Context:

On 9 September 2013, the conflict between the Philippine Government Troops both from the military and police and the Nur Misuari faction of the Moro National Liberation Front (MNLF) occurred as the latter group held civilians hostage and attempted to siege the City Hall of Zamboanga City. Going on its third week, the conflict has caused the displacement of thousands, destruction of properties and loss of lives of people.

As of 25 September, the conflict has displaced 118,819 individuals or 23,794 households in fourteen barangays in Zamboanga City. Current reports from the Department of Social Welfare and Development (DSWD) indicate that there are an estimated 101,018 individuals inside and 10,508 outside evacuation centers.

As of now, there are around 14,000 people still left in the Grandstand IDP complex, with many more having been move to transitional shelters. Shift from emergency response to early recovery and rehabilitation for long term resettlement and reintegration is being focus at the moment by local government of Zamboanga with humanitarian partners and civil society organizations (CSOs).

Z3R or the Zamboanga City Roadmap to Recovery & Reconstruction was already in place and operating that focuses on shelter assistance, land acquisition, land development and rehabilitation of damaged infrastructure and others. However there is an absence of a similar blueprint for Internally Displaced Persons (IDPs) livelihood and economic development activities in 8 transitory sites (TS), 3 evacuation centers (EC) and permanent resettlement areas.

Thus, to answer the need, the livelihood summit was conceptual by Mr. Ben Aspera focal person of ILO, that will include the presentations; of USAID- Engage IDP Livelihood Study - A Study on the Economic Capacities and Preferred Livelihood of the Zamboanga City IDPs across Ethnicities - Ateneo de Zamboanga University (ADZU) Research Center done on August to October 2014. Community Planning Activity in all ECs and TSs with LGU, UNHCR (Participatory Rapid Community Enterprises Identification Process) done on November 18 & 19 2014. A Round Table Discussion on Livelihood - with the LGU, CSOs, Business Sector, Government Agencies done on November 22, 2014. UNDP, Hired of 5 Consultants for Agribusiness, Fisheries, Market Analysis, the Value Chain, Enterprise and Micro-Finance that will lead to craft the framework for IDPs Livelihoods and economic recovery.
The Livelihood Summit Conduct and Presentations

The program started at round 9:00am November 26, 20141 with the opening remarks from Mayor Maria Isabelle Climaco. Followed by solidarity messages from Maurice Dewaulf of UNDP, and Simon Hills of ILO, stating the main points on taking part in leading the early recovery for Zamboanga IDPs and embedding the principles of “Build-Back-Better” and “Decent Work” through rights based approached on restarting/rebuilding, intensifying, or diversifying IDPs Livelihoods. After the solidarity messages a walk through the program was done by Jane Bascar, Zamboanga City government overall lead for IDPs Early Recovery Cluster, presenting the of livelihood objectives as;
1. Generate inputs towards the crafting of the IDP Economic Resettlement and Development (IDP-ERD Framework)
2. Provide a venue for IDP and stakeholders’ participation in the crafting of the IDP ERD Framework
3. Propose programs to improve capacity, employability and opportunity matching for the IDPs
4. Propose a mechanism for a more effective coordination of all livelihood interventions
5. Agree on the roles and contributions of various stakeholders
6. Generate policy, strategy and program recommendations for IDP Livelihood Enterprises

The Livelihood summit expect from the participants; Active participation, Presence for the two-day activity and Clear and firm commitments on organization’s support towards IDP Economic Resettlement and Development Plan.

After the presentation of summit objectives and expectations, Engr. Rodrigo Sicat of Zamboanga City Government Planning Division present the current situation of Z3R, highlighting the status of Livelihoods². Figure 1, shows the IDPs statistics as of Nov. 21, 2014 and Figure 2, Z3R livelihood projects, beneficiaries and amount released.

Figure 1.

<table>
<thead>
<tr>
<th>IDP Statistics (ECs and TSs) as of November 21, 2014</th>
<th>Number of</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Joaquin F. Enriquez, Jr. Sports Complex (JFEJSC)</td>
<td>1,844, 10,129</td>
</tr>
<tr>
<td>2. Talon-Talon Elementary School</td>
<td>69, 344</td>
</tr>
<tr>
<td>3. Zamboanga City East West Central School</td>
<td>38, 226</td>
</tr>
<tr>
<td><strong>Sub TOTAL (EC)</strong></td>
<td><strong>1,951, 10,699</strong></td>
</tr>
<tr>
<td>1. JFEJSC Bunkhouses, San Jose</td>
<td>187, 1,108</td>
</tr>
<tr>
<td>2. Rio Honda Transitional Site</td>
<td>133, 827</td>
</tr>
<tr>
<td>3. Taluksangay Transitional Site</td>
<td>369, 1,800</td>
</tr>
<tr>
<td>4. Tulungatung Transitional Site</td>
<td>411, 2,386</td>
</tr>
<tr>
<td>5. Philippine Tuberculosis Society Inc. (PTSI)</td>
<td>108, 528</td>
</tr>
<tr>
<td>6. Masepla, Mampang Transitory Site</td>
<td>720, 3,771</td>
</tr>
<tr>
<td>7. Silsillah Dialogue Movement Property Transitory Site</td>
<td>22, 101</td>
</tr>
<tr>
<td>8. Buggoc TS</td>
<td>182, 1,078</td>
</tr>
<tr>
<td><strong>Sub TOTAL (TS)</strong></td>
<td><strong>2,132, 11,599</strong></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>4,083, 22,298</strong></td>
</tr>
</tbody>
</table>

Source: DSWD IX

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1 (see annexes for the details of the programme)

2 See attachments for the ppt presentation (RRS presentation-Livelihood Summit)
After the presentation of present status of IDPs, Ms. Apple Go of Zamboanga City Government Investment Promotion Services Office presented the investment priority plan of the city. She highlighted 4 priority areas of investment namely; Agriculture, Eco-Tourism, Power and ICT. After Investment priority plan, the study of Ateneo de Zamboanga on Economic Capacities and Preferred Livelihoods of Zamboanga City IDPs Across Ethnicities was presented. The objective of the study was across ethnic groups, the study will specifically aim to identify:

1. the current economic capacities of the IDPs that will enable them to sustainably rebuild their household economy;
2. the IDPs’ preferred and capacity for livelihood;
3. the livelihood opportunities in the permanent relocation sites; and
4. the IDPs economic capacity gaps that hinder the rebuilding of their household economy.

The method used for the study is qualitative and descriptive, using survey and focused group discussion and analysis of secondary documents. The following figures below shows the key findings of the study: (Figure 3a-3c).

Figure 3a: IDPs profile: education, age and employability

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3 See attachment ppt presentation on investment

4 See attachment ppt presentation on IDP Economic Capacities & Livelihood Study (USAID_ADZU)

Figure 3b: Daily household income of IDPs before and after the siege

**FINDINGS: DAILY HH INCOME (SUMMARY)**

* Median moved from 201-300 (before the siege) to 101-200 (NOW, at the EC/TS)

Figure 3c: Livelihood Opportunities Issues and Concerns on Relocations sites

<table>
<thead>
<tr>
<th>LIVELIHOOD OPPORTUNITIES</th>
<th>RELOCATION SITES</th>
<th>ISSUES AND CONCERNS</th>
</tr>
</thead>
</table>
| 1. Retailing (e.g. sari-sari store, carenderia, ukay-ukay, vending) | 2. Mariki  
3. Rio Hondo  
4. Sta. Barbara  
5. Sta. Catalina  
6. Mampang  
7. Tulungatung | 8. Need for capital and access to financing  
9. Need for a strategic area/space for retailing/entrepreneurial activities other than their homes |
| 2. Fishing | 1. Kasanyangan  
2. Mariki  
3. Rio Hondo  
4. Arena Blanco  
5. Mampang  
6. Taluksangay  
7. Tulungatung | 8. Need for equipment (vinta, motor, nets)  
9. Vinta licensing  
10. Opportunity to sell fish at a fair price  
11. Opportunity to do value-addition | 10. Skills/capacity building on financial management and exploring new products, opportunities and market |
| --- | --- | --- | --- |
| 3. Seaweed Farming | 1. Kasanyangan  
2. Mariki  
3. Rio Hondo  
4. Mampang  
5. Taluksangay | 6. Need for capital and access to financing  
7. Need for space  
8. Need for fair and transparent buying price  
9. Value-addition (moving from selling fresh, to dry, to selling by bulk, to processing) | 10. Skills/capacity building on financial management and exploring new products, opportunities and market |
| 4. Labor/ unskilled jobs (construction, sikad-sikad driving, porterage, charcoal making-Rio Hondo) | 1. Rio Hondo  
2. Sta. Barbara  
3. Sta. Catalina  
4. Mampang (Sikad)  
5. Taluksangay (Sikad)  
6. Tulungatung (Sikad) | 7. Need for skills trainings/short courses/Capacity-building to move from unskilled to skilled  
8. Need for basic documentation (e.g. birth certificate, clearances) to land a job | 10. Skills/capacity building on financial management and exploring new products, opportunities and market |

<table>
<thead>
<tr>
<th>LIVELIHOOD OPPORTUNITIES</th>
<th>RELOCATION SITES</th>
<th>ISSUES AND CONCERNS</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. Transport Services (e.g. motorized public utility)</td>
<td>1. Sta. Barbara</td>
<td>3. Need for equipment/capital (e.g. jeepney, motorbike)</td>
</tr>
<tr>
<td></td>
<td>2. Sta. Catalina</td>
<td>4. Need for proper documentation (e.g. license)</td>
</tr>
<tr>
<td>6. SMEs (e.g. barber shops, parlors, Spa, t-shirt printing)</td>
<td>1. Mariki</td>
<td>4. Need for capital and access to financing</td>
</tr>
<tr>
<td></td>
<td>2. Arena Blanco</td>
<td>5. Need for space</td>
</tr>
<tr>
<td></td>
<td>3. Tulungatung</td>
<td>6. Skills/capacity building on financial management and exploring new products, opportunities and market, business start up skills</td>
</tr>
<tr>
<td>7. Livestock Raising</td>
<td>1. Mariki</td>
<td>3. Need for capital and access to financing</td>
</tr>
<tr>
<td></td>
<td>2. Mampang</td>
<td>4. Need for space</td>
</tr>
<tr>
<td>8. Employment with canning industry</td>
<td>1. Tulungatung</td>
<td>2. For qualified/skilled IDPs only</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3. Need for complete pre-employment documents</td>
</tr>
</tbody>
</table>

Other concerns and issues according to study are **Education**- lack of classrooms or increase number of students per class, especially in the high school level. **Health**- the common concern is the lack of medicine which may be further experience with the transfer of the IDPs in their area, and the lack of health personnel. **Peace & order, governance and security**- the major challenge for most of the permanent relocation sites is the problem concerning drugs (shabu) pushing, selling, which are rampant. **Environment**- the major challenge at present is waste management. The key stakeholders anticipate that this problem may worsen with the transfer of the IDPs in the relocations sites. **Basic Social Services**- scarcity of water. **Out of school youth**- increase in number, thus, the need for educational scholarship and skills training.

The study concludes and recommends the following:
Conclusions
- The majority of IDPs households do not have the capital, space to rent/own for their businesses, equipment and the right social capital to sustainably rebuild their household economy. But they claim to have the skills to pursue the livelihood they prefer;
- Among their preferred livelihood include retailing, fishing, seaweed farming and labor-based livelihoods;
- These types of livelihood are also available in most of the identified permanent relocation sites

Recommendations:
Value chain analysis (e.g. fishing, seaweed farming), improving IDPs’ economic benefits from their products. Safeguard the interests of small-scale fishers and seaweed farmers by making pricing more transparent. Entrepreneurial Skills: Financial literacy and management, exploration of new markets and new products, product value addition. Intervention on the IDPs’ Level of EDUCATION, Address basic social services gaps, security/peace and order and other issues faced by identified relocation sites. Registration (e.g. birth certificate, marriage certificate, SSS, PhilHealth, TIN, Police and NBI Clearances), Special Focus should be given to the Child-headed (0.5%) and the elderly-headed households (9.2%)

For Sea-Based Livelihood (e.g. seaweed farming, fishing): Use of sustainable natural resources. Strict implementation of rules and regulations on illegal fishing. Facilitate Permitting Processes (e.g. boat licensing, BFAR Registration of Seaweed Farm Locations).

Livelihood interventions may take a holistic approach by strengthening the following: access to capital and access to market. Social capital including quality of community life (e.g. security, averting illegal activities, peace and order), Entrepreneurial values that are essential to successful entrepreneurs Knowledge, skills/capacities of IDPs and linking socio-cultural practices and traditions.

After the presentation of the USAID ADZU study on IDPs Livelihoods, it was turnover to the city government and Mayor Ma. Isabelle Climaco receives it enthusiastically. After the photo ops and symbolic turn-over of the study, there was an open forum on the presentations. One significant issue that was raise during the open forum was from IDP, a tribal leader named Mr. Nasir A. Ismula on the issue of no built zone in Brgy. Mariki, according to him it is an ancestral domain. However, Engr. Sicat replied that they did their research and found out that it has no certificate from National Commission on Indigenous People (NCIP) claiming that it is an ancestral domain.

In the afternoon, presentation from USAID-ENGAGE on overview of community planning through participatory rapid community enterprises identification process, then an introduction of IDPs community leaders and presentation of their outputs. The objective of community planning is for IDPs to identify their desired livelihood and economic development interventions. With technical inputs from UNDP and ENGAGE economic planning consultants and with the help of the Community Planning Teams, IDPs are able to evaluate their proposed interventions based on viability criteria and identify gaps and needs in terms of human resources, capitalization, machineries and technology and space. Below figures 4a-4c shows the participants of the said community planning:
Figure 4a: participants and areas covered (IDPs) Figure 4b: IDPs by gender

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5 See attachment ppt on SUMMIT Community Planning Presentation


7
PARTICIPANTS

166 IDPs from the following areas:
- Grandstand Zones A, B, C and D
- Talon-Talon TS
- Tulungatung
- Taluksangay
- Masepla, Mampang
- Silsilah
- Rio Hondo
- Buggoc
- PTSI Calarian

Figure 4c: Participants by Ethnolinguistic Group

<table>
<thead>
<tr>
<th>Ethnolinguistic Group</th>
<th>% to Total Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tausug</td>
<td>65.20</td>
</tr>
<tr>
<td>Sama</td>
<td>17.20</td>
</tr>
<tr>
<td>Visaya</td>
<td>9.30</td>
</tr>
<tr>
<td>Badjao</td>
<td>4.10</td>
</tr>
<tr>
<td>Chavacano</td>
<td>1.20</td>
</tr>
<tr>
<td>Bicolano</td>
<td>0.80</td>
</tr>
<tr>
<td>Bangingi</td>
<td>0.55</td>
</tr>
<tr>
<td>Subanen</td>
<td>0.55</td>
</tr>
<tr>
<td>Yakan</td>
<td>0.55</td>
</tr>
<tr>
<td>Tagalog</td>
<td>0.55</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

After the overview of the process of the community planning, each community leaders presented their outputs. In summary, according to them they preferred their traditional livelihoods or the livelihoods that they had before the siege. There are 3 distinct livelihoods coming from the IDPs presentations, these are:
1. Fishing Livelihoods, traditional fishing of Sama/Bangingi tribe and Sea weeds farming.
2. Vending/Trading/Retail Livelihoods (sari-sari store, food carts, carenderia, micro businesses such cellphone/accessories trading and retailing).
3. Transportation Livelihoods (pedicab, habal-habal/motorcycle and tricycle drivers).

In addition, all community leaders’ presentations cost of their preferred livelihoods is Php 10,000.00 to Php 20,000.00. Implying that they are open and willing to take cash provision.

After the presentation of IDPs, there was an open forum, questions and suggestions from interested groups, humanitarian agencies came up. Highlights of open forum are following:

Suggestions:
- clustering and integration of skills and assets to create and form new or diversified livelihoods for a long term program.
- form cooperatives or organization to access easily the government agencies program and assistance and for a greater impact of development.

Concerns:
- IDPs needs an immediate income for their daily needs for survival.
- it is more a year and they are still in transitory sites and evacuation centers,
IDPs responded that they are open to new skills and livelihoods and opportunities that can build back better and resilient livelihoods. After the forum UNDP consultants presented their recommendations on
Agri-business, aqua fishery, enterprise development and value chain presentations. According to them it will take 6 - 7 months transition from ECs and TCs to permanent. The approach of their recommendation is a bottom-up considering all aspect of IDPs situation in ECs and TCs. Highlights of their presentation:

**Agribusiness**
- Early Recovery Livelihood Resettlement Projects
  - Backyard vegetable gardening (fruity and leafy)
  - Poultry Raising (Improved-Native Chicken)
- Medium-Term Livelihood Development Projects
  - Organic Farming on High Value Vegetable Crops
  - Organic Fertilizer Production (Vermicomposting)
  - Backyard Livestock (Small Ruminants) / Poultry (Improved Native Chickens) Production (Cage)
  - Duck Raising / Balot and Salted Egg Production
  - Abaca Textile Weaving and Handicrafts

**Aqua Fishery**
- Early Recovery (Short – Medium Terms for Individual IDPs)
  - Commercial and sustenance Fishing
  - Octopus Fishing
  - Squid Fishing
  - Blue Swimming Crabs and Red Crabs Fishing
  - Hooks and Lines Fishing (Pelagic and Benthos Fishes)
  - Set/Drift Gill Net Fishing (Pelagic and Benthos Fishes)
- Medium – Long Terms for Organized/Team of IDPs
  - Seaweeds Farming / Nursery
  - Floating Cages
  - Fish Pen
  - Aquasilviculture
  - Ring Netters
  - Purse Seiners

**Value Chain and Enterprise Development**
- Early Recovery at TCs and ECs
  - Retail businesses inside or outside the EC/TS ... bigger markets outside the EC/TS
  - Provide interested male IDPs with training on fish and seaweeds drying and smoke fish production;
  - Provide interested female IDPs with training on mat and abaca weaving and dyeing as well as yakan cloth to enhance their weaving skills.
- Medium-term IDP Economic Development
  - Fish Processing
  - Seaweeds: Uses of Carrageenan; food and beverage, personal care, pharmaceutical, printing, textile and other essential industries.
  - Duck Raising: Provides employment and income-generating opportunities for IDPs. Philippines is already exporting processed duck products including salted eggs to Kuwait, Saudi Arabia, Bahrain, & Trust Territory in the Pacific Islands.

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*See attachment ppt presentations of UNDP consultants (Agribusiness Dr Ducanes; Aqua-Fishery Sector; Enterprise Dev and Value Chain Ms. Pamaran)*
-Mat Weaving: Sell to domestic or/and foreign markets through the help of DTI & Business Sector. Training to enhance skills & product quality to be provided by TESDA, NCIP, NCMF
-Abaca Weaving: Let’s help create demand for domestic/foreign markets, Provide training to enhance skills (TESDA, NCIP, NCMF).

Moreover, UNDP consultants added that it is necessary to, put up a trading center in each permanent settlement site where the products of the IDPs will be sold; DTI , business sector and other concerned organizations/individuals will help in marketing the products - domestic and foreign markets; Put up a Pasalubong Center, a one-stop shopping center, at a very strategic area in the City where customers can find the different products of the IDPs, inmates and ZC barangays. Products will bear the name of the barangay, contact person and number. A pasalubong Center where there is a One-stop-shopping center at strategic area where products of IDPs/ inmates/ ZC barangays could be displayed and marketed.

After the presentations of the consultants an open forum to further clarify the presentation, highlight of it is a question from a representative of an INGO asking why until now IDPs in TSs and ECs suffer malnutrition and poverty, that creates a slight tension and murmurs coming from the participants of the summit.

The 2nd Day of the summit started at around 9am with preliminaries and recapitulation of the first day. Then followed by introduction of key note speaker, Prof. Francisco Bernard0 III, he presented how to create wealth and alleviate poverty through right attitude and strategy in enterprise development. Right after his presentation, there is an open forum for clarifications and questions, but no one raised and asked.

After the key note speaker, private sector mostly coming from canning industries, (12 companies in the Zamboanga City), 5 were there and presented their companies alternately, then open forum followed. Highlights of their presentation are during the open forum are they need and can accommodate 10,000 workers for their operation, given that applicants particularly the IDPs have the necessary legal requirements or documents and passed the companies qualification. However, since fishing season is closed they will start hiring on January or some will be on March 2015. They are willing also to partner in terms of pre employment activities for IDPs. Some concern was raised by IDPs especially one of it is the transport cost going to these canning companies since the location of their TSs and ECs were far from the companies and it is an additional expense for IDPs.

In the afternoon of presentation from government agencies available program and assistance were presented. DOLE, DA, BFAR, DSWD and DTI representatives were there and presented their agencies programs.

DOLE presented the program on Integrated Livelihood Emergency Employment Program (DILEEP), having 2 components KABUHAYAN; a grant assistance for capacity-building on livelihood and entrepreneurial ventures for vulnerable and marginalized workers. And TUPAD; a community-based (municipality/barangay) package of assistance that provides emergency employment for displaced IDPs.

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7 See attachment ppt presentation (Key Note Presentation_Zamboanga IDP)
workers, underemployed, and unemployed poor, for a minimum period of 10 days, but not to exceed a maximum of 30 days, depending on the nature of work to be performed.

DA assistant regional director also shared their programs on provision of corn seeds and technical assistance through city agriculture office.

BFAR regional director, expressed that his office, BFAR Region 9, have a budget of 5 Million Pesos for mangroves planting in an identified coastal areas, and organization of IDPs can benefit this program and an opportunity to earn income.

DSWD representative also share that there office is open for proposal coming from organization and IDPs organization are a priority to access sustainable skills trainings for livelihoods.

DTI representative also share that their office welcomes organized or group accredited by the city or SEC can access their programs like shared facilities on Micro-Small-Medium-Enterprises Development, especially on the 6 champion products of Zamboanga.

After the government agency presentations and sharing, the UNDP consultants presented their conceptual framework for IDPs Livelihood Rehabilitation and Recovery. Figure 5-7 below shows the IDP Economic Resettlement and Development Plan strategy presented by the UNDP consultants in crafting the final framework Figure 5.
Figure 6: Integration four components of Livelihoods to Z3R IDPs Economic and Resettlement and Development Plan

Figure 8: Structure for Implementation of the framework (Micro Enterprise Development Office is still to be formed/created under resolution from the city counsel)

UNDP consultants expressed that having time constraint before the Livelihood Summit, they are not able to finalize the framework for livelihood component for Z3R, their commitment is to have it by Report on Livelihood Summit Nov 26-27, 2014
December 15, 2014. They are open for suggestions and collaborations from interested organizations and stakeholders to come up an integrated framework.

The Livelihood Summit ended with a symbol signing of pledge of commitment of Humanitarian Agencies, INGOs, Government Agencies and Private Sector.

**Gaps, Findings and Analysis**

1. At the moment there is no Framework for Livelihood Cluster and Operationalization of that framework is still missing, resulting to stand alone projects, programs and activities (PPAs) for IDPs Livelihood rehabilitation and recovery and putting on the sideline the focus of employment generation and decent work principles.

2. The Livelihood cluster lead is riot able to design a coordination mechanism and monitoring of the PPAs from different members (Humanitarian Agencies, Government Agencies, l/NGOs and Private Sectors) of the cluster.

3. The ADZU study is a good material for baseline data on IDP livelihoods, however came up late, and does not capture the skills inventory clearly. A need to review the profiles and thorough analysis on the Human Assets of IDPs is necessary to match the demand in the market and availability jobs within Zamboanga city, presented by the private sectors.

4. Community Planning Activity is not that vivid, it does not capture the needs and opportunities for IDPs in TSs, ECs and Permanent Resettlement Sites. The representation of community leaders that presented in the Livelihood summit needs to be validated; Ethnoliguistic and Cultural consideration is major issue that needs to be address in order to come up an inclusive livelihood PPAs.

5. There is no clear time frame of how the whole process of transition from TSs, ECs to Permanent Resettlement.

**Recommendation**

1. Work out the integration of Decent Work agenda and Build Back Better Principle with UNDP consultants, particularly on the Formal Employment component in framework. Initiate activities for immediate response to IDPs focused on labour employment and decent work agenda through pre-employment seminars and partnership with government agencies such as referral system, social protection.

2. Introduction of coordination mechanism to the cluster lead (Office of City Agriculturist) especially using the reporting template to monitor and take stock of the PPAs of members of the cluster.

3. An inventory of skills of IDPS is needed with a clear focus on targeting age bracket, gender and other cross cutting issues, particularly the home base.
4. Consultation meetings and Klls with tribal chief/leader, and community leaders is needed to have a clear understanding of cultural differences and to come up with comprehensive and inclusive PPAs for IDPs Livelihood.

5. Come up with a clear time frame of transition, considering the needs of IDPs (Immediate, Medium and Long Term) interventions in Livelihoods.

Next Steps:
1. Cluster Member Meetings and introduction of reporting template and coordination mechanism (TBC with Cluster lead – first week of Dec)

2. Courtesy Call to the Mayors Office

3. Job fair of DOLE-Dec 8, 2014

4. Joining the caravan/ocular visits to all TSs and ECs organized by UNDP and city government (TBC with UNDP- first week of dec)

3. Consultation meetings with stake holders (NGAs, I/NGOs, Humanitarian Agencies and Private Sectors)

4. Organizing an event in partnership with (possible: ADZU, WMSU, ZAVIDA, City Government) on call of proposal on livelihoods focus on IDPs employment, an ILO lead activity – tentative date Jan 10,2014 (concept paper to be followed)