



Talent Retention for Rural Transformation - Adapt (TRTP-Adapt)

Inception Workshop Report

Chişinău, Moldova
22 – 23 March, 2021

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List of Acronyms

AF	Adaptation Fund
ACSA	National Agency for Rural Development
AWPB	Annual Work Plan and Budget
CA	Conservation Agriculture
CPIU	Country Project Implementation Unit
EE	Executing Entity
ESMP	Environmental and Social Management Plan
FARM	Federation of Agricultural Producers from Moldova
IFAD	International Fund for Agricultural Development
IFPRI	International Food Policy Research Institute
IW	Inception Workshop
KM	Knowledge Management
MARDE	Ministry of Agriculture Rural Development and Environment
M&E	Monitoring and Evaluation
PIM	Project Implementation Manual
PPR	Project Performance Report
TRTP-Adapt	Talent Retention for Rural Transformation - Adapt
UNCCD	United Nations Convention to Combat Desertification
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
USAID	United States Agency for International Development
WEAI	Women's Empowerment in Agriculture Index

I. Introduction

1. The Government of Moldova supported by the International Fund for Agricultural Development (IFAD), submitted the USD 6,008,095 Talent Retention for Rural Transformation - Adapt (TRTP-Adapt) project to the 34th Adaptation Fund (AF) Board meeting and was approved on the 10th of November 2019. The agreement between IFAD and the AF was signed on the 6th of May 2020, as per the agreement the Executing Entity will be the Ministry of Agriculture Rural Development and Environment (MARDE).
2. The Inception Workshop (IW) for the Adaptation Fund funded project Talent Retention for Rural Transformation - Adapt (TRTP-Adapt) was held from the 22 – 23 of March 2021 and it officially launch the project. Due to the global COVID-19 pandemic, it was held remotely in March 2021 and was attended by national and international stakeholders and interested parties (see list of attendees annex 2). The workshop was spread over two days with the first half of day one being an open session for national and international stakeholders. The second half of day one and day two were focused on training and provide implementation support and advice to the Country Project Implementation Unit (CPIU) of MARDE. These sessions were attended by the CPIU, other MARDE representatives as well as IFAD experts in environment / Adaptation Fund; procurement; monitoring and evaluation (M&E); finance; ethics; and a social inclusion specialist among others.

II. Summary and Recommendations

- The workshop recommended for the project to further develop and finalise the Project Implementation Manual (PIM) ensuring that the implementation requirements such as the integration in the PIM of the AF environmental and Social Policy and Gender Policy.
- The project was reminded to finalise the 18-month AWPB and Procurement Plan (PP) as per IFAD requirements.
- The workshop recommended the project to work closely with MARDE to fine-tune the process whereby project beneficiaries request water permits so as to streamline project implementation.
- The workshop was an opportunity to help the project staff set the project implementation priorities and sequencing of activities for the development of the first Annual Work Plan and Budget (AWPB) for 2021.
- The CPIU was advised to focus early on, on the development of the Terms of References for a strong Service Provider that will be key for a successful project implementation.
- The project will launch a call for proposal for research institutes to apply for the implementation of the Conservation Agriculture (CA) activities.
- The project will identify and work together with relevant research institutes and institutions to further define the criteria for determining eligible research grants.
- The CPIU will also work with relevant research institutes to build on the information available in the TRTP-Adapt project document and the PIM on defining the criteria for the CA research grants; strengthening the soil lab capacity; and development of demo plots and procurement of CA machinery specific for academic research in CA.
- The project was recommended to include gender mainstreaming with all AF training and to keep to the project's gender targets when holding all consultations, workshops and training.
- The CPIU was recommended to develop a robust M&E that reflects the project activities.

III. Project Inception Workshop Objectives and Overview

3. The combined IFAD TRTP and AF TRTP-Adapt inception workshop officially launched the project and marked the starting point of its implementation. The objective of workshop was to reach a clear and common understanding of the project cycle, objectives & goals; to clarify the roles and responsibilities of the entities involved in implementation, and to clarify the legal and financial conditions in the financing agreement, and the associated procedures and responsibilities. The workshop was also held to discuss and assist the CPIU in finalising the project's Annual Work Plan and Budget (AWPB) and the Project Implementation Manuals (PIMs). It was also used as an opportunity to describe and discuss the Adaptation Fund's and IFAD's policies and procedures, the fiduciary and reporting requirements and to clarify the processes of official supervision reviews and implementation support for project improvements.
4. The workshop was officially opened by the Director of the CPIU, Mr Victor Rosca and was attended by around 170 stakeholders from key government organisations, representatives from key ministries including MARDE, Ministry of Finance, Ministry of Health, Labor and Social Protection. The IW was also attended by international agencies namely the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN), The United States Agency for International Development (USAID) and the private sector including banks for the IFAD TRTP project. Others included NGOs and Implementation Service Providers such as the National Agency for Rural Development (ACSA) and Federation of Agricultural Producers from Moldova 'FARM' among many others. The IW was organised and delivered using a mix of presentations, plenary discussions and group work to enable participants to raise key issues of concern, identify challenges, discuss practical solutions and agree on priority actions to progress the project.

IV. Project Overview

5. Moldova is among the poorest countries in Europe and is a lower middle-income country with a gross domestic product (GDP) per capita of USD 2,290. Moldova is a water insecure country with the smallholder agricultural sector being entirely dependent on rainwater harvesting and irrigation from the two main rivers, the Nistru and the Prut as the groundwater is predominantly not suitable for human consumption and is also unsuitable for agricultural use.
6. Moldova regularly experiences meteorological drought as well as hydrological drought as the two rivers flow and a lower altitude than the agricultural land, making water pumping a necessity for irrigation, which is economically out of reach of the poorest rural farmers. Irregular rainfall therefore causes frequent drought events particularly in the summer months. Smallholder farmers are directly impacted by drought as the income of agricultural workers is 40-70% dependant on the weather. Moldova is already experiencing nation wide catastrophic droughts such as in 2007 when the estimated losses caused by drought reached 23% of the Gross Domestic Product with the greatest losses experienced by fruit and vegetable growers (USD 550 million), livestock producers (USD 305 million) and cereal growers (USD 132 million).
7. About 75 percent of the country is under high risk of degradation processes with the United Nations Convention to Combat Desertification (UNCCD) estimating that 63.6 percent of the Moldovan territory can be categorised as dryland, and it is also where 85 percent of the population lives.
8. Moldova also ranks as the most climate vulnerable country in Europe. Temperature and rainfall have increased in Moldova over the last century, and severe floods and droughts have been occurring with increasing regularity. Moldova has gone from experiencing USD

61 million annual economic losses due to environmental disasters between 1984 and 2006 to USD 1 billion and USD 290 million in 2007 and 2012 respectively due to droughts. Moldova has also been significantly impacted by floods that in 2008 cost the country around USD 120 million and in 2010 around USD 42 million in damages.

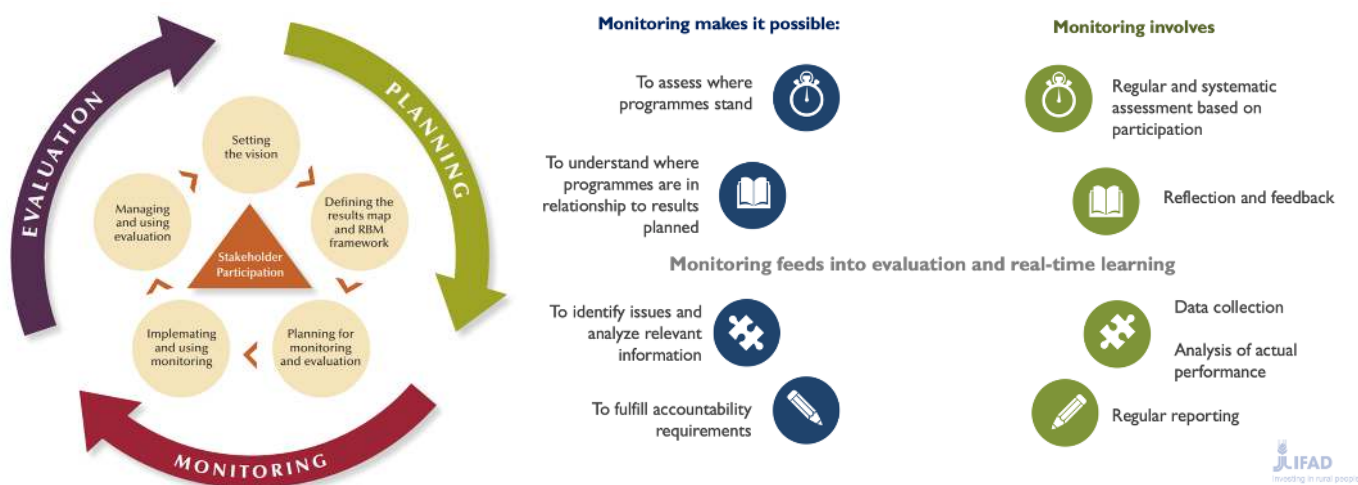
9. Over the last century the probability of catastrophic droughts has increased significantly, from one event every nine years to almost one event every two years. Due to climate change it is expected that Moldova will experience a further increase in the frequency of hot days with temperatures above 30°C for the period 2071–2100 in Moldova, that may reach 60 to 90 days a year, compared to 10 to 30 before the 1980s. The combination of higher temperatures and reduced mean summer precipitation is expected to increase the frequency and intensity of droughts, with increases in the number of consecutive dry days. Heavy rainfall events are also estimate to increase by 66% with implications for crop damage through flash flooding, hail storms, urban drainage, water management, erosion, slope stability and reduced ground water recharge.
10. Addressing these challenges led to the development of the Talent Retention for Rural Transformation - Adapt (TRTP-Adapt) project by the Adaptation Fund (AF). The USD 6 million project seeks to strengthen the agro-ecological and social resilience to climate change in the climate vulnerable areas of Moldova, by enhancing water availability, water use efficiency, and promoting adaptive agriculture production systems and technologies for improved livelihoods and food security of rural households. The project is structured around 3 components.
 - i. Capacity development to integrate CC adaptation into agricultural production systems (USD 800,000)
 - ii. Climate-resilient Agricultural Investments. (USD, 4,000,000)
 - iii. Development of a National Framework for Conservation Agriculture (USD 460,000)

V. Workshop Presentations

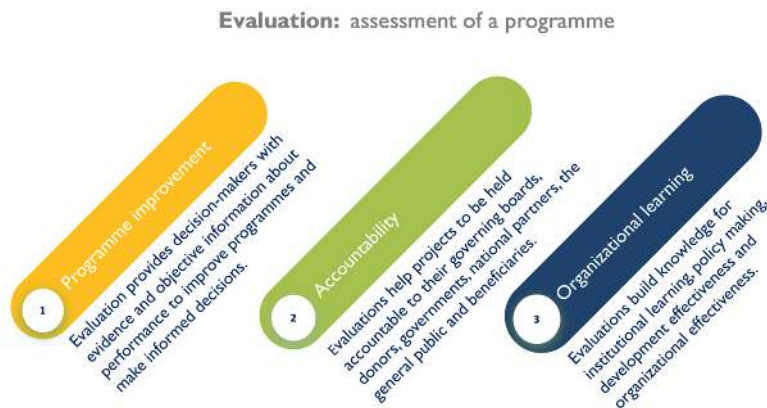
11. **Anti-corruption.** On day one, after an initial public presentation of the project to all stakeholders attending the workshop and a questions and answer session, the workshop focused on the CPIU and specific project implementation support presentations. These included on IFADs a presentation by IFADs Office of audit and oversight on IFAD's revised Policy on Preventing Fraud and Corruption in its Activities and Operations.
12. The presentation updated the definitions of Prohibited Practices to be in alignment with other United Nations entities and International Financial Institutions (IFIs). It also clarified the strengthening of the responsibilities of borrowers and grant recipients in relation to downstream partners (disclosure of criminal convictions, agents, conflict of interest). It was furthermore explained that IFAD has strengthened the responsibilities of borrowers and grant recipients in regard to the receipt of allegations of prohibited practices and the action taken in response to such allegations such as the need for confidential reporting channels, whistleblower protection measures, and investigations. IFAD borrowers and grant recipients are required to include clauses in procurement documents and contracts that inform implementing partners of IFAD's jurisdiction to conduct investigations and impose sanctions for prohibited practices.
13. After an explanation of the definitions of corrupt, fraudulent, collusive, coercive and obstructive practices the responsibilities of the recipients were outlined including the requirement to:
 - i. Adopt appropriate fiduciary and administrative practices and institutional arrangements;
 - ii. Conduct due diligence checks of selected bidders/contractors (check if cross-debarred by other IFIs www.worldbank.org/debar);
 - iii. Inform bidders and contractors of the anti-corruption policy;

- iv. Include clauses in procurement documents and contracts for the disclosure of convictions, sanctions, use of agents, and conflicts of interest; the requirement to report to IFAD allegations of prohibited practices; IFADs jurisdiction to investigate and require cooperation; maintain of records for an adequate period of time; and the early termination of contract or suspension if sanctioned;
 - v. Promptly report to IFAD any allegations of prohibited practices;
 - vi. Maintain records for an adequate period of time;
 - vii. Cooperate with investigation including ensuring confidentiality;
 - viii. If there is a finding of Prohibited Practices to take appropriate corrective measures in coordination with IFAD and give full effect to any temporary suspension or sanction imposed;
 - ix. Inform IFAD of designated independent and competent local authority who will receive and take action on fraud and corruption allegations;
 - x. Take timely action, coordinate with IFAD, and inform IFAD of actions taken;
 - xi. Encouraged to have whistleblower protection measures and confidential reporting channels.
14. **Sexual harassment, exploitation and abuse.** The presentation was followed by an overview of IFADs policy to preventing and responding to sexual harassment, sexual exploitation and abuse. The presentation went into detail on defining sexual misconduct as sexual exploitation, sexual abuse and sexual harassment, the responsibilities of the IFAD staff and non-staff, IFAD managers and supervisors and focal points. The attendees were informed of the responsibility to ensure that the project is carried out in accordance with the provisions of the IFAD policy on sexual harassment, exploitation and abuse. To promptly inform the IFAD of any non-compliance with the Policy and inform that upon receipt of credible allegations. All IFAD contracts with project staff, contractors, suppliers and other third parties to be funded by IFAD require the prohibition of the acts of sexual harassment exploitation and abuse. It is a requirement to immediately report to IFAD or the Recipient incidents in IFAD-funded or -managed activities or operations, and that contracts will immediately be terminated should there be proven acts of sexual harassment exploitation and abuse in connection with IFAD-funded or -managed activities or operations.
15. **Financial Management.** Immediately following on from the preceding two presentations was a presentation providing a quick guide for TRTP project staff on IFAD Financial Management arrangements, and a brief overview of the main financial aspects and requirements for IFAD funded-projects and an overview of risk-based assurance elements. The importance of good financial management was stressed to ensure: the mitigation of risks; adherence to the Financing Agreement; adequate controls of project funds; that funds are used for intended purposes; project resources are managed efficiently; to achieve the project's development objectives; equity, integrity, transparency, good governance; and deter fraud and corruption.
16. **Procurement.** After the lunch break a presentation was given on IFADs procurement procedures. It was explained that the project's procurement procedures follow Moldovan Law (primarily Law 131) except where it contradicts with IFAD Project Procurement Guidelines and Handbook. The Law 131 for example includes exclusions and thresholds that are not applicable as they are superseded by IFAD provisions of the Finance Agreement with the government and the Letter to the Borrower (LTB). This applies to all Project expenditure (including loans and grants, staff recruitment, and any procurable services, goods, works, etc.). The presentation went into detail about the provisions within the LTB including the need for procurement plans, the procedures for awarding of procurement contracts within specific thresholds as well as the roles and responsibilities, procurement processes for grants and the approach for contract management.

17. **M&E and KM.** After the coffee break two presentations were given on Monitoring & Evaluation (M&E) & Knowledge Management (KM). The M&E presentation was detailed and extensive covering all areas of M&E. It was inter alia explained that monitoring involves the regular and systematic assessment based on participation, reflection and feedback, data collection and analysis of actual performance (using indicators) as well as regular reporting. Participants were reminded that correct monitoring makes it possible to gauge where programmes stand in terms of international norms and standard; to understand where programmes are in relationship to results planned, to track progress; to identify issues and analyse relevant information and reports that become available as implementation occurs; and to fulfil accountability requirements.



18. Participants were reminded that evaluation aims at determining the relevance, impact, efficiency, effectiveness and sustainability of the interventions and provides evidence-based information enabling the timely incorporation of findings, recommendations and lessons into the decision-making processes. It has three key functions namely programme improvement, accountability and organisational learning. Evaluation provides decision-makers with evidence and objective information about performance and good practices that can help them to improve programmes and hence make informed decisions and plan strategically.



19. **With regards to KM,** the IW attendees were reminded that the KM for the Moldova CPIU has been rated the highest out of all 30 IFAD projects in the NEN region. Good knowledge

management is important to: capture, use and share lessons learned (both success and failure) to improve project implementation & design of new projects; influence policy processes and scale up successes; raise awareness of project activities and results, and publicize successful experiences; boost the project profile among decision makers; engage with and inform rural people about project activities; and build a community of stakeholders. Good KM is furthermore dependent on the data and the evidence gathered by the M&E system; a good information management structure, like efficient data banks, archives, easily accessible electronic repositories, etc.; and the communication tools for both internal and external communication.



20. The KM presentation went in detail on the main steps in KM: the importance to: identify the KM goal and objectives; link the M&E system to KM; develop a KM plan; incorporate KM into the AWPB; and to monitor KM activities.
21. **Adaptation Fund and Climate Change.** The AF presentation took the opportunity to raise the general awareness surrounding the environmental challenges facing Moldova and the impact of climate change on the rural livelihoods. It explained how the climate has changed historically over the last hundred years, about the increasing temperatures and the increasing frequency and intensity of natural disasters, causing ever more economic damages. It was also highlighted the current and future water insecurity challenges facing the agricultural sector in particular as well as the increasingly degraded soils and early signs of desertification occurring due to maladaptive agricultural practices. The Adaptation Fund was also introduced as well as the TRTP-Adapt project and how the project is seeking to enhance the adaptive capabilities of the vulnerable rural poor in view of the outlined challenges.
22. Following on the two pillars of the Fund was explained in detail namely the Environmental and Social as well as the Gender Policies. The 15 environmental and social principles were explained in detail and the implications for project implementation. The importance to develop an Environmental and Social Management Plan (ESMP) was emphasised and the need for the project to ensure that among other things the project is fully gender-responsive in all consultations with project gender targets (50%) needing to be met at all times. Finally, the presentation went into detail as to the reporting requirements and the Project Performance Report (PPR) that will need to be completed on an annual basis. Every tab of the PPR was explained in detail and questions were answered for clarifications. The scope of AF monitoring of financial reporting, procurement, risk assessments, ratings, ESP and gender tracking as well as indicator reporting and the completion of results framework. It was also explained that the ESMP would need to be reviewed and updated as a result of the inception workshop and that it will generally need to be updated yearly, and will need to accompany the PPR annually also. The AF policy on 'Material change' was explained also and that any cumulative increase at output level of 10% or more of the total project costs will require AF Board approval as will the changes in indicators and outputs.
23. **Social Inclusion.** Finally, the last presentation of day one of the 2-day workshop was that of social inclusion namely focusing on gender and youth. The presentation focused on the importance of some the concepts surrounding youth employment. Participants were

explained that it is important to ensure youth representation in all consultations, and to ensure that the voices of the young women and men are able to influence policy decision making processes. It was explained the importance of technical and vocational education and training (TVET) in providing education, training and skills development relating to a wide range of occupational fields, production, services and livelihoods and to ensure that young people are provided with equal or better economic opportunities than their parents and grandparents. These can be encouraged through certain pathways to youth employment through access to productive assets (land, water, productive resources etc.), skills (access to training), and access to services (financial, extension, markets etc.).

24. The IW was explained some gender concepts that the difference between gender equality and gender equity. IFAD's gender policy was furthermore explained in addition to the AFs gender policy that was detailed in the preceding presentation. The difference between gender mainstreaming and gender transformative was then also explained and examples given that the latter means to promote women's leadership pathways, from grassroots, to community and national level, promote legal frameworks reforms/enforcement to support women's access to land and financial sector reforms to adapt collateral requirements to women's assets and ensure women's control over loans.
25. The it was furthermore explained that the project will use the Women's Empowerment in Agriculture Index (WEAI) developed by the International Food Policy Research Institute (IFPRI). WEAI is an innovative tool that measures women's empowerment in agriculture of which IFAD will use a simplified version where 10 out of the 12 dimensions will be focused on: autonomy in income; self-efficacy; attitudes about intimate partner violence; input in productive decisions; ownership of land and other assets; access to and decisions on financial services; control over the use of income; work balance; group membership; and membership in influential groups.

VI. Working Groups

26. **Day Two.** During the second day of the workshop 3 working groups were formed one for each of the two components of the IFAD TRTP combined project (see annex 1 to see TRTP-Adapt alignment within the broader TRTP project), as well as one dedicated to procurement. The focus of the working groups was for the technical experts to go through the Project Implementation Manual (PIM) that had been drafted at design stage and to refine it and otherwise improve on it allowing for the CPIU to own it and further develop it. The IFAD PIM is a step-by-step manual explaining exactly to the CPIU how the project should be implemented. The AF TRTP-Adapt group discussions were held in group 1 as the project is integrated into component 1.1 of the IFAD TRTP.
27. During the group discussions, the CPIU was reminded to refer at all times to the AF project document to get more information on the TRTP-Adapt project. During the working group, all the AF indicators for TRTP-Adapt project were discussed and clarified with the CPIU and implementation modalities detailed including ensuring gender-responsiveness in all consultations. As the AF will be co-financing the access to rivers and/or building of water harvesting reservoirs, the CPIU was reminded of the AF targets as detailed in the AF TRTP-Adapt project document, namely that at least 400 beneficiaries need to be within the 10ha target group. The same level of detail was discussed in relation to the remaining TRTP-Adapt outputs in on-farm climate-adaptive activities, demo plots as well as the AF component on conservation agriculture. There were no major issues reported and the CPIU understood well how to proceed.
28. **ESMP.** During the working group the CPIU was reminded of the requirement to meet AF environmental safeguard requirements as detailed in the project proposal. The ESMP and the safeguard measures that were presented in the TRTP-Adapt project proposal were reviewed in detail together with the CPIU. As a result of the workshop the CPIU was encouraged to engage with MARDE to update the national water permit requirements and detail how the project will be able to streamline the process of ensuring that TRTP-Adapt

is compliant with said water permit requirements. The proposed risk mitigation measures resulting from the workshop have been presented in table 3 of the updated ESMP, submitted alongside this Inception Workshop Report. The ESMP will be further developed throughout PY1 to update the compliance procedures and be resubmitted to the AF together with the first PPR.

29. **Knowledge Management (KM)** The working groups discussed and agreed on the steps to be followed to develop the TRTP KM strategy at start-up phase and to:
 - i. Identify key knowledge themes. Once a clear and common understanding of the project goal, objectives and activities is achieved, the CPIU shall identify the areas in which the project will generate knowledge taking also into consideration the Adaptation Fund's requirements and the mainstreaming themes of the project.
 - ii. Identify the KM goal and objectives. The CPIU shall identify the impact the knowledge generated and shared shall have on different stakeholders.
 - iii. Link the M&E system to KM. The CPIU shall ensure that M&E system includes indicators to monitor KM activities at M&E database level, for both reporting and analysis purposes. Additionally, the M&E system shall provide the data and information to answer learning questions and to feed into knowledge products generated by the project over time. The effectiveness of the M&E system and its linkages to the KM plan should be regularly reviewed;
 - iv. Develop a KM plan. Upon completing the above-mentioned steps, the CPIU shall develop a simple but effective KM Plan, including expected outputs and outcomes. KM activities shall be adequately planned and resourced in the Annual Work Plan and Budget (AWPB).
30. **M&E.** The working groups further discussed and agreed on a number of steps to be undertaken to ensure the functionality of the M&E system before the project implementation works start. Particularly, it was agreed to implement a baseline assessment that would collect benchmark data on all project relevant indicators included in the Log-frame and AF project specific indicators. It was also agreed that the M&E team will develop a robust M&E database that reflects the project activities, with each area of intervention having its separate data input platforms. The M&E team will further develop data collection forms for each source of information based on data collection needs to feed the M&E system with relevant data in a timely manner.
31. **Procurement.** Procurement issues discussed during the start-up workshop included the updated procurement section of the PIM. As a result of the presentations and discussions, it was agreed that the CPIU will adopt IFAD procedures for grants and loans as elaborated in the procurement section of the PIM (schematic charts in appendix 3); this includes the planning and implementation, NOTUS workflow, registration in the Contract Monitoring Tool (CMT), etc. The CPIU will ensure that any Executing Entity follows the same PIM requirements especially with respect to delegated procurement and granting authorities as applicable.

Annex 1 TRTP and TRTP-Adapt alignment

Combined TRTP / TRTP-Adapt	Description	TRTP-Adapt Alignment	
Goal	Stimulate broad-based rural economic growth and reduce poverty through complementary investments.		
Objective:	The development objective of the project is to enable the rural poor (especially youth, women and smallholders) to increase their productive capacity, resilience to economic, environmental and climate-related risks and their access to markets.	To strengthen the agro-ecological and social resilience to climate change in the climate vulnerable areas of Moldova, by enhancing water availability, water use efficiency, and promoting adaptive agriculture production systems and technologies for improved livelihoods and food security of rural households.	
Component 1 Resilient Economic Transformation			
Outcome 1.1 Enhancing Climate Resilience	<p>Output 1.1.1 Climate Resilient Infrastructure (CRI)</p> <p>The types of infrastructure that will be eligible under the CRI subcomponent will include public infrastructure such as economic/productive irrigation infrastructure and village feeder roads (connecting the village with production areas and farms) including small bridges and ancillary structures. The subcomponent is designed to support investments in productive rural infrastructure enhancing resilient rural economic transformation by removing infrastructure bottlenecks and consolidation of competitive smallholder farmers (with holdings of up to 10 ha) and village-based agribusiness; and fostering the adoption of climate smart technologies. The outputs expected from the project will be (i) around 20 micro or small scale irrigation schemes constructed/rehabilitated for total command area of about 2,800 ha; and (ii) some 15 village feeder roads improved and climate-proofed with a total length of about 30 km.</p>	<p>Outcome 2.2 Climate resilient off-farm access to water secured from tertiary canals from rivers and water harvesting ponds.</p>	<p>Output 2.2.1 Improved smallholder access to water from rivers and rainwater reservoirs.</p>

Combined TRTP / TRTP-Adapt	Description	TRTP-Adapt Alignment	
	<p>Output 1.2 On-farm Climate Adaptive Water Management</p> <p>This output will be solely focused on Adaptation Fund-funded activities. It aims to build smallholder farmer's resilience to climate change by fostering the adoption of climate smart, water saving technologies and building smallholder awareness and capacity in climate adaptive agricultural practices.</p> <p>Farmers will be assisted in installing water efficient technologies; they will also be trained and supported in the use of climate adaptive techniques that inter alia help improve soil water storage, control erosion, improve soil structure, and boost nutrient management.</p> <p>The AF resources will also be used to address an important Conservation Agriculture (CA) need identified by MARDE to help in understanding the types of conservation farming practices adopted in the country and to enhance capacity.</p>	<p>Outcome 1.1 Climate resilient training programme established.</p>	<p>Output 1.1.1 A Training of Trainers (ToT) programme designed and implemented</p> <p>Output 1.1.2 Demo plots identified and set up.</p> <p>Output 1.1.3 Beneficiaries trained in groups of around 20 on climate resilient techniques and approaches to adapt to weather extremes and water efficient irrigation.</p>
		<p>Outcome 1.2 CA professional service provider capacity built with a focus on smallholders.</p>	<p>Output 1.2.1 Professionals trained in gender awareness, CA, and CA technical and service provision to smallholder farmers.</p>
		<p>Outcome 2.3 Demand-driven and beneficiary co-financed on-farm water conservation management and climate adaptive techniques supported.</p>	<p>Output 2.3.1 Households to received climate smart irrigation and support for banking fees for pro-poor escrow account.</p> <p>Output 2.3.2 Climate adaptive techniques implemented.</p>
		<p>Outcome 3.1: CA mainstreamed into the national higher-level educational system.</p>	<p>Output 3.1.1 National survey and CA White Paper produced.</p> <p>Output 3.1.2 National convention on CA.</p> <p>Output 3.1.3 Conservation Agriculture mainstreamed into the national higher-level educational system.</p>

Combined TRTP / TRTP-Adapt	Description	TRTP-Adapt Alignment	
		Outcome 3.2 Research into CA supported with a focus on smallholders and women.	Output 3.2.1 CA research grants, demo sites, equipment, soil laboratory supported.
Outcome 1.2 Agribusiness Development	<p>Output 1.2.1 Strengthening Value Chains for Producer Groups</p> <p>This IFAD outcome will be focused on enhancing the potential for agri-processing and agribusiness in rural areas aimed at individual farmers willing to undertake agro-processing and agribusiness development through producer groups, farmer associations or cooperatives.</p>	N/A	N/A
	<p>Output 1.2.2 Strengthening MARDE Technical Capacity</p> <p>The project will strengthen the capacity of Ministry of Agriculture Rural Development and Environment (MARDE) by providing it technical specialists for economic and market analysis.</p>	N/A	N/A
Component 2. Entrepreneurship Finance			
Outcome 2.1. Affordable credit for youth and women	This outcome will be focused on addressing the two main bottlenecks affecting access to credit for the rural youth and women – the cost of capital and lack of collateral to access loans. The project will provide mentoring support for young entrepreneurs and women to assist the target group in the formation of investment and working capital proposals.	N/A	N/A
Outcome 2.2. Rural finance sector development	This outcome is designed to build capacity and strengthen some of the initiatives of the previous IFAD projects and will further strengthen the SCA sector and the regulatory and supervisory capacity of the National Commission for Financial Markets (NCFM).	N/A	N/A

Annex 2: Workshop Agenda

Talent Retention for Rural Transformation Project (TRTP) and Talent Retention for Rural Transformation Project - Adapt (TRTP-Adapt)
Start-up workshop
23-24 March 2021, Chisinau, Moldova (remotely due to COVID-19)
Agenda

TIME (Moldova time)	VENUE	ACTIVITIES	PRESENTERS
TUESDAY 23 March 2021			
9:50 - 10:00	zoom	Online set-up	Zoom links will be shared by the CPIU. In case of issues, please contact: Ms Mihaela Cojocaru mihaela.cojocaru@ucipifad.md and Arcese Rachele r.arcese@ifad.org
10:00-10:15	zoom	Brief Opening: Objective of the workshop, expected results and agenda intro of Government	Mr. Victor Rosca, Director CPIU, Moderator
10:15 - 10:30	zoom	Opening remarks from Government of Moldova: <ul style="list-style-type: none"> ▪ Government priorities for the national agricultural sector ▪ Q&A 	Ministry of Agriculture, Regional Development and Environment (MARDE)
10:30 – 10:45	zoom	Opening remarks from IFAD: <ul style="list-style-type: none"> ▪ Strategic objectives of IFAD investments in the Republic of Moldova ▪ Q&A 	Mr. Samir Bejaoui, Country Director, IFAD
10:45 – 11:15	zoom	Project overview from CPIU: <ul style="list-style-type: none"> ▪ Project objectives, components, implementation arrangements, partners, expected results, team, roles and responsibilities ▪ Q&A 	Mr. Victor Rosca, Director, CPIU
11:15 – 11:20	zoom	Closure of the public presentation/zoom picture	Turn on your camera for zoom official picture
11:20 – 11:30	zoom	Coffee break	
11:30 – 12:00	zoom	Anti-corruption and Sexual Exploitation and Abuse (SEA) <ul style="list-style-type: none"> ▪ Revised IFAD Policy on Preventing Fraud and Corruption in its Activities and Operations ▪ SEA presentation (on-line) 	Mr Andrew Mendoza, Senior Investigation Officer, IFAD Ms Jovanie Philogene, Senior Ethics Officer, IFAD
12:00-12:30	zoom	Financial Management <ul style="list-style-type: none"> ▪ Financial Management ▪ Audit guidelines ▪ Q&A 	Ms. Sengul James, Country Finance Analyst, IFAD
12:30-13:30	zoom	Lunch break	

TIME (Moldova time)	VENUE	ACTIVITIES	PRESENTERS
13:30-14:00	zoom	Procurement <ul style="list-style-type: none"> ▪ IFAD 2020 Procurement Handbook ▪ TRTP Procurement manual ▪ Q&A 	Mr. Youssef Saad, Public Procurement Specialist, IFAD
14:00-14:15	zoom	Coffee Break	
14:15-15:15	zoom	Monitoring & Evaluation (M&E) & Knowledge Management (KM) <ul style="list-style-type: none"> ▪ M&E Guidelines, Core Outcome Indicators ▪ KM Plan, guidelines and tools ▪ Linkages between M&E and KM ▪ Q/A 	Ms. Lilit Saryan, M&E Specialist, IFAD Ms. Rachele Arcese, Programme Officer, IFAD
15:15-16:15	zoom	Adaptation Fund <ul style="list-style-type: none"> ▪ Adaptation Fund environment, climate and gender safeguards for the AF ▪ AF reporting requirements ▪ Q/A 	Mr. Wietse Michiels, Adaptation Fund Specialist, IFAD
16:15-17:00	zoom	Social inclusion <ul style="list-style-type: none"> ▪ Gender ▪ Youth ▪ Nutrition ▪ Q&A (interactive) 	Ms. Christa Ketting, Social Inclusion Officer, IFAD
17:00	zoom	Closure of day 1 <ul style="list-style-type: none"> ▪ Q&A ▪ Main takeaways 	Mr. Victor Rosca, Director CPIU
WEDNESDAY 24 March 2021			
09:00 - 09:30	CPIU office /zoom	Opening remarks <ul style="list-style-type: none"> ▪ Objective of the day, expected results and agenda ▪ IFAD presentation on priority areas for project start-up 	Mr. Victor Rosca, Director CPIU Mr. Samir Bejaoui, Country Director
9:30 – 11:00	CPIU office /zoom	TRTP Implementation Manual <ul style="list-style-type: none"> ▪ Presentation on expectations, lessons learned, template, etc. (30 min) ▪ Break out group session (1hr) Group 1 - Component 1: Resilient Economic Transformation + mainstreaming (moderator/facilitator: Ludmila Gofman) Group 2 - Component 2: Entrepreneurship Finance + mainstreaming (moderator/facilitator: Elena Burlacu) Group 3 – Procurement and PM (moderator/facilitator: Nadejda Russu)	IFAD/CPIU All
11:00 - 11:15		Break	
11:15 – 12:45	CPIU office /zoom	TRTP 2021 Annual Work Plan <ul style="list-style-type: none"> ▪ Presentation on expectations, lessons learned, template, etc. (30 min) ▪ Break out group session (1hr) [non-disclosable information] Group 1 - Component 1: Resilient Economic Transformation (moderator/facilitator: Ludmila Gofman)	IFAD/CPIU All

TIME (Moldova time)	VENUE	ACTIVITIES	PRESENTERS
		Group 2 - Component 2: Entrepreneurship Finance (moderator/facilitator: Elena Burlacu) Group 3 – Project management and KM (Facilitator: Victor Rosca)	
12:45 – 14:00		Lunch break	
14:00 – 15:30	CPIU office /zoom	▪ Continuation of Break out group session (PIM/AWPB)	IFAD/CPIU/All
15:30 – 16:00		Break	
16:00 – 16:15	CPIU office /zoom	Presentation of group works - PIM, AWPB	Moderator (Mr. Victor Rosca, Director CPIU), group spokes person
16:15 – 17:00	CPIU office /zoom	Plenary session with Q&A	Moderator (Mr. Victor Rosca, Director CPIU), All
17:00	CPIU office /zoom	Official Closure of the workshop	Government

Annex 3: List of Participants

IFAD

1. Samir Bejaoui, Country Director
2. Isabelle Lagaille, Value Chain Expert, Team Leader
3. Olga Tomilova, Rural Finance Expert
4. Wietse Michiels, Adaptation Fund Specialist
5. Rachele Arcese, Programme Officer
6. Youssef Saad, Procurement Specialist
7. Lilit Saryan, M&E Specialist
8. Christa Ketting, Social Inclusion Analyst
9. Sengul James, Finance Analyst
10. Mr Andrew Mendoza, Senior Investigation Officer, IFAD
11. Ms Jovanie Philogene, Senior Ethics Officer, IFAD

IFAD – Consolidated Programme Implementation Unit (CPIU)

12. Victor Rosca Director
13. Svetlana Burmarel Financial Manager
14. Elena Burlacu Financial Services and Rural Development Manager
15. Ludmila Gofman Senior Climate Change Resilience Specialist
16. Mihaela Cojocaru KM Specialist
17. Nadejda Russu Procurement Specialist
18. Daniela Bogus Accountant
19. Natalia Manea Loan Specialist
20. Inga Covalciuc Micro Financing Specialist
21. Ghenadie Sandu Agribusiness Development Specialist
22. Nicolae Babara Procurement Consultant
23. Alexandru Anton Senior M&E Specialist
24. Olesea Mahnovschi M&E Specialist
25. Vitalie Ababii Small grant specialist (ASAP)
26. Victor Sfecla Ecological Land Restoration Specialist
27. Victor Cervatiuc Head of Infrastructure Development Unit
28. Ecaterina Mihalcean Infrastructure Engineer Consultant
29. Șoric Carina Programme Assistant
30. Aliona Cara - Rusnac Legal Consultant

Day 1 only

- 31 Ion Perju Ministry of Agriculture, Regional Development and Environment
- 32 Mihail Machidon Guvernator, Secretary of State, MARDE
- 33 Ala Lipciu International Labour Organization, National Coordinator in Moldova
- 34 Violeta Vrabie International Labour Organization
- 35 Annei Gherganova The Ministry of Health, Labor and Social Protection
- 36 Vasile Bumacov The leader of the team of experts in the elaboration of the Irrigation Strategy/Leaderul echipei de experti la elaborarea Strategiei în irigare 2021-2030
- 37 Viorel Gherciu Specialist in agriculture in the elaboration of the Irrigation Strategy/Specialist in agricultura la elaborarea Strategiei în irigare 2021-2031
- 38 Bondari Aurelia - Director executive
- 39 Iurie Hurmuzachi" Federation of Agricultural Producers from Moldova 'FARM'
- 40 Viorel Pana Ministry of Finance
- 41 Constantin Ojog/ National Agency for Rural Development (ACSA)
- 42 Anatol Fala
- 42 Grigore Cater Ministry of Agriculture, Regional Development and Environment
- 43 Tatiana Nistorica Livada Moldovei
- 44 Daniela Manole Ministry of Agriculture, Regional Development and Environment, Șef de cabinet, 204-566
- 45 Petru Tataru Ministry of Agriculture, Regional Development and Environment, Șef Direcție interimar, Direcția analiză, monitorizare și evaluare a politicilor
- 46 Vasile Șarban Ministry of Agriculture, Regional Development and Environment, Șef Direcție, Direcția politici de producție, procesare și reglementare a calității a produselor de origine vegetală 204-514
- 47 Marcela Stahi Ministry of Agriculture, Regional Development and Environment, Șef Serviciu, Serviciul producție ecologică și produse cu denumire de origine, 204-524
- 48 Angela Dogotari Ministry of Agriculture, Regional Development and Environment, Șef Serviciu, Serviciul politici în domeniul fondului funciar și îmbunătățiri funciare

49	Iurie Brumarel	Project Livada Moldovei
50	Tudor Robu	Food and Agriculture Organization of the United Nations, FAO
51	Dina Ciochina	Organization for small and medium enterprises sector development, ODIMM
52	Tatiana Chiriac	Organization for small and medium enterprises sector development, ODIMM
53	Galușca Corina	Organization for small and medium enterprises sector development, ODIMM
54	Ecaterina Jechel	Organization for small and medium enterprises sector development, ODIMM
55	Igor Afteniuc	Organization for small and medium enterprises sector development, ODIMM
56	Diana Coșalci	The Agency for Intervention and Payments in Agriculture (AIPA), șef Serviciul metodologie și raportare,
57	Martin Liliana	The Agency for Intervention and Payments in Agriculture (AIPA)
58	Rodica Miron	United States Agency for International Development, USAID
59	Igor Spivacenco	United States Agency for International Development, USAID
60	Victoria Sargu	The Consolidated Agricultural Projects Management Unit (CAPMU)
61	Liviu Gumovschi	The Consolidated Agricultural Projects Management Unit (CAPMU)
62	Olga Sainciuc	The Consolidated Agricultural Projects Management Unit (CAPMU)
63	Vadim Curmei	The Agency for Intervention and Payments in Agriculture (AIPA)
64	Eugen Verlan	Ministry of Finance, Șef secție Fonduri de dezvoltare, 262-681
65	Lilia Taban	Ministry of Finance, , Șef adjunct Direcție, șef Secție, Sectia Investitii capitale publice, 262-678
66	Cristina Bejinari	Ministry of Finance,
67	Mariana Rotaru	Ministry of Finance,
68	Elena Matveeva	Ministry of Finance,
69	Iulia Ciumac	Ministry of Finance, Șef direcție, Directia asistenta externa, 262 663
70	Aurel Jucov	Ministry of Finance,
71	Artur Jucov	Ministry of Finance,
72	Alexandru Balanel	Ministry of Finance,
73	Angela Țurcanu	State Chancellery, Consultant principal, 250-234
74	Lilia Palii	Ministry of Economy/secretar general de stat
75	Raisa Cantemir	External Assistance Program Management Office/Oficiul de Gestionare a Programelor de Asistență Externă, Șef al OGP AE
76	Marcela Mihaila	External Assistance Program Management Office/
77	Maria Vilcu	External Assistance Program Management Office, Director adjunct OGP AE
78	Valeriu Chițan	NATIONAL COMMISSION FOR FINANCIAL MARKETS
79	Alina Cebotariov	NATIONAL COMMISSION FOR FINANCIAL MARKETS, Directorul Departamentului creditare nebanară
80	Valentina Badrajan	The Sustainable Development Account Moldova (SDA Moldova)/Fondul de Dezvoltare Durabilă a Moldovei
81	Boris Boincean	The public Research Institute for Field Crops "Selectia"
82	Liviu Volconovici	The State Agrarian University of Moldova SAUM
83	Ion Roșca	"National Botanical Garden
84	(Institute) Alexandru Ciubotaru	Director I.P Grădina Botanică (Institut) „Alexandru Ciubotaru” (GBNI)"
85	Nicolae Munteanu	Agency Moldsilva - central administrative authority in forestry/ Inginer-șef silvic, 022 277959/ 078880999
86	Anatolie Spivacenco	"Porumbeni" Institute of Phytotechnics (IFP)/I.F.Porumbeni I.P.
87	Elena Guzun	"BC „Mobiasbanca Groupe Societe Generale",
88	Director Comercial Corporate Banking"	
89	Iulia Ceban	BC „Mobiasbanca Groupe Societe Generale"
90	Tatiana Tibulskaia	BC „Mobiasbanca Groupe Societe Generale"
91	Alina Petrov	BC „Mobiasbanca Groupe Societe Generale"
92	Svetlana Armasu	BC „Mobiasbanca Groupe Societe Generale"
93	Dana SCRIPNIC	BC „FinComBank", Președinte (interimar)
94	Olga Nakonechnaya	BC „FinComBank", Director Departamentul Suport
95	Iulia Maximova	BC „FinComBank", Specialist principal Trezorerie
96	Oleg Paingu	BC „Moldova Agroindbank", Vicepreședinte al Comitetului de Conducere
97	Ala Polustanova	BC „Moldova Agroindbank",
98	Irina Efremova	BC „Moldova Agroindbank",
99	Lilia Vrabie	BC „Moldova Agroindbank",
100	Sergei Cartasov	BC "Comerț Bank", Presedintele Comitetului de conducere
101	Olga Bulat	BC "Procredit Bank", Presedintele Comitetului de conducere
102	Andrei SURUCEANU	BC „Moldindconbank", VICEPREȘEDINTELE COMITETULUI DE CONDUCERE
103	Victor Cibotaru	BC „Moldindconbank", VICEPREȘEDINTELE COMITETULUI DE CONDUCERE

104	Liliana Botorovschi	BC „Moldindconbank”, Șeful Direcției Relații Externe
105	Andrei Calin	Central National Association of Savings and Credit Associations/Asociația Națională Centrală a AEÎ
106	Sandu Șamatailo	Corporația de Finantare Rurala, Președinte
107	Eduard Gojan	Association of Savings and Credit Association Grimăncăuți
108	Sulă Efinia	Association of Savings and Credit Association Botna
109	Anatol Palade	ProConsulting SRL
110	Vasile Zagorodniuc	Monelcons SRL/Director
111	Leonid Popov	Institutului de Pedologie, Agrochimie și Protecția Solului Nicolae Dimo/Directorul,
112	Maxim Ion	Asociația Națională a Apicultorilor din Republica Moldova
113	Iurie Fala	Asociația Producătorilor și Exportatorilor de Fructe „Moldova-Fruct”
114	Valeriu Mironescu	Uniagroprotect
115	Valeriu Cosarciuc	Federația Națională a Fermierilor din Moldova
116	Vasile Mirzenco	Federația Națională a Fermierilor din Moldova
117	Lucreția Ciurea	UN Women
118	Radu Mudreac	
119	Ghenadie Titica	"FAGUS" Forest Resource Conservation Center
120	Dumitru Galupa	Institute of Forestry Research and Management (ICAS)
121	Dumitru Stratan	Inspiro Consulting SRL
122	Igor Gorasov	Igor Gorasov (consultant individual)
123	Efim Lupanciuc	PromoTERRA
124	Serghei Harea /Președinte	Chamber of Commerce and Industry/Camera de Comerț și Industrie
125	Mihai Bilba	Chamber of Commerce and Industry/Camera de Comerț și Industrie
126	natalia calenic	Chamber of Commerce and Industry/Camera de Comerț și Industrie
127	"Gheorghe Gaberi - Președinte,	Moldovan Association of Grape Producers. and Exporters (APESM)
128	Eudochim Ungureanu-Director	Moldovan Association of Grape Producers. and Exporters (APESM)
129	Pancrat Ana - Președinte	Association of Farmers Milk Producers./Asociația Fermierilor - Producători de Lapte din Republica Moldova
130	Prisacaru Pavel - Președinte	National Association of Sheep and Goat Breeders/AO Federația Națională a Crescătorilor de Ovine și Caprine pentru Carne și Lapte
131	Alexandru Badarau - Director	Association of Lavender Growers and Processors of Moldova NGO/„Asociația Cultivatorilor și Procesatorilor de Lavandă din Moldova” ONG
132	Victor Melnic - Președinte,	Aromeda - Moldovan Association of Aromatic and Medicinal Plant Producers/Asociația Cultivatorilor de Plante Aromatice și Medicinale din Republica Moldova Asociația "AROMEDA"
133	Ușurelu Iurie - Director	Aromeda - Moldovan Association of Aromatic and Medicinal Plant Producers/Asociația Cultivatorilor de Plante Aromatice și Medicinale din Republica Moldova Asociația "AROMEDA"
134	Aneta Ganenco - Președinte,	The Public Association «Berries of Moldova/Asociația Obștească "Pomușoarele Moldovei"
135	Mihaela Grumeza - Director	The Public Association «Berries of Moldova/Asociația Obștească "Pomușoarele Moldovei"
136	Gincu Dragalina	Beneficiary RFS Apimelifera SRL
137	Sandic Ștefan	Private limited company/SRL „Faguraș de Aur” /Beneficiary, tel. fix: 027258201; mob. 068819981;
138	Golban Igor	"GȚ „Ygrick-Group” Beneficiar
139	Negru Nicanor	Private limited company/SRL „Regina Naturii”Beneficiary,
140	Negruta Mihail	Private limited company/SRL „Regina Naturii” Beneficiary
141	Chitoragă Dumitru	GȚ „Dumitru Ghitoragă” Beneficiary
142	Larisa Vilcu/Lilea Botez	"AO „Fermer-AGROinform/Cantemir/
	"Tudor	"CONSULTANCY AGENCY AO „AGRO-CONS”/ Drochia
143	Darii/Veronica Cociu/Daniela Ungureanu	
144	"Tatiana Finiuc/Vasile Vieru "	AO „AGROinform”/Edinet
	"Victor	AO „Cutezătorul”/ Falesti
145	Cimpoieș/Alexandru Fusa "	
146	Maria Rotaru	AO „Centrul de ex-tensiune în agri-cultură Hîncești”
147	"Petru Ionel/Maria Ciorici "AO „	Nis-AGROinform”/ Nisporeni

148	"Vera Grozavu/Ion Grozavu "	AO „OrhConsInfo”/Orhei
149	Natalia Guțu Valeriu	AO „AFASR”/Râșcani "AO „Centrul pentru Inițiativă Privată”/ Ungheni
150	Botnari/Marina Radu Anatol	"AO „Centrul de Business și consultanță Cahul”
151	Nebunu/Eugenia Nebunu	
152	Maria Marchitan	AO „Teragronord”/Soroca
153	Maria Prisacari	Nord Regional Development Agency director ADR Nor
154	Zaboltnii Victoria	North Regional Development Agency
155	Jardan Viorel	Centre Regional Development Agency
156	Maria Culeșov	South Regional Development Agency
157	Mișcenco Ana	Forestry Enterprise/Î.S. „Întreprinderea pentru silvicultură largara”
158	Dimitriade Valentin	Forestry Enterprise/Î.S. Întreprinderea pentru silvicultură „Silva-Sud” Cahul
159	Adam Vasile	Forestry Enterprise/Î.S. „Întreprinderea pentru silvicultură Telenești”
160	Apostolachi Iurie	Forestry Enterprise/Î.S. Întreprinderea pentru silvicultură „Tighina”
161	Pașcurov Iurie	peasant household/G.Ț. „Pașcurov Iurie”
162	Adam Ion	Private limited company/SRL „Roua Persicului”
163	Tîlea Leonid	Private limited company/SRL „Agrored LV”
164	Tcaci Igor	Private limited company/SRL „Hiliutianul”
165	Gîrlea Andrei	peasant household/G.Ț. „Girlea Andrei”
166	Constantin Sandrovski	Private limited company/SRL „Golden Grapes”
167	Leonid Popov	Institutul de Pedologie, Agrochimie și Protecția solului „N.Dimo”
168	Ion Curjos	Private limited company/SRL „Natcubi-Agro”
169	Pavel Sochirca	State Commission for Variety Testing/Comisia de Stat pentru Testarea Soiurilor de Plante
170	Maria Darii	peasant household/G.Ț. "Maria Darii”