"Demining and Increasing the Border Surveillance Capacity at the Eastern Borders of Türkiye – Phase III"

Mid-Term Evaluation Report Executive Summary

Jo Durham 6 September 2022

Project information								
Project/outcome title "Demining and Increasing the Border Surveillance Capacity at the								
	Eastern Borders of Türkiye – Phase III"							
ATLAS ID	00126280							
UNDCS Outcome and CPD	UNSDCF 4.1: By 2025, governance systems are more transparent,							
Output	accountable, inclusive, and rights-based, with the participation of							
	civil society; and judicial services are improved in quality.							
	CPD Output 4.1.3 Capacities enhanced for integrated border							
	management and security sector reform fully compliant with							
	international standards.							
Country	Türkiye							
Region	Eastern and South-Eastern Regions of Türkiye							
Date Project document	07.12.2020							
signed								
	Start	Planned End Date						
Project Dates	01.01.2021	21.01.2023						
Total Committed Budget	20.671.000 Euro (and additional 2.121.000 Euro co-financing with a							
	separate contract by the Government of Türkiye)							
Project expenditure at the	USD 11,212,181.59							
time of evaluation	* including the expenses from the fund of the Government of							
	Türkiye							
Funding Source	European Union through the Instr	rument for Pre-Accession						
	Assistance (IPA II) and Governmen	nt of Türkiye						
Implementing Party	Turkish Mine Action Centre, Minis	stry of National Defence						
	Evaluation Information							
Evaluation type	Project Evaluation							
Final/midterm review/	Mid-term Evaluation							
	Start	End						
Period under evaluation	01.01.2021	31 August 2022						
Evaluators	Joanne Durham							
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	Start	Completion						
Evaluation Dates 31 March 2022 9 September 2022								

List of Abbreviations

Abbreviation	Description						
АРМВС	Anti-Personnel Mine Ban Convention						
СС	Clearance Contractor						
CPD	Country Programme Document						
CSO	Civil Society Organisation						
DEUA	Directorate for European Union Affairs						
DoA	Description of the Action						
EBMCS	Eastern Border Mine Clearance Standards						
EC	European Commission						
EO	Explosive Ordnances						
EU	European Union						
EUD	Delegation of the European Union to the Republic of Türkiye						
GICHD	Geneva International Centre for Humanitarian Demining						
НТНА	High Threat Hazardous Area						
IBM	Integrated Border Management						
IED	Improvised Explosive Device						
IMAS	International Mine Action Standards						
IMSMA	Information Management System for Mine Action						
IPA	Instrument for Pre-Accession Assistance						
LTHA	Low Threat Hazardous Area						
МСС	Mine Clearance Contractor						

Mine Detection Dog(s)
Ministry of Interior
Ministry of National Defence
Mine Risk Education
National Development Plan
National Mine Action Standards
Non-Technical Survey
Non-Technical Survey Contractor
Operational Working Group
Quality Assurance
Quality Control
Quality Management
Quality Management Contractor
Request for Proposals
Result Oriented Monitoring
Sustainable Development Goal
Standard Operating Procedure
Technical Assistance Team
General Directorate of Agricultural Enterprises
Theory of Change
Technical Survey
Turkish Mine Action Centre

UNDP	United Nations Development Programme
UNSDCF	United Nations Sustainable Development Cooperation Framework for Türkiye covering the period of 2021-2025
UXO	Unexploded Ordnance

Executive Summary

Introduction

This report presents the findings of a mid-term evaluation of the European Union (EU) funded "Demining and Increasing the Border Surveillance Capacity at the Eastern Borders of Türkiye — Phase III" project (the Project), contracted by the Delegation of the European Union to the Republic of Türkiye (EUD). The EU funding is provided by the Instrument for Pre-Accession Assistance (IPA), which provides financial and technical assistance to the Turkish Government to help convergence with EU rules and standards. The Project is implemented by the United Nations Development Programme (UNDP) under its Inclusive and Democratic Governance Portfolio. The end beneficiary is the Turkish Mine Action Centre (TURMAC which is under the Ministry of National Defence (MoND). A Project Board has been established and is chaired jointly by the (UNDP), the (TURMAC) and EUD. Other board members include representatives of the Presidency Strategy and Budget Office, EU Directorate of the Ministry of Foreign Affairs, and Department of EU Affairs and Foreign Relations of the Ministry of Interior (MoI). Project implementation is supported by the UNDP Technical Assistance Team (TAT), composed of local and international experts and administrative support staff.

The Project supports Türkiye's efforts to reform border management and extends the EU funded "Socio-economic Development through Demining and Increasing the Border Surveillance Capacity at the Eastern Borders of Türkiye Phase I and II" projects, also implemented by UNDP with the end beneficiary TURMAC. UNDP and TURMAC therefore had an effective and collaborative relationship established at the start of Phase III. In support of strengthened border management, the Project conducts humanitarian demining and Non-Technical Survey (NTS) along Türkiye's eastern border regions, releasing land infested with landmines laid mainly by Turkish authorities between 1984 and 1999 as a border security measure. In Phases I and II, approximately 45,600 anti-personnel mines were destroyed and 4.7 million m² of land along a 34 km stretch of the eastern border released.

Demining, complemented by NTS, which identifies, marks and records hazardous areas and cancels or updates existing minefield records will enable the construction of a modular wall along the border which will form part of a more modern and humanitarian integrated border management (IBM) system and will help reduce irregular migration and illegal border crossings. The Project will also assist Türkiye meet its commitments under the Anti-Personnel Mine Ban Convention (APMBC), to which Türkiye has been a party to since 2004. The released land may also to be used for socio-economic development.

The UNDP provides some of the programmatic and technical assistance necessary to support TURMAC effectively and efficiently conduct its oversight and management roles and ensure the work of mine and NTS clearance contractors meets the required standards. Unlike Phases I and II, the Project also engages with civil society organisations (CSOs) so they can deliver Mine Risk Education (MRE) to communities likely to be exposed to landmines. The Project is conducted in the provinces of Ardahan, Kars, Iğdır, and Ağrı. While the human resource costs of the NTS and materials developed for mine risk education are covered by the EU contribution, the NTS is implemented under a separate agreement between UNDP and the Government of Türkiye. The mid-term evaluation assesses activities implemented under the Project to date, and the extent to which they are contributing to expected results and objectives. Lessons learned and recommendations from the evaluation are expected to inform the remainder of the Project and planning for a potential Phase IV Project.

The Project contributes to the following United Nations Sustainable Development Cooperation Framework for Türkiye covering the period of 2021-2025 (UNSDCF) and Country Programme Document (CPD).

UNSDCF 4.1: By 2025, governance systems are more transparent, accountable, inclusive, and rights-based, with the participation of civil society; and judicial services are improved in quality.

CPD Output 4.1.3 Capacities enhanced for integrated border management and security sector reform fully compliant with international standards.

The Project supports the Sustainable Development Goals (SDGs) targets:

SDG Target 16.1: Significantly reduce all forms of violence and related death rates everywhere and

SDG Target 16.6: Develop effective, accountable and transparent institutions at all levels.

Funding for the Project is 20.671.000 Euro, with 2.121.000 Euro¹ Turkish co-financing and consists of two separate contracts. The Project is for 24 months (End Date: 21 January 2023).

Project components and expected outputs are:

¹ Adjustments changed during the project based on exchange rate with US dollars, refer to Further Prefinancing Payment Ref: Contract No: IPA/2020/421-254 – Demining and Increasing the Border Surveillance Capacity at the Eastern Borders of Turkey – Phase 3, July 2022

Component 1: Clearance of up to 4.2 million m² of land (Expected result: Up to 4.2 million m² of territory cleared).²

Component 2: Capacity building activities for TURMAC (Expected result: Capacity building activities for TURMAC staff delivered).

Component 3: Mine Risk Education and awareness raising activities (Expected result: Mine Risk Education and awareness raising activities delivered).

Component 4: Non-Technical Survey (NTS) (Expected result: NTS conducted on a minimum of 3,502 minefields).

Evaluation objectives, purpose and scope

The overall purpose of this mid-term evaluation is to evaluate the expected results and specific objectives achieved against those stated in the Project Document and Description of Action, until mid-term of the project duration. The evaluation has the following specific objectives:

- 1. To measure to what extent the Project has contributed to solve the needs identified in the design phase.
- 2. To measure the Project's degree of implementation, efficiency and quality delivered on expected results (outputs) and specific objectives (outcomes), against what was originally planned or officially revised.
- 3. To measure the project contribution to the objectives set in the UNDP Country Program Document (CPD), the United Nations Sustainable Development Cooperation Framework for Türkiye covering the period of 2021-2025 (UNSDCF), 11th National Development Plan of Türkiye (NDP) and SDGs, along with strategic plan of MoND, Presidential Annual Programme(s), as well as EU acquis chapters.
- 4. To assess the compliance of project activities with international and national mine action standards (NMAS).
- 5. To assess both negative and positive factors that have facilitated or hampered progress in achieving the Project outcomes, including external factors/environment, weakness in design, management and resource allocation.
- 6. To assess the extent to which the application of the rights-based approach and gender mainstreaming are integrated within planning and implementation of the Project.

² As of 29 April 2022, 471,161 m² has been cleared with four minefields handed over.

7. To generate substantive evidence-based knowledge by identifying best practices and lessons learned that could be useful to other development interventions at national (scale-up) and international level (replicability), and to support the sustainability of the Project along with its components.

Evaluation approach

The evaluation methodology was informed by UNDP's conceptual framework for institutional capacity, which focusses on functional and technical capacities.³ Evaluation methods were primarily qualitative and included semi-structured interviews, observation and document review. Where available, quantitative data was reviewed. The analysis used inductive and deductive processes to address the evaluation questions.

Evaluation findings

The evaluation findings are summarized here under relevance, effectiveness, efficiency sustainability and cross-cutting issues.

Relevance

The Project leverages UNDP's role in the coordination and implementation of the Agenda 2030 and the Sustainable Development Goals (SDGs) as well as its global and national expertise on mine action. The Project is also relevant to UNDP's support to the Government of Türkiye with the implementation of the 11th National Development Plan, 2019-2023, (NDP) under Objective 2.5 Rule of Law, Democratization and Good Governance. Article 773 of the NDP states for example, that border security will be increased on land and at sea through developing the technological and physical infrastructure needed for an IBM system. This is consistent with the National Programme for the Adoption of the Acquis, and Chapter 24 of the National Action Plan for EU Accession (January 2021-December 2023), the National Programme for the Adoption of the Acquis, and Chapter 24 of the National Action Plan for EU Accession (January 2021-December 2023) and EU Regulation No 231/2014 of the European Parliament and of the Council (11 March 2014) that established an Instrument for Pre-accession Assistance (IPA II). The IPA II indicates EU financial assistance shall pursue improving law enforcement and border management, including migration flows.⁴

³ UNDP Capacity Assessment Methodology User's Guide (2008).

⁴ Regulation (EU) No 231/2014 of the European Parliament and of the Council of 11 March 2014 establishing an Instrument for Pre-accession Assistance (IPA II), Article 2.1 (a) (vii), https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/pdf/financial_assistance/ipa/2014/231-2014_ipa-2-reg.pdf

The rationale underpinning the Project, its design, methods, results framework and outputs are logical

and overall objectives are relevant. The four components each contribute to measurable progress

towards APMBC compliance and areas of activity are relevant to the national priority of securing

Türkiye's eastern borders. The training provided to TURMAC was relevant to building an effective

mine action coordination body but focused primarily on technical rather than functional skills

The Theory of Change (ToC) and associated assumptions are mostly logical. However, "missing

connections", or theories about how change will occur for individuals, groups and/or communities

based on outputs and outcomes make evaluating the credibility of the ToC difficult. Output and

outcome indicators could include for example, the expected results of MRE. Such as, increased

confidence in recognizing mined areas, or in areas where there may be improvised explosive devices

(IEDs), the ability to explain where IEDs tend to be used in the affected area. The outcome could also

include reference to improved border security.

Effectiveness

Overall, the Project management and implementation processes are effective. The management

structure, quarterly board meetings, the UNDP TAT and the Operational Working Group (OWG)

meetings all ensure constant communication and iterative problem solving at all levels of the

Project.

Component 1:

Expected result: Up to 4.2 million m² of territory cleared.

Current status: 691,775 m² have been cleared and 269,000 m² released

The processes and outputs of demining are effective, of high quality and consistent with National Mine

Action Standards (NMAS) and the Eastern Border Mine Clearance Standards (EBMCS), verified through

a review of the Quality Management Contractor (QMC) reports. Progress however has been delayed

due to COVID-19 restrictions. COVID-19 for example, delayed the importation of the Mine Detection

Dogs (MDDs), used for verification of manual clearance, and a requirement for handover of released

land to the TURMAC, by five months. Further, on arrival, the MDDs needed additional training and

accreditation, creating additional delays. Additionally, in Doğubeyazıt part of the border road has been

built over Clusters of 18 DM11 and/or M2 mines with 24 of the minefields to be cleared having areas

that remain on the Iranian side of the wall with a total of 151,117 m² to be processed. In some areas

this will require temporarily removing part of the modular wall in total 32 wall parts. At the time of

the evaluation, options of the most effective and efficient way to do this and how this would be funded

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were being deliberated. The delays caused by COVID-19 and processing the areas on the Iranian side of the border wall mean an extension may be necessary to complete the work but will be somewhat

dependent on the length of the demining season.

Component 2:

Expected result (R2): Capacity building activities for TURMAC staff delivered.

Current status: ongoing, six training completed

Capacity building initiatives have focused on further developing critical technical skills and were agreed in discussion between UNDP and TURMAC. Training courses conducted were technical survey, MDD training and accreditation, quality management (QM) through Lead Auditor Training, and

Information Management Core User Training.

Component 3:

Expected result (R3): Mine Risk Education and Awareness Raising Activities delivered.

Current status: ongoing, MRE materials produced, CSOs identified for the delivery of MRE sessions

An MRE training strategy has been developed and risk education materials produced. After mapping potentially suitable CSOs, a list of 18 CSOs were provided to TURMAC in March 2021. Two of these CSOs attended a workshop in July 2021. Due to delays in contracting the training, accreditation and CSO delivery of MRE had not started by the 30th June 2022. Recently, however, government approval of the selected CSOs was provided with contractual arrangements expected to be finalized mid-September. If the training and accreditation are completed once contracts are signed it is possible the MRE sessions in the 14 priority areas in Hatay, Kilis, Gaziantep and Şanlıurfa will be undertaken within

the Project timeline.

Delays in contracting the CSOs relate partly to the cancellation of a planned baseline Impact Assessment, due to few landmine injuries involving civilians (between 2016 to 3 June 2022, 247 of the 400 recorded landmine incidents occurred to males in military service, 40 were males on police duty, one a Gendarmerie and one mine action officer). Another reason for delays in contracting CSOs is lack of familiarity within MoND/TURMAC of working with CSOs. Much of the proposed work is also in sensitive border areas and there is not a tradition of military and CSOs working together in these areas, delays could have been anticipated and the additional time allowed.

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Component 4:

Expected result (R4): NTS conducted on a minimum of 3502 minefields.

Current status 1,736 minefields under process, 591 reports finalized

Provinces included in the NTS include: Hatay, Sanliurfa, Van, Gaziantep, Şırnak and Hakkari provinces. At the time of the evaluation, NTS operations were ongoing in Şırnak and Hakkari provinces. Staff deployed by the Non-Technical Survey Contractor (NTSC) had limited practical experience of NTS, reducing efficiency at the beginning and early NTS reports may have missing information. Effective communication, cooperation, and flexibility however between the UNDP, TURMAC and the NTSC ensured a more rigorous process was applied with the NTS reports providing critical information for effective and efficient planning. A constraint for the NTS teams has been missing information about the locations of some minefields, especially in Hakkari and Şırnak. It is expected the field work will be completed by the Project end date, but further work compiling reports will still need to be completed.

Efficiency

Overall, the Project management and implementation processes have ensured Project implementation is efficient and Project funding and resources are well-aligned. An important factor in efficiency is the Project being two years instead of three as initially planned. The two-year timeframe for a Project of this scope and given the climatic and environmental conditions was generally considered to be very short. Starting the procurement process for the MCC, NTSC and QMC before the signature of the Grant Agreement also helped to ensure an efficient and timely contracting process.

Component 1: The Project applies efficient demining processes and deploys resources efficiently. For example, while the MDDs were initially going to be used only for post-clearance verification, where appropriate, they have been used to set up access lines, thereby increasing efficiency.⁵ It is unclear as to whether employing international deminers rather than Turkish deminers would be more efficient but this alternative should be considered as there are only a few trained Turkish deminers. Funding has been disbursed based on the number of days the teams worked, and the amount of area cleared as per the agreed schedule. Efficiency of implementation has however been hampered by COVID-19 and unfavorable weather conditions that limits the number of days demining can occur in a year.

Component 2: The technical capacity building activities provided were relevant to participants and to TURMAC as an organization. TURMAC involvement in the selection of training and participants

⁵ MCC contract amendment 2.

assisted the alignment of training and participants and enabled potential to apply new competencies within existing roles and functions – a critical factor in the effectiveness and efficiency of training. The high turnover of TURMAC non-civilian staff however is a critical factor in moving away from individual capacity development through training towards improved capacity of TURMAC as an organization.

Component 3: The MRE materials developed under this Project are being used by the NTS staff in ad hoc sessions and TURMAC-trained Gendarmerie in 11 provinces (Kars, Batman, Bingöl, Siirt, Tunceli, Şırnak, Diyarbakır, Mardin, Hakkari, Van and Bitlis) making efficient use of resources. As mentioned previously, process of contracting CSOs to deliver the MRE sessions has been slow and inefficient.

Component 4: NTS is an efficient means of defining hazardous areas and a cost-effective method to support land cancellation, reduction and clearance decision-making processes. While the NTSC is experienced in NTS, staff deployed to the NTS were relatively inexperienced which initially led to inefficiencies. To increase efficiency and ensure a timelier flow of the deliverables, UNDP employed a Short-Term NTS Specialist to support NTS activities, underspent funds from the budget line "1.1.1.1. Chief Technical Adviser/Project Manager".

Sustainability

The government of Türkiye has demonstrated ownership and a commitment to sustainability through its financial contributions, the construction of the modular border wall, and in its continued commitment to its APMBC obligations. The TURMAC has good ownership of the Project demonstrated by its active management and collaboration with UNDP and other stakeholders. The outputs of Component 1 are sustainable and the NTS data provides a critical resource for future planning.

Given the extent of landmine contamination in Türkiye, having national capacity to undertake mine action would create employment opportunities and contribute to local economies. The MCC, however, mostly employs Zimbabwean deminers, which may be efficient but does not build national capacity. It was not possible in this evaluation to assess the likely sustainability of MRE.

Cross-cutting issues

Gender and diversity considerations in the Project design are appropriate for the Gender Marker Score

1. Gender awareness training has been implemented and efforts have been made to include women
and men in all training sessions, in what has been a largely male-dominated sector. Critically, the
Project has established relations with the military, generally a non-traditional audience, through

⁶ Justification Note for Notification, 05.01.2022

TURMAC. Sex- (but not age-) disaggregated data is collected, and Project personnel are gender-sensitized, although, there is no specific gender indicator relevant to Gender Marker Score 1. The MCC, NTSC and QMC mostly employ men and received few female applicants. More effort may be required to promote mine action as a safe and accessible career path for women.

TURMAC's Environmental Management Standards (Eastern Border Mine Clearance Standards) are consistent with international standards. Contractors' standard operational procedures (SOP) also adhere to these.

Lessons learned

- 1. Lessons learned from Phases I and II were applied to the design and contracting of this Project resulting in strong design and operational procedures which helped maximize effectiveness and efficiency. Some of the delays related to COVID-19, and delays related to climatic conditions, terrain and geography could have been predicted and more time could have been planned for the Project (as identified in the original Risk Log). Good communication between all parties facilitated by the OWG meetings, and the flexibility taken to work planning based on conditions on the ground however, minimized some of the effects of these delays, enhancing effectiveness and efficiency. Extended operations in the first winter period due to mild weather also helped compensate for some of the delays.
- 2. This was the first NTS conducted in Türkiye and while the NTS has been effective, there were inefficiencies especially at the beginning, which were predictable. The quality of the NTS reports at the beginning was hindered by a focus on individual minefields rather than taking a more holistic view, triangulating data and looking for inconsistencies. As a result, earlier NTS reports may be of lower quality than those conducted subsequently and will need to be updated. An additional UNDP team member assigned to the NTS for the review and quality management of the NTS reports was also required to ensure a more efficient and effective workflow. Much of the work can be done before going to the field via review of all available documentation, which would improve effectiveness and efficiency.
- 3. The fixed price contractual arrangement with progress payments based on: the minimum number of teams that had worked, for a minimum number of days, with a minimum area manually cleared (or using MDD assets in the contract amendment #2) has been efficient and effective, and reduced UNDP's risk.
- 4. There are many CSOs in Türkiye delivering services and humanitarian action, but the relationship between CSOs and state institutions on politically sensitive issues, such as border

- security, is not always strong. A lack of deep connections and established effective ways working with CSOs contributed to delays in contracting CSOs.
- 5. There is currently misunderstanding among sections of the public related to the role of mine action in Türkiye, with perceptions that demining will decrease rather than increase security. Such perceptions can reduce support for mine action and can have adverse effects upon the morale of staff working in the sector.

Recommendations

- 1. The Project management structure (Board, TAT, including Mine Action and NTS coordinators) is effective and efficient and should be maintained in any future phases. The size of the TAT and number of Mine Action and NTS coordinators should be relevant to the scope of the Project. An MRE Field Coordinator should also be included as this Project has demonstrated the criticality of the field coordinators in facilitating the Project at the operational level.
- Prioritize and categorize minefields/regions to be surveyed using NTS and review available
 data in advance of deploying to field operations. Ensure detailed SOP and training are
 provided to contractors. Use the NTS reports for future planning, prioritization and resource
 allocation.
- 3. Most of the capacity building for the TURMAC has focused on technical skills. While critical for an effective and efficient mine action sector, a strong focus needs to be given to building functional skills. This includes strengthening capacity to engage with stakeholders and deepening relationships with CSOs; developing sector policies and strategies; and planning for a transition to more domestic financing. Raising more domestic funds will also require advocacy about the benefits of demining the border areas to counter existing negative narratives and to assess alternative innovative financing mechanisms.
- 4. Continue to promote gender and human rights sensitive approaches, including the development of gender sensitive human resource policy by TURMAC, as well as requiring contractors to have gender sensitive human resource policies. Gender and diversity should also be included in any future TURMAC strategies and policies. Incorporating a stronger gender focus should include a gender and diversity analysis of context, gendered roles and the most appropriate approach and messages for risk education based on an analysis of risk. Such an analysis will enable a more tailored, contextual response, including in MRE.
- Victim assistance should continue to be integrated into existing health and social protection
 policies and programmes for people living with disabilities. However, for completeness and to
 avoid any confusion or misunderstanding, TURMAC should be supported to develop National

Standards for Victim Assistance. These should be based on the International Mine Action Standards (IMAS) on Victim Assistance in Mine Action. This will provide guidance on the roles and responsibilities of mine action actors in victim assistance, and should highlight multisector engagement, information management, victim assistance efforts undertaken by the mine action sector, referral pathways and advocacy.

6. The ToC should include prioritized "missing connections" or mid-term outcomes that explain how outputs are expected to lead to other desired outcomes, and for whom, based on an understanding of those most adversely affected by landmine contamination and border insecurities.

Table 1. Summary of Findings Against the DAC Criteria

Ro	elevano	ce	Eff	ectiven	ess	Sustainability			Efficiency			Crosscutting issues			
releva nation UNDP Capac initiat releva identi TURM mater genera but ve	nal, EU a priorition ives are int to ne fied by IAC. MF ials are ally rele ery gene ivilians a flandmi	es. ling eeds RE vant ric. are at	Componing for the quality of the qua	d output onent 1 a pality and ports are of high of for some ones, the object of the desired to TU to be efficult to re. Tectivene annot be red at M valuation	re of I the also quality e at may one. raining RMAC ective	motive the retained the Pressure sustained activities help to sustained the pressure funds internative to, pressure frame	inability city buil ties also to ensur inability ation, nitment nment national nants th ye is pa ovide tl	nd e of elp ding ore v. The of etry ne	efficiently although Components 1 and 4 may not be completed by the end of the Project. Component 3 is at high risk of not being achieved in the timeframe. Progress reports and updates are provided in a timely manner. The contractual arrangement (C1, C4) provides an efficient way of managing outcomes and reduces UNDP's risk of outcomes not being met. A no-cost extension is likely to be required. There are delays in contracting a CSO for C3 (MRE) due to security sensitivities.			Deming contributes to the fulfilment of the right to security. This is a Gender Marker 1 project. Gender awareness training has been provided. There is no gender indicator (not required but recommend having one indicator for Gen 1 projects). Training initiatives have made effort to be gender inclusive. The UNDP Project team and the MCC and QMC are gender aware. TURMAC's Environmental Management Standards (Eastern Border Mine Clearance Standards) are consistent with international standards and the MCC Standard Operations Procedure (SOP 20). Environmental Management adheres			
Х	Х		Х	Х		Х			Х	Х		Х	Х		
C1,	СЗ		C1,	С3		C1,			C1,	СЗ		C1,	С3		
C2,			C2,			C2,			C2,			C2,			
C4			C4			С3			C4			C4			
						C4									

Code: Red (not on track), yellow (no clear picture), green (on track