. The concern when attempting to redirect this level of training to the needs of the labour market is in determining the skills standards to be achieved, or current lack of them, when encouraging NGOs to participate. The problems of literacy and numeracy deficits and other core skills among youth and adults exiting the education system, many who have resided in camps for extended periods, must also be built into all future camp level VT and skills development (SD) courses. See **Appendix One** for details of a set of core skills that should be integrated into the education and skills development programme within the camps.

The establishment of a LHP requires the development of suitable guidelines to describe the scope, roles and responsibilities of the various contributors to any future initiatives. This can only be prepared when the position of the RTG on mobility of refugees has been publicly and transparently announced.

2. At Programme Level

The existing ad-hoc system of providing VT requires considerable adjustment if it is to be expected to support SD to meet current market demand in the future. Various NGOs offer a wide range of employment related courses at different skill levels and of various durations. However they are not linked to real employment opportunities because they were never intended for that purpose.

3. Research requirements

Research into skills training and employment needs to be adequately funded. No system can remain dormant and be expected to meet continually changing economic needs. NGOs must include funding for tracer studies in their proposals to establish the levels of internal and external efficiency of their training. Seminars and workshops on these and other common themes must also be an integral part of any budget. Research into the potential for employment has not been, until now, adequately addressed by CCSDPT. The majority of members have not undertaken to do so, partly because of funding constraints and almost certainly because of the current policies of the RTG restricting such measures.⁸

The capacity to conduct similar meaningful studies extending across all refugee camps is not built into the CCSDPT structure. These studies will be conducted regularly by the LHP with standardized criteria to ensure that the results can set bench marks to be used as a basis for further expansion or redirection of the skills development system.

Training and employment needs assessment (TENA)

Training needs assessments have been carried out by the UN and some NGOs. They are well written. However as a tool for analysis of wage earning and income generation opportunities inside and/or outside the camps these studies have limited value. This consultancy has been able to draw together some information on the magnitude of the VT being offered. However much of the skills development is learning by doing, a valuable experience, but considered part of everyday life for most participants, especially those engaged in agricultural activities.

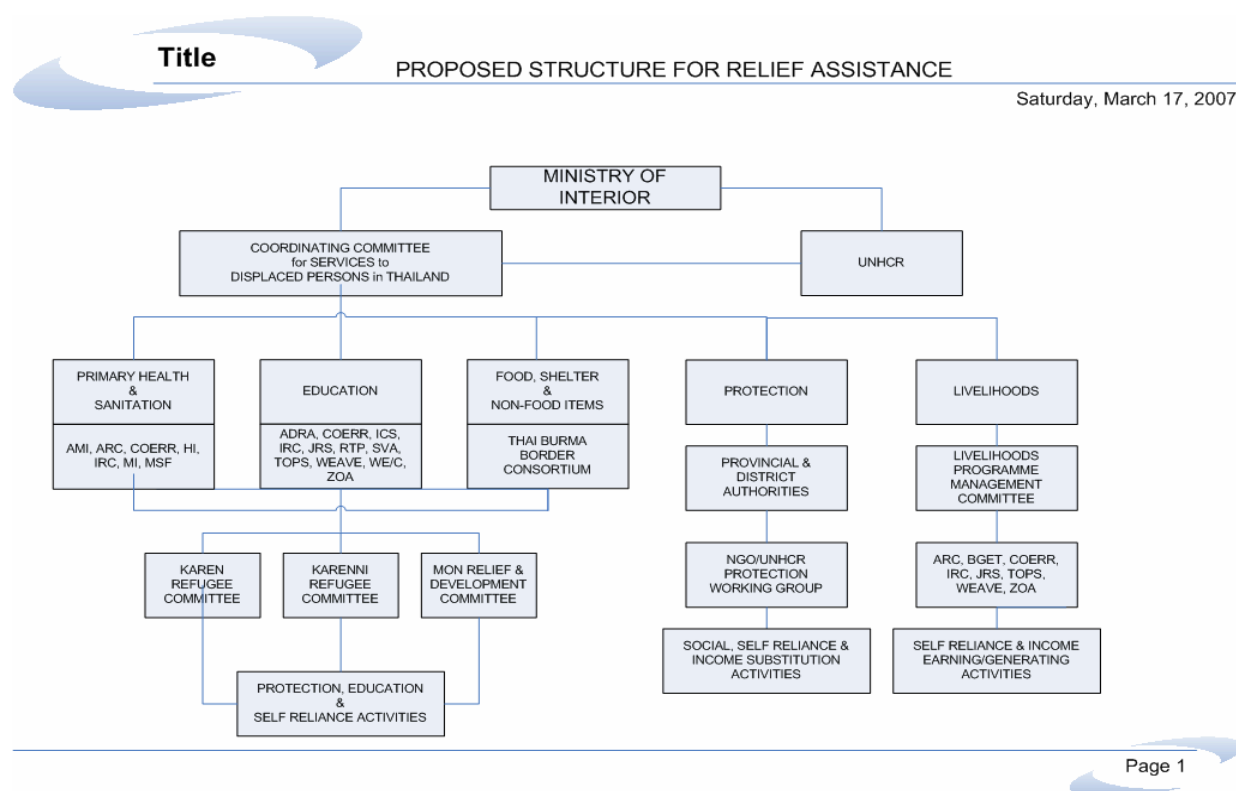
The link to employment needs, on the other hand is not being addressed in a holistic manner. Information on potential wage earning and income generation is at present focused on supporting one or other of the activities of the particular NGO and usually confined to needs within the refugee camp. A collaborative effort between the potential employers, NGOs and the RTG to determine where the work is, what level of skill is required and how this minimum entry level skill can be achieved requires a systematic approach through a Training and Employment Needs Assessment. See **Appendix Two**

⁸ ARC's study of Ban Dong Yang camp is now being followed up with a strengthened micro enterprise development initiative as a result of the identification of specific needs. Kittisakchoochai, R., (December 2006). "An assessment of the labour market and micro-enterprise development feasibility: Ban Dong Yang refugee camp, Sangklaburi Province, Thailand", prepared for ARC, Bangkok.

4. Coordination

Co-ordination is recognized as a key to improving the type and quality of any future programmes of skills development (SD). Potential LHP implementing partners (IP) are currently collaborating in a variety of ways. NGOs have extensive networks established in the refugee camps. Linkages are clearly mentioned in the recent TBBC report.⁹ This now needs to be extended to the LHP. By doing so donors can assess and better estimate the distribution of the resources available to mount and sustain a comprehensive and equitable skills development program leading to decent work. Changes in the current CCSDPT **structure of relief assistance** are suggested. See **Figure One**.

Figure One



5. Staff development

Instructor training and staff development is also in need of strengthening. The strategies for delivering and administering SD programs require review and updating with modern methodologies. Instructors already in the system need to be profiled and future development planned to maximize the effectiveness and efficiency. New delivery strategies including appropriate levels of modular curricula, competency-based assessment and flexible entry and exit procedures must be introduced. Options must be explained and introduced to enable those

⁹ See TBBC (2007). "Programme report for July December 2006: including revised funding appeal for 2007", Bangkok, p 53

seeking skills development that already have a variety of pre course experiences, backgrounds and interests, can be included. There are in excess of 5,000 refugees trained to date. The numbers from within that group who are involved in wage earning and income generation as a result of that training is not known.

Curriculum research and development capability must be strengthened to ensure that courses are outlined that match required skill levels match labour market needs. An integrated and systematic process of needs assessment, curriculum development coupled with an appropriate delivery strategy linked to instructor training is required. All courses must focus on employer's needs. Course flexibility supported by a modular approach to curriculum design, revised systems of assessment and skills testing based on demonstrated competencies need to be introduced.

Skill testing and certification at the basic level that matches local conditions must be introduced as an ongoing activity. The horizontal as well as vertical integration of the formal education certification system and the non-formal skills acquisition system requires review and analysis to ensure that training provided meets current certification requirements. Sufficient trained NGO personnel must be available to undertake and sustain the range of LHP activities.¹⁰

Demand and supply linkages must be strengthened to improve the delivery system, including vocational guidance for students, youth and adults at the local level as well as inside the camps. Personnel need to be trained to in simple methodologies to conduct data collection, carry out analysis, as well as recording and dissemination of strategic economic information at the provincial level. Labour market information systems require additional resources, both financial and human to enable linkages to be established with key labour market informants such as the Federation of Burmese Trade Unions (FBTU), the Federation of Thai Industries (FTI) and the Chamber of Commerce (Co C) in each province.

6. End of Programme Situation:

It is expected that the LHP will set in place a simple yet effective set of pilot Projects inside and/or outside the refugee camps that can, if conditions permit, be replicated on either side of the Thai Myanmar border. This will involve some or all of the following categories of refugee.

7. Target Groups

Target groups include both refugees living in camps along the Thai/Myanmar border as well as Thai hosting communities. Specific target groups are as follows:

5.1 Unemployed Youth: This group is described as those between the age between 18 and 35 years within the current refugee population. The potential for jobs that are not related to

¹⁰ CCSDPT has commissioned a consultant to assess the impact and propose solutions to the losses of key people due to resettlement. However this LHP, in collaboration with ZOA Refugee care has developed a strategy to alleviate the loss of instructors using the MOE's in-house capacity

agriculture in the refugee camps is limited to minor income substitution activities, some minor family trading, and direct employment with NGOs. The number of potential jobs inside the camps for this sector of the population is unlikely to stem the frustrations of youth. They are also unlikely to want to engage in agricultural work unless a reasonable income can be provided.

7.2 Under-employed adults: There are employed persons working at a level below their qualifications or experience. These refugees could be given access to short courses to upgrade, retrain to improve their value in the market place.

7.3 Trained unemployed youth and adults: The numbers of those trained to date is impressive. However the opportunity to apply the skills knowledge and to demonstrate these capabilities in a wage earning and income generating situation is limited. Refresher courses are required for those who are willing to be employed in a related occupation that is clearly linked to paid employment.

7.4 Unemployed adults: The numbers of unemployed in both the hinterland and the refugee camps presents a major problem for the RTG. This can also be overcome through SD for those wishing to be involved in the operation, and management of small businesses and the development of entrepreneurs. SD at the local community level in collaboration with NGOs in the refugee camps must be introduced, especially for those who could gain local employment if they were trained in their rural locations. This would stem the movement of local unskilled to the population centres thus reducing the social problems in urban areas.

7.5 New entries to the workforce: Students from the refugee camp's formal education system also require assistance in a number of ways to gain work-experience and to make the transition from school to work. They need access to information concerning the future potential of occupations for which they are preparing. Vocational guidance and counselling is required.

7.6 Women workers: The number of women participants in the labour force through access to training is expected to show a steady increase. Counselling of females on the potential for training in non-traditional occupations must be encouraged. Equitable access to employment will require attitude changes on the part of the refugee community leaders as well as employers and society in general. The LHP must embark on a campaign to sensitize those in the camps and the general public to the realities of accessing employment opportunities in the local hinterland labour market.

7.7 Disabled workers: Physically handicapped trainees are to be included in the LHP. They will be mainstreamed, where it is practical to do so, in all SD activities and it is expected that the participants will achieve satisfactory results. However access to buildings and facilities suited to this group including toilets and rest areas must be addressed as a matter of urgency.

8. Intended beneficiaries:

8.1 The camp community in general, and parents in particular, would be in a more knowledgeable position concerning their family's future. The LHP would be charged with the responsibility of coordinating SD and would recommend priorities. Hence resources would be determined that match local needs and appropriate support allocated.

8.2 The local community would be directly involved in the activities within and outside the camps, especially where there are opportunities to share in trade, participate in training and collaborate in agricultural development, environmental protection, applications of appropriate technology and value added product development.

8.3 Employers would be able to source information on the number and potential of new entrants to the labour force, have direct access to information on curricula content and be given a voice at an appropriate level to express their training and employment needs.

8.4 Non Government Organizations could be advised where their contribution would best be aligned in accordance with Government policies and strategies and to meet local employment opportunities.

8.5 Donors would be able to access information regarding the LHP and be able to readily analyze the extent to which they can assist in accordance with their specific mandate.

9. Direct recipients

9.1 Administrative and professional staff of NGOs will be given assistance to develop new or extend existing project proposals for future funding.

9.2 Managers and instructors of the various implementing partners (IPs) currently involved in the administration and implementation of SD courses will be better prepared to present submissions to donors.

9.3 Staff at all levels will be linked to other LHP Projects providing associated advisory services such as job-matching, counselling and micro-credit, business development services,

10. Programme delivery strategy

In determining which approach to use as a basis for the LHP a number of criteria were considered. It was important that the LHP be seen as supportive of NGO initiatives. Each has an established network, collaborates with other NGOs and has contacts in local communities. This should not be disturbed. Secondly the structure of the programme should be transparent so that donors can identify with the different activities, rather than by NGO. Finally the projects that are unique be integrated into the LHP through the same network of activities. The LHP would be managed from an office in Mae Sot and sub-office in Mae Hong Son. Options considered included:

Option 1: The Direct NGO Approach

The LHP can operate purely by contributing resources to each NGO where they have demonstrated linkages or potential to improving self reliance and wage earning or income generation. This option could lead to increased support for each NGO for any of the Projects in the LHP. This could result in the range of similar Project activities being addressed simultaneously by one NGO. Conversely it could result in several NGOs undertaking similar or identical activities related to one Project under the LHP. This is considered the least efficient because it could lead to duplication at various locations and may result in differing standards. Also this is contrary to the wishes of the Government. It would also make it more difficult to convince donors that there is a systematic approach being taken to improve the coordination of the LHP. However, if there is no buy-in by donors it must remain an option. Indicators of success would need to be agreed at the outset and carefully monitored.

Option 2: The UNHCR/UNV Approach

Projects would be coordinated by a UNV with administrative and financial responsibilities for monitoring and evaluation through the UNHCR office network. A number of Thai nationals would manage the LHP Programme Unit and the Waged Employment Project that links demand to supply of entry level skilled workers. UNHCR would provide the infrastructure and host the LHP. The activity-based projects, each being introduced to strengthen the existing initiatives of selected NGO's, would receive additional financial support through UNHCR. The LHP would support common activities across NGOs with similar programmes to raise the level of skills development to eventually meet any demand from the local internal and external labour market.

Option 3: The UN /Donor/ Bilateral Agency Approach

The LHP and its inter-linked Projects would be implemented by an international/development agency. Some projects within the LHP would be carried out directly by a selected UN agency where there is no NGO with the capacity/experience or willingness to do so. UNHCR would seek to coordinate such collaboration through the sub-Thematic Working Group on Livelihoods. ¹¹ Technical responsibility for all other projects within the LHP would be vested in the Programme Coordinator. ¹²

11. Data collection

Pro forma documents for activity-specific projects were developed and distributed to each potential implementing partner. The expectation was that with this information from selected NGOs, a consolidated LHP document would provide the basis for future funding for LHP activities. The LHP preparation process allowed selected NGOs to determine what they considered was needed to ensure that refugees can reach sufficient entry level skills for waged

¹¹ The TWG members include ADB, FAO, ILO, IOM, UNRCO, UNEP, UNDP, UNESCO, UNFPA, UNHCR, UNIDO, UNODC, & WB

¹² As of 3rd May 2007 this option has not been discussed with any agency.

or self employment.

The proposed LHP Projects address each of these issues and the results are to be applied within the various refugee camps.

i) Waged Employment /Self employment Services (WES)

- If there are opportunities to work outside the camps and the skill levels of the refugees is competitive and compatible with the needs of the local labour market a series of pilot arrangements will be introduced through the WES
- A system of demand to match supply would be developed that links known jobs with potential workers using the camp committee structure to pilot this. Involvement between workers' and employers' organizations with the involvement of the MOI would ensure transparency and oversight of the methods used to manage this project. The self employed would also be given counselling and guidance on the services available in the Micro Enterprise Development Project.

ii) Agriculture within the camps Project (AIC)

- This is currently being conducted within certain limitations. Where the resources available are found to be less than adequate the amount required to reach a "critical mass" would be identified.
- The implementing partners (IPs) will be requested to describe the resources required to increase the self reliance of the beneficiaries and selected individuals developed as self employed if the desire is there. Produce, if sufficient to feed the participants and provide a small cash income will be promoted.

iii) Agriculture outside the camps Project (AOC)

- Similarly the prospect of agricultural activities on private land outside the camp is to be introduced in a pilot in each of the two Provinces. The IPs will be asked to undertake research in close collaboration with the local Thai community and to avail themselves of extension services available through the RTG.
- The project will cater for both refugees and the local Thai population, provide equal opportunity for women and offer child care at the agricultural site for pre-school aged dependent children. The Project will be linked to agricultural training within the Skills Development Project. The success of the project will be measured by the extent to which it can become self-sustaining as a small business.

iv) Skills Development Project (SDP)

- Skills development courses, where they aim at improving self reliance and wage earning and income generation potential require reorientation. The type, duration, level and assessment procedures for those courses required by the internal camp and the immediate external labour market require review and upgrading. This will be covered by the SD project. Setting standards that meet local requirements is to be established in close cooperation with the MOE's polytechnic in Mae Sot and Mae Hong Son and the Agriculture College in Tak.
- The Ministry of Education's Vocational Education Commission has offered all assistance to accomplish this. The Project will cover the cost of local standard setting, production and distribution of curricula, training materials and teacher training for refugee courses. Provincial Governmental Offices such as Skill Development Center, Non Formal Education Office,

Community Development Office, Agricultural Office, Industrial Promotion Center Region 1 and others will be good sources of local services providers for skill development.

- New initiatives will be assessed for future inclusion in the Project including training and networking of services for the care of the elderly, the disabled and those with special needs such as single-headed households.
- Apprenticeship for trained students will be taken into account in close cooperation with the Mae Hong Son Chamber of Commerce.

v) Appropriate Technology Project

- The use of both simple and often complex but appropriate technologies in and around the camps is increasing. Similarly there is wide spread use of some applications such as solar home systems through out the hosting provinces. In Mae Hong Son, 10,000 solar panels were distributed by the Thai government to Thai households in the remote villages.
- The proposed project would train existing engineering students and youth at skilled worker level in the camps to maintain and repair such systems. There would also be research conducted on other alternative technologies that would reduce the reliance of the refugee community on non renewable resources. The applications, if economic will also reduce the outflow of capital, an already scare commodity in the camp's struggling economy.

vi) The Disabled Services Project

- The training needs of the disabled are to be integrated into projects to assist them to eventually become involved in the cash economy. Assessments will be carried out to determine the viability of a number of potential services. This will include, but not be limited to manufacture and repair of aids and prostheses for the target group as well as the wider Thai community. Others, where their physical disability is suited will be trained to undertake sedentary jobs, such as appliance repair, production of health care products, assembly and handicraft production.
- The intention would be to develop the skills of disabled people to be self reliant with the longer term objective to produce sufficient to supply sufficient quantities to earn a steady income. The increased earnings may also allow beneficiaries to consider self employment.

vii) Micro Enterprise development Project (MED)

- The development of those seeking to be self employed and run micro and small businesses as a means of improving their livelihoods within the camps requires a major input. A large proportion of the economically active in each camp have requested this Project's implementation.
- Current activities, whilst significant are unable to meet the demand. IPs must be strengthened so that the potential entrepreneur can be exposed to the complete cycle of support needed to backstop those engaged in the business world.
- The MED will draw potential participants from other Projects as and when they have business proposals to be tested.

Expected outcome:

- A consortium made up of stakeholders from the RTG, Thai civil society, Donors,

International Non Government Organizations, Community Based Organizations and UN Agencies established with the shared goal of advancing refugee protection in a coordinated fashion.

- A detailed livelihood strategy in place that includes specific Projects designed to expand opportunities for self-reliance leading to wage earning and income generation for the benefit of refugee populations and the hosting communities.

12. Institutional arrangements

The LHP is to be placed within the set of NGO initiatives currently being provided to refugee camps along the Thai Myanmar border. The Programme has eight components/projects. NGOs will be supported by Project activities where it is clear that the training is currently contributing to selected types of self reliance and have potential to lead to wage earning and income generation. NGOs will be assisted with resources to strengthen these initiatives. The following page describes the proposed LHP structure. This is followed by an example of the linkages expected to occur between the various Projects

The individual projects are divided into two separate categories- namely;

12.1 Those activities that intend to support and strengthen existing NGOs who have up to this point been focused on training and assistance in the camps for the refugee to:

- increase individual/family self reliance and
- Activities that provide opportunities for refugees to produce goods purely for their own consumption or for distribution within the camp population (income substitution). Examples are soap and candle making, community agriculture activities etc. etc.

12.2. Those activities that intend to prepare refugees for wage earning and income generation inside and/or outside the refugee camps through:

- demand driven skill development (vocational Training) linked to known employment opportunities inside or outside the refugee camps.
- direct placement in waged employment inside and outside selected refugees camps
- development of micro enterprises for (i) self employment -entrepreneurship, (ii) family businesses or (iii) in partnership with others.

The coordination of these two categories of Project will be through a LH Programme Coordinator (LH PC) located in Mae Sot with responsibilities for all Programme deliverables. Each NGO implementing partner (IP), who accepts assistance, will have been asked, during the LHP formulation, to provide a proposal indicating their needs for each category. Once the inputs are clarified the IP will be expected to report on a regular basis on performance against predetermined and mutually agreed performance indicators.

The projects within the LHP are expected to be part of an integrated whole with all projects impacting each other.

12.3 A summary of the potential for impact follows:

- Waged employment service. Providing an employment service to determined demand and arranging for adequate numbers from the skills development project.
- Disabled self reliance. Determining the types of training required to provide skilled workers who can deliver services to the disabled using appropriate technology
- Appropriate technology applications. Developing capacity to provide installation, maintenance, repair and development of appropriate technologies.
- Micro enterprise development. Providing all skills development courses with a module on knowing about business, following up on business proposals and supporting entrepreneurs through the complete business cycle.
- Skills development upgrading. Providing skills training that is directly linked to known demand for waged employment and income generation inside and outside the camps.
- Agricultural improvement. Providing skills training for crop and vegetable production, fruit and animal husbandry inside and outside the camp(s) and for repair and maintenance of tools and equipment in support of these activities. Integrated pest management for organic crop and vegetable will be promoted.

The LH PC will be supported by selected NGOs who declared a willingness to extend their vocational courses to meet minimum standards to match employment entry level requirements. A number of project coordinators will be identified within each NGO and new ones funded and appointed if required.

13. LHP Institutional Framework diagram

A structure has been drawn up. This demonstrates how each project would be able to play a part by being involved in the LHP’s operations and management structure. See the **Figure two** on the following page for details. This structure needs to be agreed by the LHP MC. See **Appendix Three** for draft terms of reference for a LHP Management Committee.

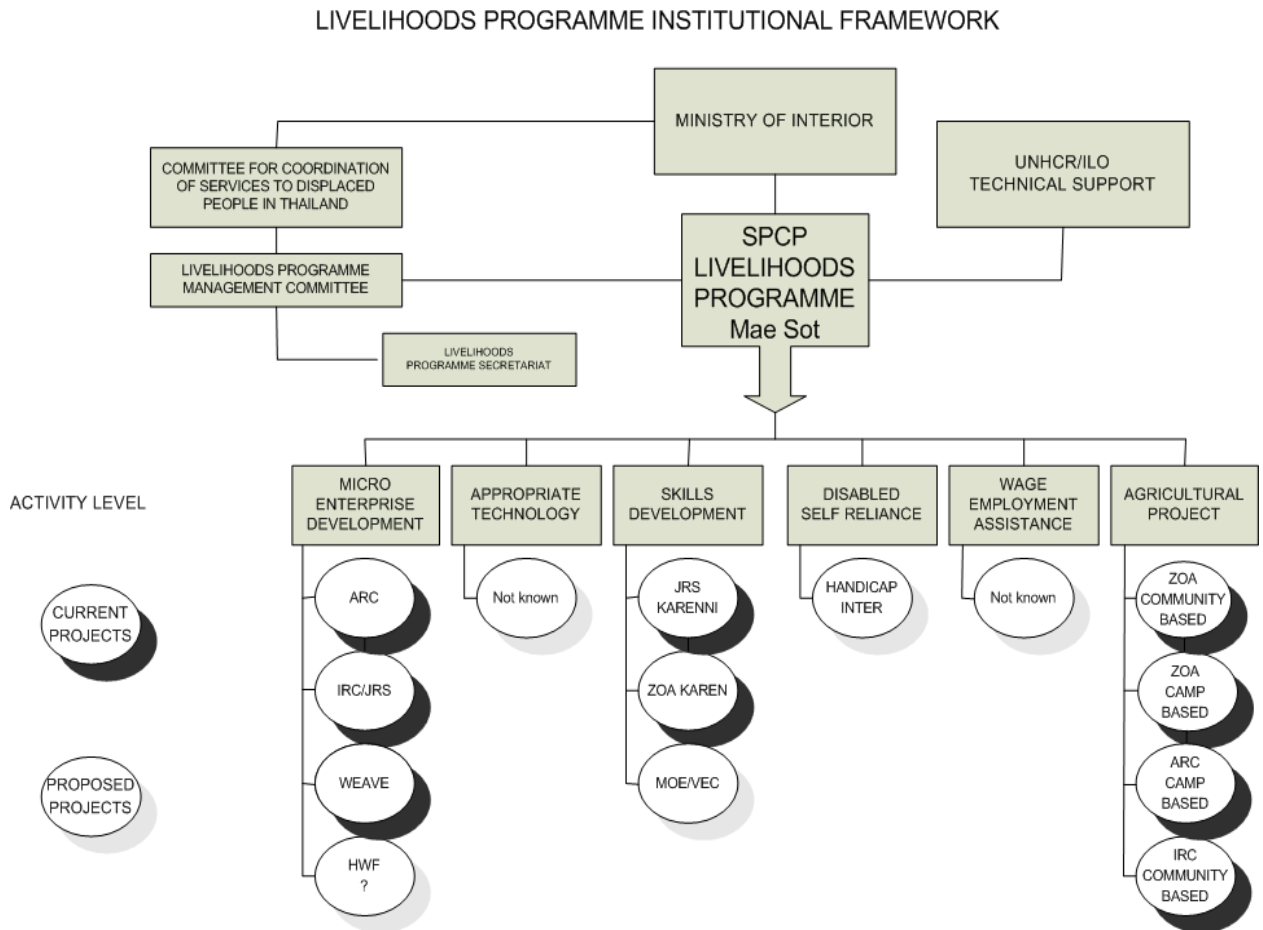
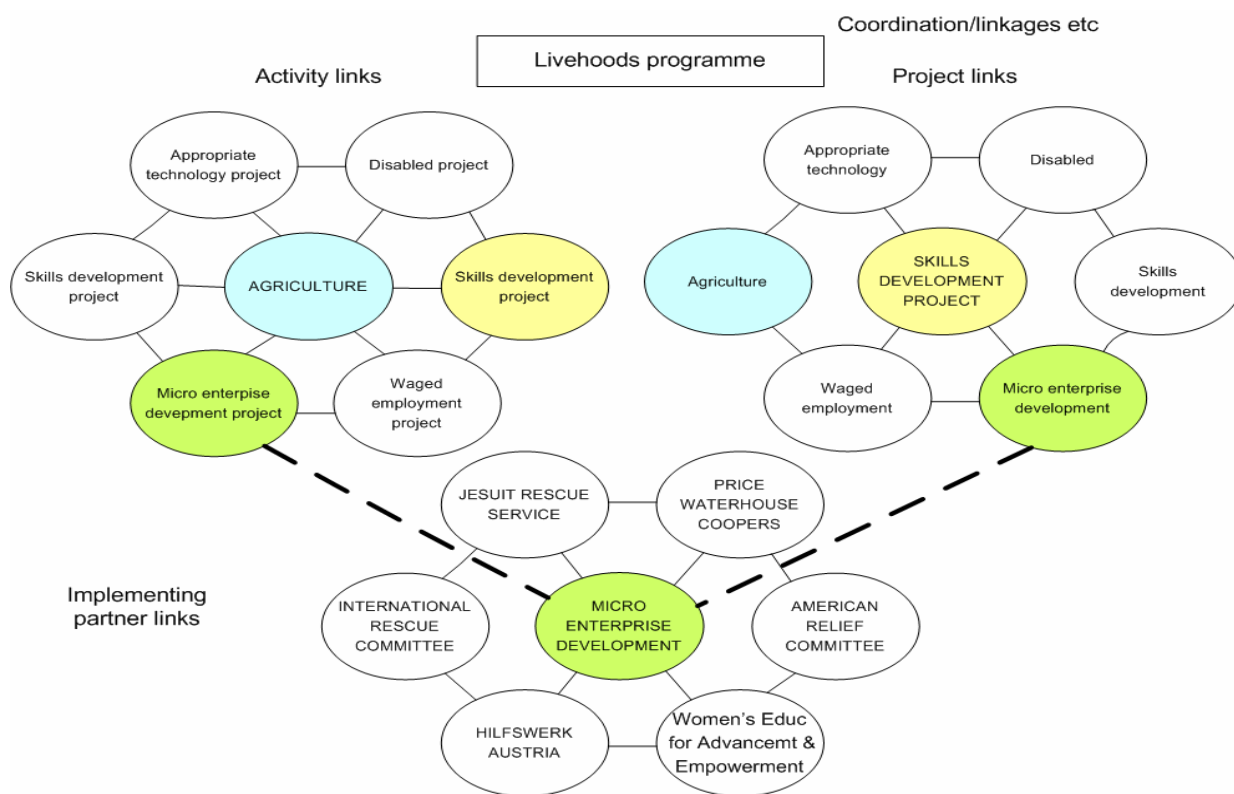


Figure Three displays the linkages that a coordinated LHP would support. The selected NGOs and other stakeholders including the Local Government, employers and workers representatives and civil society would have a forum, through the LHP Management Committee, to discuss implementation issues and share knowledge and information on problems and solutions.

Figure Three



13. Reasons for Donor Assistance

Funding issues

Donors supporting the UN and NGOs want to see visible change in the status or an improvement in the self reliance levels of the refugee community. This change needs to be both quantifiable and measurable in terms of overall impact. The improvement must be measured against social and economic norms that are grounded in the realities of the situation. Programmes that are able to demonstrate that there is improvement in the level of self reliance through the delivery of SD, can contribute to that goal. If the improvement in skills is not measurable the provider will not be taken seriously by the potential employer.

During the conceptualization of the LHP a number of key NGOs were involved a series of open discussions. It was concluded that for the proposed delivery strategy to succeed it must be cross-cutting, have linkages both vertical and horizontal, be multi-dimensional and planned over a number of years. ¹³

¹³ This is an anathema to some NGOs as financial support is frequently short term, or if substantial in terms of time, can be limited in vision. NGOs should not see themselves as a substitute for poor Government strategies. They should add value and impact RTG’s policies by providing alternatives, promoting dialogue and participating in innovations to improve the life of the target group.

Funding justification

The multiplicity of donors, the spread of activities and the variety of NGOs offering self reliance activities, with a minimal amount of wage earning and income generation potential, has evolved over many years. The dynamics impacting the funding in the refugee camps has made serious planning for the eventuality to improve the present situation difficult. With the possibility of a relaxed policy on refugee movement, coupled with the RTG's desire to have communities that are more self reliant, a paradigm shift in the approach from VT to demand-led SD is required. This means additional resources. The amount required to pilot a number of initiatives by mobilizing the existing facilities and staff is provided in the LHP budget. See **Chapter E** for details of LHP inputs and **Chapter I** for individual project requirements.

Funding coordination

The establishment of LHP is a first step in bringing together the various components that make up an integrated, refugee focused employment and skills development network. There is no single entity in place at the present time to coordinate and efficiently manage multiple sources of funding at the field level for a development programme effectively. The LHP will include a post to manage financial and other operation aspects related to each of the projects. Training will be provided at inception so as to have properly prepared and trained staff in place as soon as possible. Donor requirements for reporting of funds will be managed by the Programme through a secretariat in Mae Sot who will provide reports as needed to CCSDPT and each donor as required.

Funding levels

The research undertaken to develop this programme has involved each of the key stakeholders in a series of discussions to determine the scope of the services being provided. In most instances the funding available is either limited or, if available, insufficient to sustain additional activities that would support self reliance activities leading to wage earning and/or income generation. In the present international situation with regards to donor funding there is considerable uncertainty regarding priorities.

The continued draw on these international resources, especially in countries currently affected by ongoing international conflict, means that this impacts future funding in Thailand's border camps resulting in frequent disruptions.¹⁴

14. Special Considerations

Children and youth concerns

Increasing numbers of children affected directly or indirectly by displacement are moving through the formal education system and into a non-existent labour market, many of them ill-prepared to undertake the kinds of tasks that the economy requires. In addition large numbers

¹⁴ Without guaranteed initial and substantial financial support extended over a minimum of three years by the donor community there is no point in commencing.

of recent school leavers enter this non-existent labour market each year. These groups must be provided with skills to ensure their active involvement in the cash economy. The LHP must acknowledge that their educational qualifications can be linked to a basic skills development qualifications framework already in place in Thailand. In doing so NGO skills development courses will be recognized and given equal credence through a recognized system of certification.

Women and single heads of household

There are a large number of women and single heads of household who require special attention within the various proposed projects. Many small businesses in the camps are run by women. The numbers able to attend future Micro Enterprise Development training should be apportioned accordingly. Camp Committee leadership is dominated by men. In a report by the TBBC in 2006, only 22 percent of positions on these committees and 10 percent of posts on section committees are held by women. Women managing Community Based Organizations are also under-resourced and require capacity-building. Training as well as financial and material resources are required to make this important aspect within the camp management system more efficient and transparent. The LHP must ensure equitable apportionment of opportunities to empower them. All livelihood programmes need to involve women in agricultural activities, adult literacy, skill development, revolving funds, and income generating activities. The recognition of "gender concerns" must be addressed not only to overcome existing disparities between men and women's participation in the development process, but also to ensure an enabling environment for sustainable development in the refugee camps as a whole.

Environmental concerns

The degradation of the natural environment is a major concern. Maintaining a balance between the rate of exploitation and the time-cycle for regeneration is critical to those people living from such resources. SD courses must take account of these environmental issues. The LHP will encourage and promote the sustainable use of the existing resources and the use of environmentally friendly methods and materials in all courses being promoted to generate income.

Political concerns

The current political situation is not conducive to rapid decision making. The present government is likely to leave decisions with long term implications to the next elected body of politicians. However ZOA RC will commence the piloting of agriculture based projects inside and adjacent to Mae La camp and strengthen its skills development activities using UNHCR in-house funding. This pilot will be implemented in 2007 so that there is evidence of the positive impact available to support claims to allow additional flexibility toward the refugee community.

C: DEVELOPMENT OBJECTIVE

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. In doing so the expectation is that implementing partners (NGOs) in collaboration with UNHCR will deliver a LHP that improves self reliance, and is directed towards the local internal and external labour market needs.

The programme will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result.

New initiatives and additional NGOs are also involved.¹⁵ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generating activities.

¹⁵ Approval for additional NGOs to provide services in the refugee camps will need to be sought.

D: IMMEDIATE OBJECTIVES

The following templates are provided to guide the future implementation of each of the Projects. At this stage of the development of the LHP these drafted templates can be used to inform potential partners how their actions may be assessed and indicate the level of performance expected. The objectives, outputs indicators and activities are negotiable and will require that each NGO submitting a proposal be involved in setting performance criteria.

Immediate Objective One: LHP Coordination Unit

To contribute to the improvement of self reliance and wage earning and income generation activities by providing a coordination unit with sufficient staff to ensure that the Livelihoods Programme Management Committee has a secretariat and that each Project within the LHP is adequately resourced and supported. See **Appendix Three** for terms of reference.

Output 1.1 A Livelihoods Programme structure developed and operating.

Indicators of success

- xxx NGOs actively coordinating individual Projects within the livelihoods programme.
- The Livelihoods Programme Management Committee is functioning.
- Recorded information indicating improved integration and collaboration between NGOs within the CCSDPT network for activities related to self reliance leading to wage earning and income generation.
- Livelihoods programme information publicly available on a web site

Activities

- 1.1.1 Form an interim Livelihoods Programme Management Committee
- 1.1.2 Develop terms of reference & submit a draft and reach consensus with UNHCR/ILO.
- 1.1.3 Monthly meetings conducted, minutes recorded and secretariat services provided regularly between each LHP project.
- 1.1.4 Assess & recommend changes to existing co-ordination mechanisms
- 1.1.5 Organize capacity building training workshops on LHP for all concerned stakeholders
- 1.1.6 Review all proposed projects and on-going activities at the time of start up.
- 1.1.7 Develop criteria for determining the scope of the coordination to be undertaken by LHP
- 1.1.8 Determine the range and levels of skill to be coordinated by the LHP in collaboration with employers' and workers' organizations.
- 1.1.9 Establish priority economic sectors to be assessed for employment & training needs based on demand and Thai Government policy/strategy.
- 1.1.10 Develop annual action plan with collaboration from all implementing partners
- 1.1.11 Detail a list of skill clusters from which priority occupations can be derived.
- 1.1.12 Determine the occupational titles to be used in assessing labour market needs
- 1.1.13 Update the LHP information in the web site
- 1.1.14 Formulate terms of reference for the mid-term evaluation project and final evaluation project

1.1.15 Recruit expertise to conduct LHP's evaluations.

Output 1.2 Ten priority occupations profiled to determine skills required

Indicators of success

- All ten profiles prepared as a basis for skills development courses that meet employers demand.

Activities

- 1.2.1 Develop job profiles for ten (10) priority occupations.
- 1.2.2 Assess whether there is sufficient capacity within the existing SD system to conduct training for these ten (10) occupations
- 1.2.3 Review all existing curricula with NGO IPs for the occupations cited and determine whether they match the needs identified
- 1.2.4 Provide marketing rapid appraisal training for entrepreneurial groups
- 1.2.5 Liaise between GO services providers and NGO IPs for improvement of SD, group management, revolving fund, and market opportunities

Output 1.3 Six NGOs selected to deliver self reliance leading to wage earning and possible income generation. ¹⁶

Indicators of success

- Xxx percent reduction in arrests due to illegal exits from the camp.
- xxx percent fewer incidents of domestic abuse.
- xxx percent increase in the number of adult refugees earning an income.

Activities

- 1.3.1 Sensitize NGOs on developments occurring in the SD sector using a variety of public media.
- 1.3.2 Provide consulting services to NGO administrators and instructors on assessment of prior learning, flexible entry and exit strategies and assessment of skills training for accredited MOE courses.
- 1.3.3 Develop guidelines for NGO training providers that explain the certification procedures within a MOE's qualifications framework based on agreed skill standards and certification.
- 1.3.4 Provide capacity building training to NGO IPs such as project formulation, baseline data collection, monitoring, reporting and etc

Output 1.4 Procedures of assessment, evaluation and criteria for analysis of all SD projects/programs published.

Indicators of success

- xx staff trained to assess instructors
- xx sets of guidance manuals prepared to advise instructors to assess skills and competency

¹⁶ The number of NGOs who participate must be conformed prior to the commencement of the LHP.

levels

- xx sets of guideline manuals prepared for trainees to explain and assist in preparing to be assessed.
- Xx trainees qualify at first assessment
- All trainees pass the second assessment

Activities

- 1.4.1 Establish and make public criteria for the assessment of instructors in collaboration with MOE.
- 1.4.2 Establish guidelines to determine the competencies required for skills development courses as part of the LH programme.
- 1.4.3 Evaluate existing and proposed SD courses as a means of comparison with LHP priorities.
- 1.4.4 Establish criteria for the assessment of all future LHP courses
- 1.4.5 Determine criteria and set minimum standards to assess trainee competence.
- 1.4.6 Develop an in-house procedure to guide instructors to recognize and apply objective assessment criteria.

Immediate Objective 2: Waged Or Self Employment Services Project

To provide a service to link refugees to potential sources of wage earning opportunities inside and outside refugee camps. The Project will provide a data base of opportunities for waged or self employment on a continuous basis. The Project will develop and distribute various forms of information to schools within the camps and in local institutions to alert people to the opportunities for waged income. Linkages to all sectors of the economy will be established to maximize the opportunities for any form of employment.

Output 2.1 Waged employment opportunities are equitably and openly available to all sectors of the community.

Indicators of success ¹⁷

- xx percent of previously unemployed are receiving wages or are self employed in camp or with local communities.
- xxx adult refugees assessed for prior knowledge and provided flexible entry to ongoing courses.
- xx percent of youth actively engaged in civil society institutions
- xxx percentage decrease in drug use, petty crime, illegal movements and gender based violence.
- xx local Thai involved in and drawing on the services of the WES,

Activities

- 2.1.1 Identify suitable numbers of staff to be trained in enterprise, community-based and training provider data collection.

¹⁷ Baseline impossible to set as the number of people working outside at the time of writing is not known

- 2.1.2 Conduct training for staff on the collection and input into the data entry program.
- 2.1.3 Develop criteria for the analysis of employment demand and supply data.
- 2.1.4 Request from the MOI for special permission to work outside the camps in the specific area indicated in the camp pass.
- 2.1.5 Review and evaluate the results of the utility of the information against the predetermined criteria and, if necessary modify or amend to suit.
- 2.1.6 Evaluate the effectiveness of the placement services against the base data collected at the commencement of the LHP and assess impact.

Output 2.2 Information on careers, career guidance materials and employment/self employment services published for the use of NGOs, career counsellors, teachers in secondary schools and individual refugees.

Indicators of success

- All secondary schools in and in the hinterland of the camps receive vocational guidance and career counseling information.
- xx requests/month for additional information from camp-based and local Thai schools received.
- xx additional career profiles requested from school counselors/teachers.
- xxx inquiries received by the WES for career information

Activities

- 2.2.1 Develop multi-lingual vocational guidance and career (VGC) profiling information in collaboration with the Skills Development Project
- 2.2.2 Conduct information sessions in secondary schools, with NGO and SD institutions on availability of employment/self employment and training services.
- 2.2.3 Prepare VGC documentation for ten (10) priority occupations/business ventures.
- 2.2.4 Distribute VGC materials to all NGO implementing partner skill development providers, key informants in each economic sector and to employers' and workers' organizations.
- 2.2.5 Publicize the availability of SD courses and related information throughout the refugee camp network.

Output 2.3 Linkages established with employers in the immediate area of the camps that have the potential to hire refugees.

Indicators of success.

- xx employers respond to the system of matching their needs to the supply of labour from the camps.
- xx employers sourced from each of the following groups: agriculture, small enterprises, tourism sector, service sector, factory production, handling and stores, construction.
- xx placements per month.
- xx paid workers are allowed to leave the camp(s) legally for work.

Activities

- 2.3.1 Discuss Project strategies with the Provincial Chamber of Commerce and the Federation of Thai Industries.
- 2.3.2 Form alliances with individual manufacturing, commercial, tourism sector, service sector, horticultural and agricultural enterprises.
- 2.3.4 Collect employment related data on separations, transfers, increases and trends and develop systems of cooperation to match labour supply and demand.
- 2.3.3 Develop agreed procedures to use when approaching the camp commander, the camp committee and the individuals to obtain a work permit pass.
- 2.3.4 Conduct information sessions with potential workers to ensure there are no misunderstandings concerning working conditions
- 2.3.5 Act as a broker for employers by linking the best people to the particular job offered.
- 2.3.6 Intervene on behalf of the employer or the worker to resolve any misunderstandings.
- 2.3.7 Provide monthly reports on progress to the LH MC.

Output 2.4 The WES Project becomes a viable micro enterprise that is jointly operated between the refugees and the local community.

Indicators of success

- xx surveys of employers by sector conducted annually.
- WES team is able to extract moderate fees for service from both workers and employers by the end of year two, sufficient to ensure future sustainability as a micro enterprise.
- xx micro enterprises offering WES's in each province

Activities

- 2.4.1 Conduct surveys of employment/self employment needs by sector using local national professionals.
- 2.4.2 Analyze data and recommend to the Skills Development IP on typical courses required.
- 2.4.3 Assist with introductions for the SD IP staff to employers to develop demand led courses.
- 2.4.4 Promote the linkages between the Thai business community and key personnel in the positions of authority in the refugee camp.
- 2.4.5 Provide media information to promote the linkages
- 2.4.6 Report half yearly to the LHP management committee on progress and supply revised data on activities
- 2.4.7 Attend MED Project courses and develop a business plan.
- 2.4.8 Determine the viability of continuing dependent up the rate of success.

Output 2.5 Selected post secondary refugees given scholarships to attend under-graduate university programmes in agriculture-related disciplines.

Indicators of success

- xx refugees selected each year from each camp to attend universities in Thailand.
- xx percent age are female
- xx percent graduate within the specified time.

Activities

- 2.5.1 Request clarification from MOI on the allocation of places for tertiary education places
- 2.5.2 Collect prerequisite qualifications and other enrolment requirements & publicize these in all camps through the Karen and Karenni Education Departments.
- 2.5.3 Consult with the KED and KnED to develop selection criteria.
- 2.5.4 Publish selection criteria through out the education system.
- 2.5.5 Advertise for candidates, set closing dates and arrange for suitable interviewers
- 2.5.6 Consult with the Camp Committee and KED to identify the most deserving candidates.
- 2.5.7 Arrange for interviews with the appropriate tertiary institution to confirm placement
- 2.5.8 Arrange for fee payment and all subsidiary support requirements.
- 2.5.9 Establish a system of follow up support and counselling.
- 2.5.10 Follow up on using a predetermined timetable

Immediate Objective 3. Skills Development Project

The aim of this project is to strengthen demand-driven skills development for refugees and the poor among the local population. The Project will raise the capacity of existing NGOs to meet entry level skills required by employers. This will be done incrementally by improving instructor training, providing additional multiples of equipment, focusing on demand and meeting the certification requirement of the Thai Ministry of Education for instructors and trainees.

Output 3.1 Selected trainees located in paid employment/self-employment inside and outside the camps.

Indicators of success

- xxx employers receive and place refugees in waged employment
- xxx trained for self employment
- xxx engaged in self employment

Activities

- 3.1.1 Pre-select wage earning and income generating opportunities.
- 3.1.2 Liaise with potential employers through key informants, i.e. the VT Committee, NGOs and entrepreneurs.
- 3.1.3 Estimate numbers of possible jobs
- 3.1.4 Clarify and document skills expected from potential employers
- 3.1.5 Develop a data base of potential employers and sources of skills development.
- 3.1.6 Follow up on the numbers of trained for self employment and the numbers of engaged in self employment.

Output 3.2 Demand figures for waged/self employment estimated

Indicators of success

- xx employers request placement of refugees
- xx vacancy registrations reflects twenty percent of the economically active population

Activities

- 3.2.1 Conduct a survey of camp-based refugees to determine who is willing to be involved and in which skill area including persons previously trained & unemployed. ¹⁸
- 3.2.2 Conduct a survey of the local Thai community, to determine who is willing be retrained or placed directly in waged employment.
- 3.2.3 Liaise with the Waged Employment/Self Employment Project to link willing people to undertake direct employment opportunities.
- 3.2.4 Conduct training needs assessment inside and outside the refugee camps to determine skills development needs.
- 3.2.5 Repeat a training and employment needs assessment on a six-monthly basis with key employers in collaboration with the Waged Employment/Self Employment Service Project and the MOE.
- 3.2.6 Record the numbers of self employment inside and outside camps.

Output 3.3 Courses delivered match demand from the in-camp and local hinterland for skilled workers

Indicators of success

- Xx percent of estimated waged employment opportunities filled within 90 days of course completion.
- Xx percent job placement as a result of skills training input.
- Xx percent of employers provide positive feedback on skills levels achieved.

Activities

- 3.3.1 Assess current courses and those of the Polytechnic short course programme against training needs identified.
- 3.3.2 Develop new curricula in collaboration with the Polytechnic where needed, based on a modular structure
- 3.3.3 Determine whether a competency based approach to assessment is needed.
- 3.3.4 Review resource needs and ensure there are sufficient to provide employable skills.
- 3.3.5 Establish the skills standards required to receive national accreditation.
- 3.3.6 Determine the duration, unit cost and entrance criteria.

Output 3.4 A staff development schedule for training for instructors implemented

Indicators of success

- xx percent of instructors provided with in-service support annually
- xx percent receive the Thai MOE certificate of instructor competence annually
- un-interrupted service from trained instructors.

Activities

- 3.4.1 Conduct a skills audit and career profile of all existing instructors.
- 3.4.2 Determine who should be provided with in service training.

¹⁸ Ensure that the vulnerable are given equal access to skills development.

- 3.4.3 Develop a succession plan to ensure programme continuity.
- 3.4.4 Determine the minimum prerequisite skills and qualifications required to enter pre-instructor training.
- 3.4.5 Create a pool of potential instructors for each skill area.
- 3.4.6 Prepare a schedule of instructor in service and new recruit training for MOE implementation.
- 3.4.7 Recruit, block train & select from a pool of suitable new instructors.
- 3.4.8 Provide follow up in camp to supervise instructor performance prior to award of instructor certificate.
- 3.4.9 Repeat the process continuously.

Immediate Objective 4: Agriculture Project Outside the Camps(s)

To support the development of skills and knowledge of selected local Thai residents and refugees from the camps in agricultural activities. This will be achieved through pilot activities on land outside the camps. The intention is to empower participants to be more self reliant. The project will assess the possibility of developing a farming cooperative in collaboration with and through the contribution of the local population.

Output 4.1 An agriculture sub-committee (ASC) formed to oversee the management and operation of each site.

Indicators of success

- Agriculture sub-committees established in each location with membership that includes camp and local Thai representatives.
- Existing production from income substitution activities doubled annually over three years
- A measurable reduction in environmental damage to the hinterland.
- Improved and appropriate levels of agricultural practices applied at the site(s).
- xxx ASC meetings conducted each month with inputs from the Camp Committee and the local Thai community to provide guidance and direct activities.
- Reports submitted to the LH MC on a regular basis.

Activities

- 4.1.1 Potential stakeholders from the local community briefed on the project expectations
- 4.1.2 Possible sites nominated by the local population, vetted by the MOI and a decision made on a short list of the most appropriate.
- 4.1.3 Technical feasibility study conducted to assess water, electricity, drainage, soil characteristics, clearance requirements and all weather road access.
- 4.1.4 Recommend on the most suitable site indicating produce to be piloted.
- 4.1.5 Determine agricultural and livestock cycles and establish tables for planning of the workforce.
- 4.1.6 Contractual agreements drawn up by local lawyers to comply with Thai legal requirements.
- 4.1.7 Terms of reference drawn up for the agriculture sub-committee and endorsed by all

stakeholders, the Thai government and the donor(s).

- 4.1.8 Regular meetings scheduled, meeting minutes recorded and distributed to all signatories to the project document as required

Output 4.2 Buildings, tools and equipment identified, purchased and installed.

Indicators of success

- xxx sets of tools and equipment available for each skills development course.

Activities

- 4.2.1 Recommend on equipment, tools, ancillary items, consumables and other related items, for the first 12 work months.
- 4.2.2 Investigate the availability of all requirements on the local market, purchase and install.
- 4.2.3 Train workers in the correct use, maintenance and storage of all equipment.
- 4.2.4 Construct suitable buildings for storage of tools, goods produced and as shelter for workers, a kindergarten for worker's children and for sale of goods to the public.

Output 4.3 A minimum pool of 150 workers given agricultural experience in each of two locations outside existing refugee camps.

Indicators of success

- Ten percent increase in legal work on local agricultural properties each year.
- A minimum of ten (10) single heads of household each year on each property able to participate in agricultural training and work experience activities.
- 50 percent of participants are local Thai.
- 50 percent of the workers are women.

Activities

- 4.3.1 Conditions for participation determined by the ASC, written and a form of contract developed for those selected.
- 4.3.2 Approval sought on the content by the ASC, through the MOI, UNHCR and ILO.
- 4.3.3 Selection of refugees to undertake the pilot carried out by the relevant camp committee.
- 4.3.4 Selection of the local population carried out by the local public administration office.
- 4.3.5 Collect baseline data of selected beneficiaries.
- 4.3.6 Contracts agreed, signed and workers assigned particular responsibilities at the site.
- 4.3.7 Schedules developed to ensure that sufficient labour is available throughout the year.

Output 4.4 Agricultural, livestock, poultry and fish items including horticulture, vegetables and fruit produced by refugees for distribution in the camps. ^{19 20}

¹⁹ The amount of produce measured in kgs will need to be determined following an expert assessment of the potential of the land to be utilized.

²⁰ The types of activities would need to be assessed and approved in collaboration with the district level Government.

Indicators of success

- xxx kgs of agricultural products are available to the refugee community
- Ten (10) percent reduction in food related health problems each year.

Activities

- 4.4.1 Determine the unit price, estimate the market price to produce and decide on priorities.
- 4.4.2 Decide on the most economic items to produce as required.
- 4.4.3 Identify agricultural and animal husbandry technical assistance sources.
- 4.4.4 Provide technical assistance as required
- 4.4.5 Ensure that harvesting, marketing and slaughtering can be supported by sufficient workers.
- 4.4.6 Provide adequate packaging of produce for transportation, distribution and/or sale.
- 4.4.7 Prepare goods for distribution/sale.

Output 4.5 Value added products developed by refugees based on produce from the site for distribution/sale in the camps

Indicators of success

- More diverse ranges of agricultural products, value added goods and related services available.

Activities

- 4.5.1 Determine the unit price, estimate the market price to produce and decide on priorities.
- 4.5.2 Decide on the equipment, additional processing equipment and consumables required.
- 4.5.3 Identify product technical assistance sources.
- 4.5.4 Provide technical assistance as required.
- 4.5.5 Provide adequate packaging of produce for transportation, distribution and/or sale.
- 4.5.6 Decide on the most economic items to plant and harvest as required.
- 4.5.7 Ensure that product development, packaging and distribution can be supported by sufficient workers.

Output 4.6 Product selection, delivery, and storage and distribution schedules drawn up in collaboration with the Camp Committee.

Indicators of success

- xxx reduction of the number of vulnerable families requiring assistance with food supplies

Activities

- 4.6.1 Seek agreement with Camp Committee to hold and distribute goods produced to priority families in the camps and local communities.
- 4.6.2 Determine the amount of raw materials required to produce the goods, including consumables, tools wear and tear, maintenance and wages and seek replacement items for re-investment into the Project.

Output 4.7 Feasibility conducted to determine the viability of the off camp agricultural site as a cooperative between the local community and the camp committee.

Indicators of success

- Feasibility conducted for both pilot agricultural sites on a possible joint venture between the Camp Committee and the local Thai community.

Activities

- 4.7.1 Determine the viability of the project as a micro enterprise.
- 4.7.2 Develop a business plan as a basis for a feasibility study aimed at establishing the site as a cooperative run by the ASC.
- 4.7.3 Identify suitable people to undertake micro-enterprise training.
- 4.7.4 Identify suitable graduates from the MED course to undertake further training to complete a draft business plan.
- 4.7.5 Identify suitable sources of credit.
- 4.7.6 Determine the legal implications related to the formation of a non-profit cooperative under Thai law.

Immediate Objective 5: Agriculture Project inside camps ²¹

To increase the self reliance of individual families through agriculture-based income substitution support.

Output 5.1 Selected families given specific assistance to commence or increase current production of agricultural and/or meat products sufficient to sustain all family members.

Indicators of success

- Increased self reliance of refugees in vegetable production and animal husbandry
- xx percent reduction in health-related problems of the beneficiary families.
- xx percent increasing the number of families benefit from income substitution activities.

Activities

- 5.1.1 Select priority pilot families for technical assistance in collaboration with the camp committee.
- 5.1.2 Determine the availability of sufficient area to produce the items preferred.
- 5.1.3 Provide initial seed/stock/consumables to commence.
- 5.1.4 Develop a timetable.
- 5.1.5 Indicate sources of technical assistance for follow up and troubleshooting.
- 5.1.6 Determine the minimum quantity required to ensure that the family has been able to sustain itself.
- 5.1.7 Collect baseline data of selected families.
- 5.1.8 Meet with the target families and monitor regularly on project progress.

²¹ Several NGOs have been approached. None has prepared a costed proposal.

Output 5.2 Seed/stock/consumables provided to produce items/goods with the aim of achieving self/family sustainability.

Indicators of success

- xx families provided with sufficient quantity of seed/stock/consumables to ensure self sufficiency in vegetable production
- xx families provided with sufficient tools and associated items
- xx kgs of items produced per family

Activities

- 5.2.1 Distribute seed/stock/consumables to selected families.
- 5.2.2 Provide tools and essential equipment as required.
- 5.2.3 Assist in determining the most suitable location.
- 5.2.4 Provide advice on methods, procedures and trouble shooting.
- 5.2.5 Identify sources of technical assistance
- 5.2.6 Set output targets for each item/good to be produced
- 5.2.7 Follow up on a regular basis.
- 5.2.8 Determine what would be required to extent the self reliance activity to produce an excess for resale through a micro enterprise or cooperative.

Immediate Objective 6: Micro-Enterprise Development Project²²

To strengthen existing micro-enterprise development programmes provided to refugees wishing to be self employed, entrepreneurs or managers of micro and small businesses. The Project intends to build on the current experiences of existing interventions by providing additional resources to enable the initiatives in place to meet the requirements of the programme in its entirety.

Output 6.1 Four MED courses identified for selected refugees in each camp each year for three years

Indicators of success

- xx potential micro enterprises identified
- xx percent assessed & considered viable for the camp in which they are located.
- xx percent agreed by camp committee as being needed for that camp's population

Activities

- 6.1.1 Identify a suitable IP to conduct initial needs assessments
- 6.1.2 Identify existing micro enterprises in each camp and assess potential for replication
- 6.1.3 Determine the number of additional enterprises required in collaboration with the Camp Committee.
- 6.1.4 Conduct information sessions with interested potential trainees to determine interest in the findings.

²² To be piloted by the American Refugee Committee

- 6.1.5 Identify sources of micro finance
- 6.1.6 Identify sources of technical assistance/extension services to assist during implementation
- 6.1.7 Select suitable trainees for the MED courses in each location

Output 6.2 MED Training provided for four new businesses in each camp each year for three years

Indicators of Success

- xx refugees present for training in MED
- xx percent of those undertaking the course present draft business plans within three months of completing the course
- xx trained refugees embark on a micro enterprise within six months of course completion
- xx percent completing courses remain in business after two years
- A minimum of three new businesses added to each camp annually

Activities:

- 6.2.1 Determine and announce the criteria for trainees to meet to be eligible for post training support
- 6.2.2 Deliver MED training to a maximum of 15 trainees in each course.
- 6.2.3 Select the best three to be given immediate post training support.
- 6.2.4 Undertake market analysis with each of the trainees and confirm the viability and decide to proceed/not proceed.
- 6.2.5 Make best use of GO service providers and lessons learnt from their best practices.
- 6.2.6 Assist with the preparation of a business proposal suitable for presentation for financing.
- 6.2.7 Secure resources, both financial and otherwise and commence the development of the good or service.
- 6.2.8 Provide follow up on a regular basis and on an extraordinary basis if required.
- 6.2.9 Link the business person to other sources of technical support.

Immediate Objective 7: Disabled Services ²³

To provide specific assistance to the mildly physically disabled to be exposed to activities and skills development that will increase refugee self reliance and lead to wage earning or self employment.

Output 7.1 Survey of physical aids for all disabled completed throughout the camps.

Indicators of success

- xx percent of disabled people engaged in regular wage earning activities as a means of

²³ This expected to be covered with overall responsibility for identifying beneficiaries through Handicap International. They are currently developing a pilot proposal.

improving their self reliance and dignity.

Activities

- 7.1.1 Determine the numbers of physically disabled who are willing to undertake activities that could lead to wage earning and income generation.
- 7.1.2 Assess skill levels and develop various appropriate forms of education skills development and adult education.
- 7.1.3 Select suitable participants willing to undertake skills training.
- 7.1.4 Liaise with the Skills Development Project to ensure that the disabled are included in appropriate courses.

Output 7.2 Sufficient physical aids produced by the disabled within the camps

Indicators of success:

- xx percent of all requirements for physical aids provided on time.
- xx disabled people engaged in income generation activities in each camp

Activities:

- 7.2.1 Identify participants who have sufficient skills to commence/continue to provide aids for the handicapped.
- 7.2.2 Assist with additional tools and equipment to ensure that aids can be produced in sufficient quantity, at a suitable level of quality and in reasonable time to assist the beneficiaries.
- 7.2.3 Conduct research on design of new or alternative physical aids using appropriate technology.

Output 7.3 A minimum of one micro enterprise supported in each camp to produce, repair and replace physical aids for the disabled population.

Indicators of success

- xx micro enterprises having the principal ownership in the hands of disabled people operating in each camp.

Activities

- 7.3.1 Assess the potential to develop the network of disabled people providing this service through out the camps to be formed into a micro-enterprise (ME) that could be self sustaining.
- 7.3.2 Provide training through the Micro-enterprise Development Project to sufficient disabled people to manage and operate the production of aids as a ME.
- 7.3.3 Ensure that support for the complete business cycle is provided by the MES Project

Output 7.4 Disabled engaged in agricultural/animal husbandry activities inside and outside the camps

Indicators of success:

- xx disabled engaged in animal raising activities that provide an increase in income on a regular basis.

Activities

- 7.4.1 Assess the potential for the disabled to undertake agricultural and animal husbandry activities.
- 7.4.2 Liaise with the Skills development Project to ensure that the disabled are included in relevant skills development courses.
- 7.4.3 Design suitable access to training facilities, practical training areas and around the beneficiaries housing to facilitate learning.
- 7.4.4 Train instructors to be aware of the limitations facing the disabled when engaging in manual labour.

Output 7.5 Disabled engaged in micro enterprises providing goods and services in the camp(s).

Indicators of success:

- xx disabled people able to operate and manage micro enterprises that provide an increase in income on a regular basis.

Activities

- 7.5.1 Assess the potential for the disabled to develop micro- enterprises to provide goods and services.
- 7.5.2 Liaise with the Skills Development Project to ensure that the disabled are included in appropriate courses.
- 7.5.3 Provide training through the MED Project to sufficient disabled people to manage and operate a business in the camp(s).
- 7.5.4 Identify sources of finance for running enterprise.
- 7.5.5 Conduct rapid market appraisal and develop business plan.
- 7.5.6 Monitor and regularly provide technical supports as needed.

Immediate Objective 8: Appropriate Technology Project

To strengthen existing appropriate technology applications and initiatives that have the potential to provide increased self reliance leading to wage earning and income generation in the future. ²⁴

²⁴ The Project takes its lead from an existing contribution that has developed essential services within the camps for electricity generation using various modalities.

Output 8.1: Existing skilled workers are provided with resources to develop a repair and maintenance service within the camp and beyond for owners of various new and renewable energy systems.

Indicators of success

- xx services offered to the camps and the local community to service, maintain and repair solar, hydro and biogas electrical systems

Activities

- 8.1.1 Conduct a survey of all existing in camp renewable energy systems
- 8.1.2 Establish the potential outside the camps to offer the service to local Thai households
- 8.1.3 Develop a set of minimum resource requirements to support the proposed businesses
- 8.1.4 Prepare submission for the consideration of the Provincial Government to support accessing the network of public services for the delivery and return of serviced items.
- 8.1.5 Determine how many trained refugees are willing to participate

Output 8.2 Three MED Project courses per year in each of three camps attended by four AT trainees

Indicators of success

- One (1) AT repair and maintenance service available in each of the camps.

Activities

- 8.2.1 Determine and announce the criteria for trainees to meet to be eligible for post training support.
- 8.2.2 Link with the MED Project to access training for a maximum of four AT trainees in each course.
- 8.2.3 Provide immediate post MED training support.
- 8.2.4 Undertake market analysis with each of the trainees and confirm the viability and decide to proceed/not proceed.
- 8.2.5 Assist with the preparation of a business proposal suitable for presentation for financing.
- 8.2.6 Secure resources, both financial and otherwise and commence the development of the good or service.
- 8.2.7 Provide follow up on a regular basis and on an extraordinary basis if required.
- 8.2.8 Link the business person to other sources of technical support.

Output 8.3: Four additional AT applications identified and assessed for potential use in the camps.

Indicators of success

- Four (4) potential appropriate technology applications researched to determine economic viability as micro enterprises.

Activities

- 8.3.1 Determine the viability of offering a service

- 8.3.2 Identify sources of financial and technical assistance
- 8.3.3 Assess the potential to develop the network of skilled people providing this service through out the camps to be formed into a micro-enterprise (ME) that could be self sustaining.
- 8.3.4 Provide training through the Micro-enterprise Development Project to sufficient skilled people to manage and operate the service.

E. INPUTS

Livelihoods Programme

1. Royal Thai Government

(i) Personnel.

- The Ministry of Education's Vocational Education Commission (MOE/VEC's) Polytechnic Institutes in each province will be involved in supporting the SD Project of the LHP. This will include curriculum development, certification of trainees to Thai skill standards, training a replacement pool of new instructors and upgrading of existing instructors from the camps.
- Staff of the Tak College of Technology and Agriculture will also be available to provide technical assistance and staff development.
- The District Office responsible for agricultural extension services will be engaged where this service is available.
- Provincial GO service providers offer various services such as the production process of One Tambon One (OTOP) Products, skills development, revolving funds regulations, group formation, group management, group loan, cooperatives, sub-contract work, etc.

2. United Nations Agencies

(i) Food and Agricultural Organization (FAO).

Technical assistance from the Rural Development Office is being sought to provide a small technical cooperation project to provide linkages with existing FAO projects and the network of RTG extension services available through the district level government structure.

(ii) International Labour Organization (ILO)

In the event that ILO is willing to be involved it could assist with the identification of staff for the LH Programme.

- Personnel:
 - The LHP coordinator
 - Skills development expert
 - The Waged Employment/Self Employment Service UNV
 - Ancillary staff for both the LHP secretariat & the Waged Employment/Self Employment Services project.
- Technical support services:

ILO could also provide advice on training for the delivery of training packages and provide technical backstopping by participating in monitoring and evaluation missions.

3. Non Government Organizations

Delivery is to be accomplished by supporting NGOs that provide training and/or work

experience that promotes self reliance leading to wage earning and income generation. The delivery strategy is structured around each of eight key components. One is an LHP Coordination Unit which will support seven Projects. ²⁵ There are several existing NGO implementing partners having the potential to participate in each project.

4. Donor(s) Inputs

Line 10	Programme Personnel				
Line 11	For successful implementation of the LHP the following staff will be required.				
11.01	Programme Coordinator	36	wm	US\$	46,500
11.02	Expert -Skills Development	36	wm	US\$	46,500
	(See vacancy announcements at Appendix Four)				
			Sub total	US\$	93,000
Line 13	Programme Admin. Support				
13.01	Admin/finance assist .x1	36	wm	US\$	20,400
13.02	Technical Typist.	X1	36	wm	US\$ 15,600
13.03	Data base officer	X1	36	wm	US\$ 15,600
13.04	Interpreter.	X1	36	wm	US\$ 8,000
13.04	Driver.	X1	36	wm	US\$ 13,800
13.05	Cleaner.	X1	36	wm	US\$ 2,500
13.06	Guard	X4	36	wm	US\$ 6,000
			Sub total	US\$	81,900
Line 14	UNV				
14.01	Employment & Training ²⁶	36	wm	US\$	46,500
	(by 3 years =US\$ 664,200)				
Line 15	Monitoring & evaluation			US\$	15,000
Line 16	Mission Costs			US\$	7,000
Line 17	National consultants				
	National consultants will be hired to assist in a variety of research and development activities				
17.01	Research - employment & training			US\$	10,000
17.02	Value chain analysis for MED			US\$	10,000
17.03	Micro finance for MED			US\$	10,000
17.04	Appropriate technology applications			US\$	10,000
			Sub total	US\$	40,000
Line 20	Sub Contracts				
Line 30	Training			(See outline at Appendix Five)	
Line 32	Training			US\$	12,000
Line 33	In-service courses			US\$	6,000

²⁵ The seven Projects are described in detail in section D above.

²⁶ This post is to be responsible for the Waged Employment Service Project.

		Sub total	US\$	18,000
Line 40	Equipment	(See details at Appendix Six)		
Line 45	Equipment to support the LHP &			
		Sub total	US\$	99,245
Line 50	Miscellaneous			
Line 52	Reporting costs		US\$	4,500
Line 53	Sundries ²⁷		US\$	7,500
		Sub total	US\$	12,000
		Total	US\$	832,250

Non Government Organization Support budget

Each NGO who wishes to participate in the LHP will be asked to provide data on resources required to make the transition from its current programme to one that will provide demand-driven skills development. The expectation is that within the life of the LHP the improved self reliance provided will lead to an income for a minimum of 60 percent of the refugees who participate. ²⁸ Completed individual from both ZOA Refugee Care and American Refugee Committee for additional technical and financial support are attached at **Appendix Seven.** ²⁹

²⁷ Used to defray Project Management Committee travel and hospitality costs.

²⁸ The NGO proposals are not specified in terms of outputs or performance indicators. The 60 percent estimate is to be refined once the various projects are implemented and employment potential is determined by specific economic sector.

²⁹ These submissions will be reviewed based on (i) technical content, (ii) target group (iii) potential for waged or income generation and (iv) available funding.

F. RISKS AND ASSUMPTIONS

1. Risks

1.1 Royal Thai Government:

The most significant risk in relation to LHP's implementation the lack of political will on the part of the RTG to work transparently with the international community on these issues. The RTG may be reluctant to be engaged in the process and more importantly to implement recommended outputs.

1.2 Civil society:

Other risks may arise from the lack of capacity and cooperation among civil society to improve the protection environment, security and the general welfare of refugees. These risks will be managed to a substantial degree by UNHCR who will maintain a constant dialogue with key personnel in the RTG and civil society to advocate for the adoption of policies and laws which are more protective of refugee rights. The US Committee for Refugees and Immigrants is partnering with UNHCR and advocating for a more liberal application of regulations by the RTG. It is engaging with a wide range of private organizations and institutions and is intending to use the media to sensitize civil society to the plight of refugees.

1.3 Programme level:

The LHP requires a strong leadership team who are adequately resourced to implement a holistic monitoring and evaluation system that can deliver real-time data on achievements to stakeholders. If this "front end" is not fully supported with suitable staff and funding the expectations of everyone involved will be threatened.

The identification of staff and teachers, their recruitment and retention over the life of the Programme is a concern. The wage/salary difference between that being offered in the camp by NGOs and the monthly earnings when working outside in factories or on farms is the result of market forces. Structured programmes such as the one being proposed that will involve payment of stipends and eventually lead to a wage must be carefully assessed and managed by the LHP MC. Guidelines on payments of stipends must be universally agreed at the refugee camp level and with potential employers and the worker's union to avoid any conflict.

It is unclear whether there are sufficient capable Karen and Karenni counterparts at the present time to replace those in key NGO teaching posts offered resettlement. It may be necessary to limit participation in particular projects to those not who profess to be remaining. A small increase in financial supplement to this group may be required.

1.4 Candidates for employment opportunities:

The increased activity within the formal education secondary and post grade 10 system will allow additional students with a better education base into the labour market. Given the limited employment opportunities in the refugee camps this group, estimated to exceed 6000,

could absorb the majority of the jobs that the internal economy will generate. Therefore it is essential that alternative opportunities such participation in micro enterprise development, self employment and waged income can be viable options. Those already trained are also frustrated by the current lack of opportunities.³⁰ They must be included in any employment future programmes to avoid social problems.

1.5 Facilities:

Existing NGO and INGO implementing partners are delivering VT. VT systems and facilities do exist at this time. Funding is from multiple sources. There are limitations of space and therefore restrictions on the types of skills that can be developed, even with properly trained instructors. It is also acknowledged that there are already individual buildings scattered around the various camps for training purposes. The intention is to encourage them with resources to focus on those courses leading to wage earning and income generation for the refugee. A major constraint is the availability of land. The purposes for which any additional land outside the camps would be used for follows:

1.6 Land

For agriculture.

The use of land within the camps is extremely limited. Fruit and vegetables are needed and the amount being grown, for example through the COERR programme, is not sufficient for all the refugees. Additional suitable land is required for this purpose. The risk is that there will be no agreement to access the land and as such this project will be cancelled.

For animal raising.

The ruling on livestock being banned from the camps in Tak Province is entirely reasonable. Health and hygiene is important and having livestock so close to housing contributes to the deterioration of health among camp residents. However the need for protein overall diet requires that this be carried out somewhere. Additional suitable land is required for this purpose. This LHP will not be possible if access to private land outside the camp(s) is refused.

For service enterprises.

Wage earning and income generation activities succeed if they have access to markets. In the case of the camps there is an informal economy. However the amount of money circulating is limited as employment is severely restricted. There is however a market for some services from those Thai citizens passing the camp. Additional suitable land with reasonably secure buildings is required for this purpose adjacent to the camps.

For training centres.

The consolidation of the above into one site would be an ideal situation. However it does not seem practical given the availability of land relative to the camp borders and the lack of services such as electricity and water etc. Additional suitable land outside the camps is required for this purpose and could be integrated into the Agriculture Project on private land,

³⁰ A survey of the three Tak camps suggested that between 10 and 13 percent of those trained were actively engaged in some form of waged employment. This suggests that the VT programme must be refocused toward self or waged employment needs.

if the location was suitable.

1.7 Staff development:

Should the refugee staff available to teach these classes be denied upgrading through lack of resources the sustainability of this component of the program, e.g. micro enterprise development and skills development Project staff, the improved linkages expected between Projects will be jeopardized. Third country resettlement is taking a large percentage of trained instructors. In anticipation of this a pool of instructors are to be given training to ensure continuity. The Skills Development Project has a budgeted component that will be serviced by institutions within the Ministry of Education. The formal approval from the RTG to engage the MOE is required before this can be introduced. ³¹

1.8 Food rations:

The RTG, through the MOI and in collaboration with TBBC, would need to clarify their position concerning the issue of food rations if the opportunity to earn an income is officially recognized. If the issue of food to the family is jeopardized involvement in such initiatives may also be under threat.

1.9 Stipends:

The current rate of remuneration through stipends is balanced against the amounts being offered in the local labour market. Whilst it is acknowledged that the rates are below acceptable minimum wage levels the LHP would, where it directly supports workers in Projects being piloted, need to maintain a similar level of stipend to avoid stripping existing NGO of their workers.

2. ASSUMPTIONS

The Programme is being proposed at a time when there are uncertainties for all parties involved. The following assumptions are made recognizing that the implementation of such programmes will demonstrate commitment on the part of the RTG, international community, donors, bilateral agencies and NGOs to the peace and security of the refugee.

It is assumed that:

- The current political situation will not hamper or delay an open and frank discussion on the future policy decisions of the RTG towards the refugee population.
- The RTG will be more flexible in the application of its rules in relation to the movement of refugees from the camps for specific wage earning and income generation activities.
- The infrastructure necessary for the implementation of the LHP is such that there is adequate communication and transportation available to ensure full coordination and communication.
- Selected international and national NGOs are willing to participate in the coordination of

³¹ This has been requested in writing by UNHCR and verbally agreed. However a letter in response has yet to be received.

the LHP at a level that is acceptable in terms of accountability through a performance based approach to training delivery.

- The RTG will provide enabling mechanisms to encourage refugee communities to be more productive, innovative and responsive to ideas and non-traditional approaches to income generation and employment.

G. PRIOR OBLIGATIONS AND PREREQUISITES

1. *Prior Obligations*

The donor must be aware the nature of the LHP, the environment in which it is to be trialed and be committed to the strategy for implementation as described above. Posts within the LHP must be funded for the duration of the programme. The staffing levels must meet the specifications as described in the vacancy announcements. When the anticipated fulfillment of this prerequisite fails to materialize, the donor may, at its discretion, either suspend or terminate the assistance. NGOs selected for the LHP must agree to the schedule of work and the conditions as mutually agreed contract.

H. PROGRAMME REVIEWS, REPORTING AND EVALUATION

1. Reviews

The programme will be subject to tripartite review (joint review by representatives of the Government, UNHCR, ILO and the donor) at the mid-point of the programme and one month prior to completion. The Programme Coordinator/Executive Officer (PC) shall prepare and submit a detailed report to each tripartite review meeting. The donor, if necessary, may request additional reports during the Programme.

2. Reports

The PC, who will also be the Executive Officer of the Secretariat to the LHP, will prepare a Programme terminal report for consideration at the final tripartite review meeting. It shall be prepared in draft form sufficiently in advance to allow review and technical clearance by the executing agency at least three (3) months prior to the terminal tripartite review.

Short-term consultants will provide a final report to the LHP PM before completing their assignments. See **Appendix Eight**

3. Evaluations

The Programme shall be subject to a tripartite evaluation (9) months after inception, and within six (6) months following completion. The organization, terms of reference and timing will be confirmed following consultation between signatory's to the Programme document.

I. BUDGET

1. Programme Budget Covering Donor Contribution (US\$)

The budget is based on information supplied by the respective NGOs (implementing partners) and should be further clarified when the MOU is being negotiated to determine accurate costs for the services required. The actual costs of experts, training and other costs that are influenced by factors beyond the NGO's control may result in savings that will be returned to the Donor. See **Appendix Nine**. Should there be unforeseen increases these will be discussed with the donor and the LHP MC before being incurred and agreement reached as to how to resolve the deficit.

2. Description of Technical Support Services

The LHP Coordination Unit would provide the following technical, monitoring and backstopping services:

- At the commencement of the LHP reformulate this draft programme document in consultation with the stakeholders at each level of Government and the refugee camp level administration.
- Assistance in the selection of technical and administrative personnel .
- Each post will have a minimum of three nominees for selection.
- Consultants and professional staff for the programme will be recruited using a public process of advertisement. UNHCR along with an selected partner and the Government's nominee will finalize the selections.

Due to the technical nature of the LHP a suitable partner from within the TWG group or outside could;

- (i) Assist in the design, placement and programming of those participating in training and in-service courses.
- (ii) Review applications to ensure that the training matches the individual needs of each participant.
- (iii) Carry out the preparation for, and the delivery of, a workshop on a LHP in consultation with the Government related to the procedures for management, administration, operation and monitoring of the LHP.
- (iv) Identify an officer to be available to attend tripartite reviews and other extraordinary meetings or events of an unscheduled nature necessary to support the Programme objectives and outputs.

J. WORK PLAN

A draft work plan is attached at **Appendix Ten**.

As there are insufficient numbers of NGO proposals at the time of writing, this plan will be limited to suggesting which Project will start and in what order the remainder will follow.

The Programme Coordinator (post 11.01) should review the content within the first month of implementation and revise and modify as necessary, based on the impact of activities that have taken place since the LHP proposal was prepared.

Any necessary changes must be discussed with the LHP MC, and with the agreement of all signatories to the LHP contract.

LIST OF APPENDICES AND ANNEXES

APPENDIXES

1. Core skills
2. Training and employment needs assessment
3. Livelihoods Programme Management Committee
4. Notification of vacancies
5. Training program
6. Equipment requirements
7. Individual NGO Support Requests
8. Reviews, reporting & evaluation
9. Budget
10. Preliminary work plan schedule
11. Potential implementing partner summary

ANNEXES ³²

11. Phase One Report Tak Province
12. Phase One report Mae Hong Son Province
13. Pro forma for the LHP Coordination Unit
14. Pro forma for the Waged Employment/self employment Services Project
15. Pro forma for the Micro-enterprise Development Project
16. Pro forma for the Appropriate Technology Project
17. Pro forma for the Skills Development Project
18. Pro forma for the Agriculture outside the camps Project
19. Pro forma for the Agriculture inside the camps Project
20. Pro forma for the Disabled Services Project

³² ANNEXES are held by UNHCR

APPENDIX ONE: Core Skills

These are the skills needed to succeed in;

- **learning** – at school, college or university – now and throughout your life
- **working** - in a business, on a farm, in a factory, shop or any workplace
- **dealing with problems/issues** – in your personal life and in the community.

The five Core Skills are;

1. Communication

This has two component parts:

- Oral Communication – listening and talking
- Written Communication – reading and writing.

Some practical examples: taking part in training programmes, discussions, explaining directions to others, writing letters, keeping written records, understanding instruction manuals, telephoning, reading books, magazines and newspapers.

2. Numeracy

This has two component parts:

- Using Graphical information – understanding graphs, tables and diagrams
- Using Numbers – understanding how to use numbers for measurement and calculations.

Some practical examples: getting information from magazines or the Internet; working with money; measuring areas for an agricultural plot; doing calculations in mathematics or science.

3. Problem Solving

This has three component parts:

- Critical Thinking – thinking about all aspects of a situation or problem
- Planning and Organizing – making decisions about what to do, making arrangements and plans and carrying them out
- Reviewing & Evaluating – looking back at what has been done, judging how successful the plan was and what improvements could be made in the future.

Some practical examples: making travel arrangements; dealing with challenges at work; carrying out agricultural experiments...

4. Information Technology (IT)

This involves

- Using Information Technology – finding, processing, presenting and communicating information.

Some practical examples: using the internet, CD-ROMs, the e-mail system and software packages; word processing; preparing documents.

5. Working with Others

This involves

- Working with others – making a contribution to the planning and carrying out of a task or activity in co-operation with other people.

Some practical examples: taking part in a work placement; carrying out an investigation; learning languages.

APPENDIX TWO: The Training and Employment Needs Assessment ³³

TENA surveys will be conducted in the LHP. This will be carried out by the Skills Development Project in collaboration with the Waged Employment Project.

The objectives are:

- To assist the LHP by providing baseline data on training and future employment needs.
- To cross-check previous and existing population data and determine base-line information on the demographic, social and economic situation in selected refugee camps and surrounding local communities.
- To analyze this information and identify potential training capacity with recognized implementing partners.
- To plan and implement skills training programmes responsive to the need of local people and, where possible, linked to labour market.
- To identify employment opportunities, that would be beneficial to helping refugees and local Thai villagers to engage in wage earning and income generation activities.
- To identify key stakeholders in the refugee and local communities to inform policy on training and employment issues.

The data base will also useful for those who try to understand and attempt to resolve problems faced by communities.

Such activities will inform the LHP by allowing the Programme staff to:

- Accurately identify skill needs of specific occupations in industry, commerce, agriculture and the service sector.
- develop standard terminology for the classification of occupations.
- assist in the formulation of training requirements to match the goals and objectives of RTG,
- predict with reasonable certainty SD resource needs, both human and in material/financial terms over the medium and long-term
- match SD institution skills development offerings to clearly identified and articulated employer's skill requirements.

³³ For a model of the TENA process see the International Labour Organization, (1996). Training and employment needs assessment manual, a product of the Vocational Training for alleviation of poverty project, Phnom Penh.

APPENDIX THREE: Livelihoods Programme Management Committee

Terms of reference

To ensure that the LHP is able to draw on the extensive amount of local knowledge available at the provincial level with regard to employment and training the membership will be asked to undertake the following:

- Elect a chair person and deputy.
- Conduct meetings in accordance with accepted protocols.
- Establish meeting frequencies and an agreed system of rotation of meeting venue.
- Determine eligibility and levels of honorarium for members who must travel.
- Monitor LHP progress based on the agreed work plan.
- Assist in resolving bottlenecks to achieving objectives.
- Request revisions to the work plan as required to achieve objectives.
- Advise on the most appropriate actions to take to engage the maximum number of refugees in gainful employment.
- Facilitate the involvement of the local Thai community in joint undertakings to strengthen self reliance and wage earning and income generation activities.
- To prioritize skills development courses to maximize the potential for waged or self employment through micro-enterprises.
- Assist in the identification of potential sites for agricultural activities outside the camps.
- Provide local knowledge on seasonal work opportunities.
- To advise on appropriate levels of remuneration based on local norms.
- Suggest possible markets for goods and services offered by the refugees
- Provide the LHP with information on trends in the local labour market.

LHP MC Membership.

Chamber of Commerce	1 member for each province
Federation of Thai Industries	1 member for each province
Karen Refugee Committee	1 member
Karenni Refugee Committee	1 member
Karen Women's' Organization	1 member
Karen Youth Organization	1 member
Local Public Administration Office	1 member for each camp
Mae Sot Polytechnic	1 member
Ministry of Agriculture and Cooperatives	1 member
Ministry of Commerce	1 member
Ministry of Public Health	1 member
Ministry of Interior	1 member
Ministry of Labour	1 member
Non Govt. Organizations	1 member from each organization
Tak College of Technology & Agriculture	1 member
Workers' organizations	2 members
Hosting communities	2 members

Notes on the membership

- The head of this body needs to be elected from the membership
- Length of membership may be one year, and each member can be re-nominated.
- One third of the government members should be replaced after two years.
- The social partner participants should be re-nominated alternately every two years.
- Any decisions taken that affect project outputs would require a quorum with a minimum of 12 with a private/public attendance of 60/40 either way.
- The LH Programme Coordinator would be ex-officio as would specialists providing advice and consultancy services.

Secretariat Objective:

To provide logistical support, and to convey and carry out instructions to those directly responsible for implementation of the decisions of LH Management Committee.

Activities:

- To organize all meetings and prepare all necessary materials.
- To distribute continuous information for members & the public about the activities of the LHP.
- To follow up on actions taken by those requested to do so by the LH SC
- To report on progress of implementation of decisions and activities to the LH MC

Structure of the LH MC Secretariat

Executive Director	1 (also LHP Manager)
Secretary	1
Data processor	1
UNV Staff	2
Contracted expertise as needed	

Financing of the LHP and LH MC Secretariat

The Secretariat will be financed initially by the donor for three years. Having established that the LHP has demonstrated its usefulness it is expected that within that period plans to absorb the cost will be made through contributions from NGO budgets.

Reporting Structure

The LHP has a Management Committee. This is situated at the Provincial level and will meet when there is a need to discuss the progress of the LHP. Meetings will be located along the Thai/Myanmar border as the situation dictates. The LH Management Committee provides support, gives advice and assists in providing solutions to issues and problems facing the LHP Coordinator and Project implementing partners. It has a Secretariat based in the LHP Coordination Unit in Mae Sot that provides services to the LH management Committee and supports the work of the LHP Coordinator in the routine operations of the LHP. The LHP Coordinator will report to CCSDPT monthly meetings as required based on the reports generated by the LH MC.

APPENDIX FOUR: Announcement of vacancies.

The attached are for all the international posts of the Programme.

International Posts

Post 11.01	LHP-- programme coordinator
Post 11.02	Expert - skills development
Post 11.03	Expert -- employment service linkages
Post 11.04	Expert - Micro-enterprise development

Appendix Four A: LHP Programme Coordinator

INTERNATIONAL LABOUR OFFICE

Technical Cooperation Program

Announcement of Vacancy

Title of the post:	Programme Coordinator - Livelihoods
Country/Region:	Thailand
Programme No:	THA/
Post No:	11.01
Date issue:	July 2007
Closing date:	not fixed
Duration:	36 work months
Duty station:	Mae Sot Thailand with travel throughout the country as required.

Brief Description of the Programme.

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. Implementing partners (NGOs) in collaboration with the ILO will deliver a Programme that improves self reliance, and is directed towards the local internal and external labour market needs. The LHP will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. New initiatives and additional NGOs may also be involved. ³⁴ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generation activities.

Description of duties

The LHP Coordinator will be specifically required to:

³⁴ Approval for additional NGOs to provide services in the refugee camps will need to be sought from MOI

- Provide overall coordination of the LHP
- Participate in the identification , recruitment , induction and supervision of secretariat staff,
- Develop standard procedures to coordinate, monitor and evaluate LHP objectives based on agreed outputs and indicators,
- Review and update the preliminary work plan for LHP Management Committee (LHP PM) approval within one month of appointment.
- Sensitize key stakeholders, potential implementing partners (IPs) and enterprises on developments occurring in LHP,
- Use a variety of public media to promote the LHP,
- Prepare guidelines, provide assistance and assist IPs to submit requests for assistance
- Assess and recommend to the LHP PM on financial support for IP programmes that lead to potential for wage earning and/or income generation
- Manage the Waged Employment Service Project,
- Coordinate all other IP Projects within the LHP,
- Prepare all reports and progress to the CCSDPT on an agreed timetable.
- Undertake any other duties that will contribute to the achievement of Programme objectives,
- Prepare, or cause to be prepared, all reports required by the donor, the SD body and the ILO.

Qualifications required:

Essential:

Degree or equivalent in a technical/industrial/agricultural field or other relevant discipline.

Desirable:

Graduate studies or equivalent in a relevant education/industrial field.

Experience required:

Essential

A minimum of 10 years working as a supervisor/teacher in a recognized education/technical institution

A minimum of 5 years experience in international development programme management,

Desirable:

Work experience in international technical co-operation programmes in would be an advantage.

Languages:

Full working knowledge of English.

Knowledge of one or more of the following Karen/Karenni/Burmese/Thai languages would be an advantage.

Computer skills:

Completely familiar with popular software for word processing, data entry, manipulation and analysis, graphics programs and the use of electronic mail and internet services.

Driver License:

Holder of a current class one motor vehicle and motor cycle license.

Appendix Four B: Project Expert – Skills Development

INTERNATIONAL LABOUR OFFICE
Technical Cooperation Program
Announcement of Vacancy

Title of the post:	Project expert - skills development
Country/Region:	Thailand
Programme No:	THA/
Post No:	11.02
Date issue:	July 2007
Closing date:	not fixed
Duration:	xx work months
Duty station:	Mae Sot Thailand with travel throughout the country as required.

General Programme information:

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. Implementing partners (NGOs) will deliver a Programme that improves self reliance, and is directed towards the local internal and external labour market needs. The LHP will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. New initiatives and additional NGOs may also be involved. ³⁵ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generation activities.

General Description of duties:

The incumbent will work under the general supervision and management of the Head of the Field Office, UNHCR, and Mae Sot. For technical services the ILO Senior Skills Development Officer located in Bangkok will be the contact. The LHP Coordinator will maintain close contacts with other Programme implementing partners contributing to or having future potential to assist with the LHP. The post will also work closely with RTG professionals, UN agencies and other Programmes working in the Livelihoods field along the Thai Myanmar border.

The LHP Skills Development Coordinator will be specifically required to:

³⁵ Approval for additional NGOs to provide services in the refugee camps will need to be sought from MOI

- Provide consulting services to NGO administrators and instructors on training in assessment of prior learning, flexible entry and exit strategies for youth and adults and assessment of training for wage earning and income generating courses.
- Develop guidelines for NGO training providers that explain procedures for youth adult learners based on agreed skill standards and certification.
- Provide consulting services to enterprise managers and in-plant trainers on assessment of prior learning, flexible entry and exit strategies for youth and adults, techniques of on-the -job training and assessment of skills formation.
- Undertake any other duties that will contribute to the achievement of Programme objectives
- Prepare all reports associated with the post required by the donor, the SD body and the ILO.

Essential Qualifications required:

- Bachelor degree or equivalent in a technical/industrial field or other relevant discipline.
- A current Thai driving license

Desirable:

Graduate studies in a technical/commercial or industry-based training field.

Essential Experience required:

- A minimum of 5 years employment as a skilled worker/technician in commerce/industry.
- A minimum of 5 years working as a supervisor/teacher in an industrial/commercial institution/organization.
- A minimum of 5 years experience in technical assistance programme management,
- A minimum of three (3) years with responsibility for evaluation assessment, testing and certification of technical education and vocational training courses both formal and post school related to employment and training.

Desirable:

Work experience in international technical co-operation Programmes in developing countries emerging from conflict would be an advantage.

Languages:

Languages:

Full working knowledge of English.

Knowledge of one or more of the following Karen/Karenni/Burmese/Thai languages would be an advantage.

Computer skills:

Completely familiar with popular software for word processing, data entry, manipulation and analysis, graphics programs and the use of electronic mail and internet services.

Driver License:

Holder of a current class one motor vehicle and motor cycle license.

Appendix Four C: Waged Employment Service (UNV)

INTERNATIONAL LABOUR OFFICE
Technical Cooperation Program
Announcement of Vacancy

Title of the post: UNV -- Waged Employment Services
Country/Region: Thailand
Programme No: THA/
Post No: 14.01
Duration: 36 work months
Date issue: July 2007
Closing date: not fixed

General Programme information:

Programme: Livelihoods Programme (LHP)
Title of the post: Expert - Employment service linkages
Duty station: Mae Sot Thailand, with travel throughout the country as required.
Duration of appointment: 36 m work months
Scheduled starting date: July 2007

Brief Description of the Programme:

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. Implementing partners (NGOs) will deliver a Programme that improves self reliance, and is directed towards the local internal and external labour market needs. The LHP will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. New initiatives and additional NGOs may also be involved. ³⁶ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generation activities.

Description of duties:

The incumbent will work under the general supervision of the LHP Coordinator located in the Mae Sot whilst maintaining close contacts with other Programme international experts. The post will also work closely with RTG professionals, UN agencies and other Programmes working in the Livelihoods field along the Thai Myanmar border.

³⁶ Approval for additional NGOs to provide services in the refugee camps will need to be sought from MOI

The incumbent will be specifically required to:

- Review all related correspondence and prepare an annotated bibliography of skills training for self reliance and possible income generation activities for future reference
- Establish linkages with employers' and workers' organizations, key provincial, district and local government officials, individual employers and the network of non government organizations offering services to the refugee camp community.
- Engage in a data collection exercise from NGO and camp committees on the types of skills available and the numbers willing to engage in paid employment inside and outside the camps.
- Assist with the development of procedures to ensure that those leaving the camp are aware of their obligations with the camp committee and the MOI
- Contact key informants inside and outside the camps to link unemployed to waged income opportunities.
- Provide a service to participating employers to resolve any issues resulting from the employment of refugees.

Essential Qualifications required:

Bachelor degree or equivalent in a technical/industrial/management/economics field or other relevant discipline.

Desirable:

Graduate studies in a technical education and vocational training field.

Essential Experience required:

- A minimum of 5 years employment as a skilled worker/technician in commerce/industry.
- A minimum of 5 years working as a supervisor/teacher in an industrial/commercial institution/organization.
- A minimum of 5 years experience in technical assistance programme management,
- A minimum of three (3) years with responsibility for evaluation assessment, testing and certification of technical education and vocational training courses both formal and post school related to employment and training.

Desirable:

Work experience in international technical co-operation Programmes in developing countries emerging from conflict would be an advantage.

Languages:

Full working knowledge of English.

Knowledge of one or more of the following Karen/Karenni/Burmese/Thai languages would be an advantage.

Computer skills:

Completely familiar with popular software for word processing, data entry, manipulation and analysis, graphics programs and the use of electronic mail and internet services.

Driver License:

Holder of a current class one motor vehicle and motor cycle license.

Appendix Four D: MED Expert

INTERNATIONAL LABOUR OFFICE
Technical Cooperation Program
Programme title: Livelihoods programme

Title of the post: Micro Enterprise Development expert ³⁷
Country/Region: Thailand
Programme No: THA/
Post No: 14.01
Date issue: July 2007
Closing date: not fixed
Duration: 36 work months
Duty station: Mae Sot Thailand with travel throughout the country as required.

Brief Description of the Programme.

The LHP intends to provide effective, efficient and relevant skills development that is responsive to employer needs, acknowledges the aspirations of the refugees and supports Thai Government's policy requirements for refugees and local Thai poor. Implementing partners (NGOs) will deliver a Programme that improves self reliance, and is directed towards the local internal and external labour market needs. The LHP will raise the standard of living for refugees in close collaboration with local Thai citizens. The expectation is that by providing financial and technical support to cover identified gaps, more efficient, effective and relevant self reliance and wage earning and income generation potential will result. New initiatives and additional NGOs may also be involved. ³⁸ NGOs currently providing assistance that require additional resources will also be asked to describe the resources they need to reach a point where the beneficiaries of the intervention have sufficient capacity to be engaged in wage earning possibly leading to future income generation activities.

Description of duties

The MED expert will work under the general supervision of the LHP Coordinator located in the Mae Sot whilst maintaining close contacts with other Programme experts. The post will also work closely with RTG professionals, UN agencies and other Programmes working in the Livelihoods field along the Thai Myanmar border.

The expert will be specifically required to:

- Review all existing MED training packages and determine which is appropriate for any given situation.
- Provide guidance and counseling to NGOs wishing/implementing MED courses to refugees.
- Provide assistance to education departments to introduce MED as a form of vocational guidance

³⁷ This post is incorporated into the ARC MED proposal

³⁸ Approval for additional NGOs to provide services in the refugee camps will need to be sought from MOI

- Conduct various levels of MED courses in collaboration with NGOs
- Explain and support a complete service to potential entrepreneurs and micro-enterprise owners.
- Provide assistance to develop business plans to selected graduates of introductory courses.
- Provide linkages with on-going projects within the LHP and through NGOs to ensure synergies are maximized.
- Identify potential micro-enterprise opportunities and conduct feasibility studies to determine viability.
- Prepare case studies of successful ventures as a means of prompting the micro-enterprise sector as a reliable means of earning an income.
- Identify all possible sources of micro credit, prepare a prospectus explaining the conditions and distribute to all stakeholders.
- Follow up on all ventures undertaken by graduates of the programmes and assist in trouble shooting where needed.
- Link micro enterprise owners to sources of technical assistance and extension services available through the Government and employer's organizations.

Essential Qualifications required:

Bachelor degree or equivalent in a technical/industrial/management/economics field or other relevant discipline.

Desirable:

Graduate studies in a technical education and vocational training field.

Essential Experience required:

- A minimum of 10 years employment as an entrepreneur in commerce/industry.
- A minimum of 5 years working manager in an industrial/commercial institution/organization.

Desirable:

- A minimum of three (3) years with responsibility for the delivery of services to micro enterprise owners
- Work experience in international technical co-operation Programmes in developing countries emerging from conflict would be an advantage.

Languages:

Full working knowledge of English.

Knowledge of one or more of the following Karen/Karenni/Burmese/Thai languages would be an advantage.

Computer skills:

Completely familiar with popular software for word processing, data entry, manipulation and analysis, graphics programs and the use of electronic mail and internet services.

Driver License:

Holder of a current class one motor vehicle and motor cycle license.

APPENDIX FIVE: Training Program (Group 30)

Subjects to be reviewed and included where needed in to the various training events will be selected from the following topic list:

- co-ordination and monitoring of LHP delivery
- curriculum research & development
- labour market information systems
- qualifications versus certification
- quality assurance processes
- recognition of prior learning/adult education & training
- skill levels/testing/standards & certification
- training and employment needs analysis

There will be two main types of training:

Line 32: Training for instructors: ³⁹

Staff will be drawn from the various NGOs and assisted with theoretical and practical training to enhance their teaching and technical skills. The training will be conducted at the refugee camps and at institutions within the Ministry of Education. This will be a continuous process and intended to provide a pool of new instructors and in-service and skills upgrading for existing instructors and as a means of ensuring a steady supply of replacements for the staff being resettled or moving to other opportunities.

Line 33: In-service training:

There will be two major training events each year for all staff delivering skills development courses. It is expected to be of a week's duration. This will provide a forum for the discussion and interchange of ideas across all camps. Other sessions will cover teaching versus facilitation, appropriate delivery strategies, adult education, assessment of prior learning and skills testing and certification. Participants will be those involved directly in LHP related activities including the RTG ministry staff from MOI and others with a role in social affairs. Workers' and Employers' organization representatives will be invited to advise and promote linkages with the labour market. This will be conducted at a selected Ministry of Education institution.

³⁹ This is built into the Skills Development Project submission of ZOA.

APPENDIX SIX: Equipment (Group 40)

A Vehicles

Group Item		Qty	Unit cost US\$	Total US\$
1	Diesel 4 wheel drive pick up & maintenance	2	26,000	52,000
2	150 cc 4 stroke motor cycle	1	1400	1400
	Rounded subtotal			53,400

B Furniture

Group Item		Qty	Unit cost US\$	Total US\$
1	Desk with PC return	3	100	300
2	File cabinet 4 drawer	3	60	180
3	Chair office	3	80	240
4	Chair visitor	4	60	240
5	Table visitor	1	80	80
6	Rubbish containers	3	30	90
7	OHP screen	1	250	250
8	Refrigerator	1	250	250
9	Hot water urn 20 liter	1	200	200
10	Pin Board	2	30	60
11	White board	6	100	600
12	Security safe	1	200	200
13	Storage cupboard - lockable	4	200	800
14	Miscellaneous	-	-	510
	Rounded subtotal			4,000

C Information & communication equipment

Group Item		Qty	Unit cost US\$	Total US\$
1	Desktop computer	3	1,400	4,200
2	Scanner -flat bed	1	400	400
3	Lap-top computer	1	2,000	2,000
4	Colour printer Laser-jet	1	1,300	1,300
5	Multi-media projector	1	2,000	2,000
6	Thumb drive	8	200	200
7	Secure storage cabinet	1	250	250
8	Power supply/surge protector	3	125	375
9	Software	various	-	1,500
10	Digital camera	1	575	575
	Rounded subtotal			12,800

D Office miscellaneous

Group Item		Qty	Unit cost US\$	Total US\$
1	Binding equipment - hot glue type	1	380	380
2	Binding equipment - spiral binding	1	560	560
3	Stapling machine - large	1	40	40
4	Stapling machine - small	1	10	10
5	Hole punch - electric	1	380	380
6	Hole punch - manual - large	1	70	70
7	Hole punch manual - small	1	10	10
8	Paper guillotine - lever type A3	1	170	170
9	Notice board 1 x 1.5 meters	1	190	190
10	Photocopier	1	1,600	1,600
11	Two way radio - 4 station	1 set	1,900	1,900
12	Video plus television set	1 set	1,150	1,150
13	Crockery set	various	40	40
14	Camera 35 mm - 28mm to 115 zoom	4	90	360
15	Fire extinguisher	3	80	240
16	Safety/communications equipment	various	1,500	1,500
	Rounded subtotal			8,600

E Consumables

Group Item		Qty	Unit cost US\$	Total US\$
1	Various office stationery, fuel etc	various	7,500	7,500
	Rounded subtotal			7,500

Summary

A	Vehicles	53,400
B	Furniture	4,000
C	Information Comm. Equipt	12,800
D	Office miscellaneous	8,600
E	Consumables	7,500
	Rounded subtotal	86,300
	Add approx. 15 per cent	12, 945
	Rounded total	99,245

The items listed are those needed to support the international experts, national counterparts and some of the local technical experts. The equipment will be located in Mae Sot, at a location to be decided. Vehicles will be used exclusively by LHP staff in Tak and Mae Hong Son, housed securely, driven only by the designated driver and the LHP will assume responsibility for vehicle maintenance and repairs. The budget includes an allocation for operation, maintenance, insurance and repair of each project's equipment.

APPENDIX SEVEN: NGO Livelihoods Proposals

1. The American Refugee Committee
 - a) Micro-Enterprise Development project
2. ZOA Refugee Care
 - a) Strengthening of vocational training programme
 - b) Pilot Agricultural site in Tak province

These two NGOs completed proposals as requested. They are held by UNHCR and are being evaluated

APPENDIX EIGHT: Schedule of Reviews, Reports and Evaluation

	Action by	Description	Month In Year one	Month in Year two	Month In Year three	Post Program
Meetings	11.01	Management Committee	1 to 12	1 to 12	1 to 12	NA
Reviews	11.01	Tripartite	Mth 3 Mth 11	Mth 6 Mth 11	Mth 6 Mth 11	NA
Reports	11.01	Programme Coordination	3monthly	3monthly	3monthly	
Evaluations	11.011	External consultant		Mid term		ILO/ UNHCR Donor /Govt
Terminal	11.01	Tripartite members			Month 10	

APPENDIX NINE: Budget

The Budget for the Livelihoods Programme is divided as follows:

1. The budget that follows is cost of the LHP Unit which includes the Waged Employment Service Project (WESP). This is presented separately here as it has no direct link with an existing NGO. This is described by line item in **Section E** in the main document. Equipment and other support costs for the LHP Unit and the WESP are seen at **APPENIDIX SEVEN**. This total is estimated at US\$ **832,250**.

2. Budgets submitted to cover each of the Projects for the balance of the programme are limited to the following: ⁴⁰

a. The American Refugee Committee proposal to cover three camps in the area of Micro Enterprise Development totalling US\$ **1,720,930**.

b. The ZOA Refugee Care proposals for

- Strengthening Skills Development equipment, services, staff and infrastructure within seven camps to upgrade to focus on improving self reliance and income generation plus
- The piloting of agricultural training for increased self reliance in Mae La in Tak Province and at a second location to be determined in Mae Hong Son Province totalling US\$ **2,298,265**.

⁴⁰ These two NGOs completed proposals as requested. They are held by UNHCR and are being evaluated.

APPENDIX TEN: Preliminary Implementation Schedule

PRELIMINARY IMPLEMENTATION SCHEDULE

PROJECTS		IMPLEMENTING PARTNER	Year one				Year two				Year three				Year one
NUBER	TITLE		1	2	3	4	1	2	3	4	1	2	3	4	Total
One	LHP Coordination Unit	UN Agency	—	—	—	—	—	—	—	—	—	—	—	—	36
Two	Agriculture outside camps	ZOA Refugee Care	Mae La	—	—	—	—	—	—	—	—	—	—	—	36
					MH S	—	—	—	—	—	—	—	—	—	
Three	Agriculture inside camps	ZOA Refugee Care			—	—	—	—	—	—	—	—	—	—	36
Four	Skills development	ZOA Refugee Care			—	—	—	—	—	—	—	—	—	—	36
Five	Micro enterprise development	ARC				—	—	—	—	—	—	—	—	—	
Six	Waged Employment Service	UN Agency					—	—	—	—	—	—	—	—	15
Seven	Disabled services	Handicap International					—	—	—	—	—	—	—	—	30
Eight	Appropriate technology	To be advised						—	—	—	—	—	—	—	30
Shaded sections depict commencement quarter															

APPENDIX ELEVEN: Potential Implementing Partners

Non Government Organizations: Profile summaries.

1. American Refugee Committee International (ARC)

Mission statement: To work for the survival, health and well-being of refugees, displaced persons and those at risk, and seek to enable them to rebuild productive lives of dignity and purpose, striving always to respect the values of those served.

Objective: To improve health status of Karen and Burmese refugees

Activities:

- **Maternal Health:** comprehensive maternal health services (antenatal services, community care, attended delivery and postnatal care), reproductive health and family planning services.
- **Child Health:** child health clinics and immunization coverage for EPI and measles; coverage for women of reproductive age.
- **Community Health:** community health for families and training for health workers concerning endemic health problems, prevention of disease and health promotion; health outreach, community participatory activities and primary health care management.
- **Water and Sanitation:** potable water; access to latrines, waste and wastewater disposal and drainage systems; and disease vector control.
- **Clinical and Laboratory Services:** essential clinical care services, epidemiological HIS and ID services; laboratory services.
- **Gender Based Violence Prevention and Response:** training and awareness-raising of individuals, communities and groups on gender violence prevention, response, counseling and referral; training of counselors and linkage with key organizations.
- **Micro-Enterprise Development:** assessment and implementation of vocational training/micro-enterprise development services for refugees and community groups.

Sector(s)	Primary Health & Sanitation,
Refugee Camps:	Tak Province: Umpiem Mai and Nu Poh camps Kanchanaburi Province: Ban Don Yang camp
Funding Sources:	US Government
Potential/Actual collaborating partners:	AMI, COERR, HI, JRS, RTP, TOPS, Plus CBOs

2. Catholic Office for Emergency Relief and Refugees (COERR)

Mission statement: To alleviate the suffering of People-In-Need along the Thai-Burmese border, regardless of their nationality, religion or gender.

Objective: To proactively render appropriate humanitarian assistance services, particularly to Extremely Vulnerable Individuals (EVI's), that will enable them to live their lives with dignity and encourage them to be productive and caring members of their communities.

Activities:

- Community Services
- Relief Supplies
- Self-Help Activities/Vocational Training and Education supplies
- Monitoring of Separated Children
- Psychosocial Training & Child
- Protection
- Preservation of Traditional Arts through the Elderly
- Organic Agriculture Training & Production
- Community-based Waste Management
- Healing of memory groups

Sector(s)	Primary health & sanitation Education Gender
Refugee Camps:	<ul style="list-style-type: none"> • Kanchanaburi Province: Tham Hin, • Ratchaburi Province: Ban DonYang, • Tak Province: Mae La, Umpiem • Mae Hong Son Province: Mae La Oon.
Funding Sources:	<ul style="list-style-type: none"> • Caritas Denmark • Caritas Internationalis • UNHCR • UNICEF • MISSIO • Kindermissionwerks
Potential/Actual collaborating partners:	AMI, ARC,HI, JRC, JRS, MI, MSF, RTP, TOPS, WEAVE, WE/C, ZOA, Plus CBOs

3. Handicap International Thailand

Mission: To develop integrated mine action and disability programme for both refugees and surrounding communities through a sustainable approach.

Objective: To contribute to the improvement of the living conditions of Burmese refugees living along the Thai-Burmese border. The target group is trained to avoid impairment and physical disabilities due to landmines, unexploded ordinances (UXO), and other causes, and gains further autonomy and independence through the provision of physical rehabilitation treatments for people

with movement disabilities in general.

Activities:

- Provision of prostheses,
- provision of assistive devices
- Physiotherapy treatments,
- Awareness activities on disability issues and accessibility,
- Mine risk education,
- Development of local competencies and networks.

Sector(s)	Education
Refugee Camps:	<ul style="list-style-type: none"> • Mae Hong Song Province: Ban Nai Soi, Ban Mae Surin, Mae La Oon, Mae Ra Ma Luang • Tak Province: Mae La, Umpiem Mai, Nu Poh. • Kanchanaburi Province: Ban Don Yang • Ratchaburi Province: Tham Hin
Funding Sources:	<ul style="list-style-type: none"> • United Nations High Commissioner for Refugees (UNHCR), • European Commission’s EuropeAid, • European Commission Humanitarian Aid Office (ECHO) • Handicap International’s own funds.
Potential/Actual collaborating partners:	ADRA, COERR, IRC, JRS, SVA, TOPS, WEAVE, WE/C, ZOA. Plus CBOs

International Rescue Committee (IRC)

Mission: The provision of relief, protection and resettlement services for refugees and victims of oppression or violent conflict. IRC is committed to freedom, human dignity, and self-reliance. This commitment is reflected in well-planned resettlement assistance, global emergency relief, rehabilitation and advocacy for refugees.

Objective: To assist refugees, migrants, conflict-impacted populations and Burmese IDPs to meet essential needs and contribute toward their transition to sustainable development by implementing strategic programs and building capacities of local institutions.

Activities:

- Funding, capacity building, and technical support for community-based organizations providing health & education services to Burmese refugees, migrants and IDPs;
- Technical and material support, and training for the Karenni Health Department, implementing primary and community health services in the Karenni camps in Mae Hong Son;
- Providing primary & community health care and water and sanitation services in the Tham Hin Camp;
- Building community capacity to prevent and counter the effects of gender-based violence in the Karenni camps in Mae Hong Son;

- Funding for food and cooking fuel for camps in Mae Hong Son province, to the Thailand Burmese Border Consortium;
- Funding for refugee and migrant education activities, to World Education;
- Health service linkages and primary health care activities for migrants in Tak & Mae Hong Son province;
- Providing legal assistance to urban migrants/refugees and human rights capacity building of local NGOs.
- Advocating for protection and basic human rights of migrants/refugees in Thailand.
- Assisting persons seeking admission the United States as refugees.
- Operating an Overseas Processing Entity (OPE) to prepare and complete refugee applications for consideration and assist the US Government in the processing of such applications.
- Partnering with local community-based organizations, and coordinates with the Thai Government (particularly Ministry of Interior, Ministry of Public Health, National Human Rights Commission), the United Nations (particularly UNHCR, UNICEF, IOM and WHO), and with other non-governmental organizations through the Coordinating Committee for Services to Displaced Persons in Thailand (CCSDPT).

Sector(s)	Primary health & sanitation Education Gender
Refugee Camps:	Mae Hong Son Province: Sites 1& 2, Karenni Camps Ratchaburi Province: Tham Hin Refugee Camp Tak Province: Phop Pra and Umphang Districts Bangkok: Urban Migrant/Refugee Communities
Funding Sources:	Government (USAID & US State Department), ECHO, Stichting Vluchteling, UNHCR, UNICEF & various foundations & corporate donors
Potential/Actual collaborating partners:	ADRA, COERR, IRC, JRS, SVA, TOPS, WEAVE, WE/C, ZOA. Plus CBOs

Jesuit Refugee Service (JRS)

Mission: To accompany, serve and defend the rights of refugees and forcibly displaced people

Karenni Education Program (KnED) Mae Hong Son:

Goal: To develop the capacity of the Karenni Education Department to manage the education system.

Objective: To support the Karenni Education Program at all levels of management to ensure an educational system that is effective, sustainable and inclusive.

Activities:

- provide education services for teacher training, curriculum development, teaching materials, textbooks and a small stipend for teachers and the KnED staff.
- provide vocational training,

- provide special Education, capacity building and training for all levels of management. In
- conduct a system of home school liaison.
- Strengthening the capacity of the Karenni Education Department

Urban Refugee Program Bangkok:

Goal: To find a humane and sustainable solution for asylum seekers in urban areas, and to support their communities.

Objective: The Urban Refugee Program aims to assist asylum seekers by facilitating the Refugee Status Determination (RSD) process, and provides support during this procedure.

Activities:

- provide casework, legal assistance and emergency financial assistance to Burmese and non-Burmese asylum seekers and some vulnerable refugees who reside in Bangkok.

IDC Suan Phlu Bangkok:

Goal: To improve conditions in the IDC.

Objective: JRS assists those persons detained who do not have the documents or money required to be released and return home. While in detention, the objective is to take care of the detainees' health and living conditions.

Activities:

- contacts embassies, detainees' families and friends as well as airlines.
- processes requests for financial and extra administrative assistance for those who have been detained for over six months.
- distributes supplementary food
- provides medical care through its clinic in the IDC
- provides receive legal assistance and counseling.

Sector(s)	Education
Refugee Camps:	Ban Nai Soi and Ban Mae Surin
Funding Sources:	
Potential/Actual collaborating partners:	COERR, HI, IRC, WEAVE, WE/C, ZOA. Plus CBOs

Sectors:

- education,
- counseling,
- legal aid,
- emergency services
- medical services.

Refugee Camps:

Mae Hong Son:

Funding Sources:

Collaborating partners:

Thai Burma Border Consortium (TBBC)

The Thailand Burma Border Consortium, a non-profit, non-governmental humanitarian relief and development agency, is an alliance of NGOs, working together with displaced people of Burma. TBBC is a Company Limited by Guarantee in England and Wales.

Members include Christian Aid, UK • Christian World Service Australia • Church World Service, USA • DanChurchAid, Denmark Diakonia, Sweden, International Rescue Committee, USA • ICCO, Netherlands Norwegian Church Aid, Thailand Baptist Missionary Fellowship and ZOA Refugee Care Netherlands.

Mission statement:

To support internally displaced people and refugees by supplying humanitarian needs, strengthening self-reliance and promoting appropriate and lasting solutions in pursuit of dignity, justice and peace.

Objectives:

- To alleviate the suffering of the displaced people from Burma brought about by the ongoing conflict and to alleviate malnutrition and food insecurity and meet the primary physical needs for survival of women, men and children, in partnership with their community
- • To ensure that displaced persons will receive adequate availability and access to food to sustain life.
- • To ensure that the displaced will receive adequate shelter, cooking fuel and non-food items.
- • To ensure that a representative cross-section of the population (gender, religion, ethnicity) will participate in the design and implementation of the programme.
- • To coordinate all activities with other service providers.
- • To minimize any adverse effects which the presence of refugees might have on Thai communities.

Activities:

- Provision of basic food basket : rice, mung beans, cooking oil, salt, fish paste, blended food
- Support of Supplementary Feeding Programmes through CCSDPT Health Agencies
- Support of Nursery School lunches (Tak, MHS provinces)
- Nutrition education, monitoring and research
- Support of Food Security initiatives: CAN project – training, demonstration sites, seed distribution.
- Provision of shelter materials: bamboo, thatch, eucalyptus pole, nails, plastic sheeting.
- Provision of non-food items: blankets, bed-nets, sleeping mats, cooking fuel, clothing.
- Support of sarong weaving and stove making projects.
- Support and capacity building of camp management.
- Displacement documentation.
- Participation in CCSDPT/ UNHCR Protection Working Group.

Sector(s)	Food, shelter & relief. Gender
Refugee Camps:	Mae Hong Son Province; Ban Nai Soi, Ban Mae Surin, Mae La Oon, Mae Ra Ma Luang Tak Province; MaeLa, Umpiem Mai, Nu Poh Kanchanaburi Province; Ban Don Yang

	Ratchaburi Province; Tham Hin
Funding Sources:	Over 30 Donors. About 85% of funding is from the Governments of Australia, Canada, Denmark, Great Britain, Ireland, New Zealand, Norway, Sweden, Switzerland, The Netherlands and USA, plus the European Women’s Education for advancement and empowerment (WEAVE). ⁴¹
Potential/Actual collaborating partners:	COERR, HI, IRC, WEAVE, WE/C, ZOA Plus CBOs

Taipei Overseas Peace Service

Mission:

To provide humanitarian assistance, mainly education and child care, for displaced Burmese and local people affected by the influx of displaced populations and migrants who have fled from fighting or persecution from Burma.

Objective:

- To ensure that conflict-impacted ethnic children along the Thai-Burma border have an improved quality of child learning friendly environment and to meet their psycho-social development needs.
- To ensure that Displaced Burmese children and conflict-impacted ethnic children grow up in a safe and learning-friendly environment.
- To establish a comprehensive early childhood development system responds to national and local contexts and realities.
- To promote the sustainability of child care system by enabling the local community to manage and coordinate the program by itself.

Activities:

- Early Childhood Development Programme in Shelters.
 - In order to promote the project’s sustainability, the activities have been carried out in coordination with, and through, the community committees and local partners. The activities include capacity building, nursery teacher training, parents meeting, school nutrition, and curriculum development and so on.
- Social Service for EVIs programme in Shelters
 - TOPS supports the safe houses project and elderly services in shelters run by local partners. Include financial and advisory support, as well as delivering training.
- Childcare and Community Development Programme in Affected-Thai Villages.
 - TOPS supports the community-based schools and wider-related community development projects in border area by working closely with villages, Thai authority, and other related agencies.

⁴¹ See TBBC (2007), pp43-48

Sector(s)	Primary health & sanitation
Refugee Camps:	Mae Hong Son Province; Ban Nai Soi, Ban Mae Surin, Mae La Oon, Mae Ra Ma Luang Tak Province; MaeLa, Umpiem Mai, Nu Poh
Funding Sources:	
Potential/Actual collaborating partners:	ADRA, AMI, COERR, HI, ICS, IRC, MSF, SVA, WEAVE, WE/C, ZOA, Plus CBOs

Taipei Overseas Peace Service (TOPS) & Border Green Energy Team (BGET)

Mission statement: To build local capacity using new and renewable energy-efficient and appropriate technologies

Objective: To provide hands-on appropriate technology training and financial support to village innovators in ethnic minority areas both sides of the Thai/Burma border.

Activities:

- Training and installation of hybrid energy systems
- Training, installation and repair of solar home systems
- Feasibility studies to determine potential for mini hydro and ram pump electricity generation.

Sector(s)	Education
Refugee Camps:	Tak Province: Mae La, Umpiem Mai and Nu Poh camps Mae Hong Son, Mae La Oon, Mae Ra Ma Lunag
Funding Sources:	Private donors etc..
Potential/Actual collaborating partners:	TOPS, UNDP, UNHCR, ZOA, Plus CBOs

Women’s Education for Advancement and Empowerment (WEAVE)

Mission statement: To empower indigenous women, support their basic human rights, including the right to education, livelihoods and health care

Objective(s):

- To provide refugee women with safe employment and income,
- To supplement their diet with vegetables, fruits and meat,
- To deal with gender-based violence in the home
- To take on leadership roles in their ethnic organizations and communities.

Activities:

- Back-strap weaving

- Candle making paper making
- Embroidery
- Handicrafts
- Loom weaving
- Sewing
- Sewing - hand and machine
- Spinning
- Use of natural dyes
-

Sector(s)	Education Gender
Refugee Camps:	Mae Hong Son Province; Ban Nai Soi, Ban Mae Surin, Mae La Oon, Mae Ra Ma Luang Tak Province; Mae La, Umpiem Mai, Nu Poh
Funding Sources:	<ul style="list-style-type: none"> • Bernard van Leer Foundation - Netherlands • Terre des Hommes - Germany • American Jewish World Service • Global Fund for Women, • Private individuals • Canada Fund
Potential/Actual collaborating partners:	ADRA, COERR, HI, IRC, JRS, SVA, TOPS, TBBC, WE/C, ZOA, Plus CBOs

ZOA Refugee Care (ZOA)

Mission statement:

To provide relief to refugees, internally displaced persons (IDPs) and victims of disaster regardless of race, religion, social background as an expression of Christian compassion.

Objective(s):

Activities:

- Agricultural activities support
- Education services from primary to post secondary level
- Establishment of hybrid/solar energy systems through sub contract to BGET.
- Vocational Training services for post grade ten students, school drop outs, young adults and the physically handicapped
- Foreign language programmes in R English and Thai
- Repair of existing buildings & establishment of new education & training schools
- Strengthening the capacity of the Karen Education Department
- Support to the PAB community

Sector(s)	Education (and vocational training)
Refugee Camps:	Mae Hong Son Province;

