



*Empowered lives.  
Resilient nations.*

## Annual Progress Report - 2011

### United Nations Interagency Rehabilitation Programme (UNIRP)

Award ID:	00060018
Award Title:	United Nations Interagency Rehabilitation Programme (UNIRP)
Project ID:	00075334
Source of Funds:	United Nations Peace Fund for Nepal (UNPFN) and Bureau for Crisis Prevention and Recovery (BCPR)
Implementation Modality:	Direct Implementation Modality (DIM)
Project Beginning Year:	June 2010
Project Ending Year:	May 2012

Signature

Name: **Abdul Hameed Omar**  
Project Manager

Signature

Name 19 Jan 2011  
Executive- Project Board

# Table of Contents

<b>Annual Progress Report</b> -----	<b>3</b>
<b>1. Overview of the Project</b> -----	<b>3</b>
<b>2. Key Results in 2011</b> -----	<b>3</b>
<i>2.1. Summarize three major results achieved in 2011, emphasizing changes in development conditions and/or people's lives. Explain how these interim results are leading towards the overall intended results of the project. Include any policy changes that the project has contributed to.</i> -----	<b>3</b>
<b>3. Achievements against Annual Work Plan (Annual Targets &amp; Activities)</b> -----	<b>6</b>
<b>4. Cross Cutting Issues</b> -----	<b>27</b>
<i>4.1. Describe results achieved by the project in promoting gender equality, women's empowerment and social inclusion. Please highlight gender results achieved which has resulted in change in gender equality and status of women in particular. Please provide quantitative data wherever possible.</i> -----	<b>27</b>
<i>4.2. Has the project/UNDP supported Nepal in drawing on expertise and experiences from other developing countries sharing its expertise and experiences with another develop country/countries? Please indicate details.</i> -----	<b>27</b>
<i>4.3. Are specific models of practices from other developing country/countries being adopted by Nepal or is Nepal promoting its model/practices in other developing country/countries with the support of the project/UNDP? Please specify.</i> -----	<b>27</b>
<i>4.4. Has the project contributed specifically to improving the performance of institutions and systems through strategic</i>	<b>27</b>
<b>5. Implementation Challenges</b> -----	<b>28</b>
<i>5.1. 5.1 Describe any implementation challenges you have faced during the implantation of the project in 2011, as well as your responses.</i> -----	<b>28</b>
<i>5.2. Update the Risk and Issues Logs in the templates provided below. The updated risk and issue logs should follow the same format as in the QPRs.</i> -----	<b>29</b>
a) Risk Log Matrix-----	<b>29</b>
b) Issue Log Matrix-----	<b>32</b>
<b>6. Lessons learned and next steps</b> -----	<b>33</b>
<i>6.1. Describe the main lessons learnt that can be drawn from the year's experiences. Please mention any "best" or "worst" practices which UNDP should be aware of. Please be specific and focus on 2011.</i> -----	<b>33</b>
<i>6.2. For projects continuing in 2012, describe priority actions for the following year to overcome any constraints, build on achievements and partnerships, and use the lessons learnt during the previous year. In particular, please make clear recommendations for any required corrective action, for review by the project board.</i> -----	<b>33</b>

# Annual Progress Report

## 1. Overview of the Project

Within the context of the Comprehensive Peace Agreement (CPA) signed between the political parties and the UCPN-Maoist on 21 November 2006 and the Agreement on Monitoring of the Management of Arms and Armies (AMMAA) on 28 November 2006, the UN Country Team (UNCT) in Nepal, with the political leadership of UNMIN, supported the Registration and Verification of Maoist army Personnel in 2007 which resulted in 4008 Maoist combatants disqualified on the ground of being verified as Minors (born after May 25 1988) and Late Recruits, (recruited in Maoist army after the 25 May 2006 ceasefire).

Two years after the completion of the UN led verification process in December 2007, the discharge and rehabilitation of these verified minors and late-recruits (VMLRs) was secured by the signing of the 1612 Action Plan after several rounds of negotiations. The discharge process was launched on 6<sup>th</sup> January 2010 and was completed within 33 days. Of the total 4,008 verified as either minors or late-recruits, 2,394 VMLRs were present during discharge ceremonies. The remaining 1,614 who were not present during the discharge in the cantonments were officially discharged in absentia through a declaration signed by UCPN-Maoist on 23<sup>rd</sup> March 2010. The UN Country Team (UNCT) and UNMIN supported the implementation of the discharge process.

Building on the excellence in the planning and implementation of discharge process and UNCT collaboration which demonstrated the UN working as one, UNDP led the launch of a context specific rehabilitation process together with UNICEF, UNFPA and ILO. The design was compliant with the most widely recognized guidelines for such processes endorsed by the UN, the Integrated Disarmament, Demobilization and Reintegration Standards (IDDRS), to support the transition of these discharged VMLRs into civilian life with improved sustainable livelihood options. The rehabilitation options developed in consultation with both the Government of Nepal and the UCPN-M, both of which also imposed constraints on the design, included Formal Education, Vocational Skills Training, Micro-Enterprise and Health related Training and Education. The project document of the UN Interagency Rehabilitation Programme (UNIRP) was developed through a process of interagency consultation and the required funds were secured from the UN Peace Fund for Nepal (a multi-donor trust fund supported by the governments of Canada, Denmark, Norway, Switzerland and the United Kingdom and UN Peace Building Fund). The programme is now being implemented in a process which demonstrates, probably for the first time the successful operation of an integrated and collaborative effort by multiple UN agencies in delivering a complex rehabilitation programme.

The programme launched in the absence of adequate baseline information regarding the socioeconomic profiles of participants and the necessary labor market analysis, both critical for rehabilitation option design, in addition to constraints in approaching implementation from the desired community based perspective. This necessitated the implementation of a process of dynamic monitoring, evaluation and adjustment which permitted the improvement of design as necessary information was gathered and in drawing lessons from project experience. While improvements were implemented rapidly, the changes to implementation, particularly in improving the options to address market realities and the increased support to social reintegration; career counseling, psychosocial support, gender specific support, health support, etc., are reflected in a revised programme document which maps the road to successful completion of the programme.

## 2. Key Results in 2011

*2.1. Summarize three major results achieved in 2011, emphasizing changes in development conditions and/or people's lives. Explain how these interim results are leading towards the overall intended results of the project. Include any policy changes that the project has contributed to.*

**Among the achievements of the UNIRP, the following three key results stand out:**

- A. UNIRP through counseling, various rehabilitation options and support services, helped the discharged Maoists combatants with potential for livelihood sustainability and the capacity to address socio-economic and cultural constraints. Despite the absence of national ownership and major constraints, 67% of the total 4,008 contacted the programme with a subsequent 54% enrolled out of the 4,008 VMLRs. Summary of the key statistics are presented below:

Steps in Rehabilitation Process	Of the total 4188 individuals discharged	Of the 2304 individuals discharged through employment ceremonies	Of the 1618 individuals who are in employment opportunities (i.e., "no-shows")
Individuals who have made first contact through the toll-free phone number	2689 (67%)	2103 (88%)	586 (36%)
Individual who have visited regional office and received career counseling	2460 (61%)	1966 (82%)	494 (31%)
Individuals who have received career counseling and been referred for training or education	2384 (59%)	1903 (79%)	481 (30%)
Individuals who are currently in training or education	1081 (27%)	793 (33%)	288 (18%)
Individual who have been dropped out from training/Education	79 (2%)	66 (3%)	13 (1%)
Individuals who have completed training	989 (25%)	841 (35%)	148 (9%)
<b>Total number of individuals who have been enrolled for training or education</b>	<b>2149 (54%)</b>	<b>1700 (71%)</b>	<b>449 (28%)</b>

B. To date, 60% of graduates of the programme are in employment or have established their businesses. The programme assisted VMLRs to avail of employment opportunities or to start their own businesses through consistent counseling, business mentoring, local labor market opportunity mapping, liaison with the private sector and business community and mentoring of regional office staff to address these issues.

C. Through a process of dynamic adjustment, the programme components are continuously strengthened and levels of excellence have been achieved in the following areas:

*i. Career Counseling*

The provision of professional career counseling at the regional offices was an attempt to compensate for the absence of socioeconomic profiling of clients, and to identify capacities and aspirations and to direct them towards their optimum rehabilitation options.

*ii. Strengthening of the Rehabilitation Options through the Process of dynamic M&E*

Drawing on the lessons learned from practice in identifying clients' needs vis-a-vis market opportunities, the structure and delivery of specific training modules have been expanded and improved.

*iii. Psychosocial Support*

The demand for psychosocial support from the client group exceeded expectations with more than 30% requiring assistance. The programme operating through five regional offices and working through national professional psychosocial service providers increased capacity to address that demand. Ongoing academic analyses of the services indicate very positive results.

*iv. Health Support*

The particular client group is highly susceptible to routine health problems which impacts on capacity to participate in the programme. In response, the programme developed a limited health support system addressing the most common problems operating through the national and local health services. This service initially was for participants in vocational skills training however, on demand was expanded to full client load.

*v. Gender Specific Support (including masculinities)*

30% of the caseload is girls/women, and considering the specific sociocultural challenges unique to the Nepali context, require gender specific support to ensure capacity for full participation in the programme. Further, the programme has identified gender specific constraints associated with masculinities. A comprehensive matrix of gender specific support elements has been developed, funded and mainstreamed into the programme to address these issues.

*vi. Job Placement and Linkages to MFIs*

While the initial objective of the programme was to provide training or education to permit participants to compete in the jobs market, it is identified that to ensure sustainable livelihoods, additional support in job placement was required. The programme socioeconomic team was tasked with developing the appropriate relationship with the private sector and business community, and with developing capacity at the UNIRP regional office level for local job opportunity analyses. The result of concerted effort, a job placement percentage of 60% of the programme graduates has been achieved. Further, two MoUs has been established with regional MFIs to facilitate access by UNIRP graduates to micro-credit to assist micro-enterprise sustainability.

**vii. *Development of the Comprehensive Rehabilitation Information Management System (CRIMS)***

The Comprehensive Rehabilitation Information Management System (CRIMS) initially built on the UNDP DREAM DDR information management software to allow online access to UNIRP regional offices and partners. Innovation includes support to: client tracking, unified reporting (financial and operational), data sharing and M&E (qualitative and quantitative). This advanced the software many generations, can be replicated and is recognized as a significant contribution to the field of DDR.

**viii. *Mainstreaming Do No Harm (DNH)***

The concept of the DNH in addressing community violence reduction has been mainstreamed in all aspects of the programme to identify the 'dividers' and the 'connectors' through a process of staff and partner training. This facilitates a conflict sensitive overview of the programme ensuring that interventions do not contribute to negative results. The efforts of the programme to implement DNH mainstreaming are recognized as examples of good practice.

**D. Peace-Building and Recreational Activities supporting Social Reintegration**

Due to initial constraints, the programme launched with an inadequate focus on community based approach. As the capacity of the programme evolved, UNICEF together with UNIRP regional offices mobilized the CAAFAG network working in collaboration with NGOs and CBOs, to implement peace-building and recreational activities in the communities of resettlement bringing together participants with community members and contributing to confidence building and reconciliation. Recreational activities were also added within the training institutes in order to ensure a conducive learning environment.

### 3. Achievements against Annual Work Plan (Annual Targets & Activities)

Please fill out the tabulation below and include all the annual targets set in the AWP for 2011

Annual Targets	Achievements (Quantity, Annual Targets)	Planned Activities	Achievements (Quality, Outputs & Outcomes)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
<p>UNIRP Govt. Key elements of the C&amp;B and AWP are implemented through the memorandum of Understanding of Vocational Training of Vulnerable Youth and Late Recruits (VYMLR).</p> <p>UNIRP Outcome 1: VMLR participants are supported in their socio-economic rehabilitation.</p> <p>Activity Result 1: Individual Rehabilitation Option Packages (ROPs) are prepared and made available to participants.</p> <p>The programme entered into a vast number of contracts to avail rehabilitation trainings and education services on a timely basis. This includes Long-Term Agreements (LTAs) with three principal service providers and three service providers for vocational skills training, more than 180 small and medium contracts and two professional contracts for micro-enterprise services. This is new work for UNIRP, an area of great achievement which has resulted in improved efficiency and value for money.</p> <p>In view of the market demands and participants' interest, UNIRP enhanced VST. Micro-enterprises options and health related training and education while UNICEF in consultation with Ministry of Education, re-introduced open education within rehabilitation options for VMLRs during 2011. The programme through its innovative forms of dynamic M&amp;E has implemented a flexible approach for enhancement and revision of the training options responsive to the changing market demand and participants needs.</p>							
<p><b>1.1 Identification of Service Providers; briefing, capacity building and contracting</b></p>	<p><b>Fully Achieved</b></p> <p><b>100%</b></p> <p><i>Principal Service Providers and Implementing Partners were brought on board and have been delivering services.</i></p>	<p>1.1.1 Analyze SPs Capacity &amp; prepare contract</p> <p>1.1.2 Agree on curricula and modalities of package implementation</p> <p>1.1.3 Review and enhance the Rehabilitation Packages and ensure access of VMLRs to the packages</p> <p>1.1.4 Organize workshops and briefing sessions on capacity development to P/SPs</p> <p>1.1.5 Conduct trainings to service providers of (VT/ME/HT) on economic reintegration</p>	<p>The programme has been working very closely with the service providers and implementing partners to ensure compliance with the agreed terms of reference and government approved curriculum addressing national standards.</p> <p>Through a dynamic M&amp;E and adjustment process, the programme has not only expanded the number of trades and options but has improved the quality, duration of training and mode of delivery.</p> <p>In addition, 90 TEVT service providers were supported by different capacity development workshops to address training capacity gaps.</p> <p>In mid-2011, UNICEF renewed existing partnership for another year with CAAFAG implementing partners to provide continued rehabilitation support to VMLRS in the areas of education, psychosocial support and facilitate social-reintegration through community based peace-building activities.</p> <p>The 2-year Long-Term-Agreement (LTAs) with three PSPs for VST concluded on 18 August 2011. To maintain smooth completion of the trainings for participants whose training period goes beyond the LTA, the programme secured no cost extension with two of the PSPs (UCEP and Alliance Nepal) within the project duration. In addition, in order to maintain effective</p>	26921	71400	8,800	8800
				26921	71400	8,000	8000
				30000	75100	100	100
				30000	71400	2,000	2,000
				UNICEF		59,500	59,500

Activity/Target	Achievement/Remarks	Description of Activities	Impact/Outcome	Budget	Actual
1.2 Establish mechanisms for post-training counseling for micro-entrepreneurs including linkages to MFIs	<p><b>Partially Achieved</b></p> <p>70%</p> <p><i>Institutional and operational constraints at the level of GoN resulted in partial non achievement of expected result</i></p> <p><i>Additional work needed to explore linkages with MFIs in areas which are not covered</i></p>	<p>1.2.1 Conduct rigorous monitoring of graduated participants, provide counseling and assist them for job placement/ self-employment</p> <p>1.2.2 Conduct one national level orientation workshop coordination with Nepal Rastra Bank for Nepalese financial institutions and other relevant organizations</p> <p>1.2.2 Explore and develop linkages with MFIs</p> <p>1.2.3 Establish and operationalize mentoring &amp; monitoring mechanisms</p>	<p>implementation of the rehabilitation trainings and to improve contracting modality by reducing layers of contracting after the closure of LTAs and to ensure continuity of service delivery to the participants, the programme has arranged direct contracting with qualified skills training providers including regional public and private schools.</p> <p>Developed Individual Assessment and Monitoring plan to identify specific needs of microenterprise graduates and following accordingly.</p> <p>Meeting held with Nepal Rastra Bank Microcredit Promotion and Supervision Division, Deposit and Credit Guarantee Cooperation for the possible micro-credit linkage and credit guarantee provision to related banks and microfinance institutes. National level workshop will be held on February 2012 with coordination of Nepal Rastra Bank.</p> <p>Coordination of Nepalese microfinance institutes at central and local level for possible micro credit support to graduates; Partnership memorandum of understanding has signed between UNDP and Mid-western Region Grameen Development Bank and Eastern Region Grameen Development Bank.</p> <p>Conducted one day mentoring for the sustainability of participants microenterprises and develop linkage mechanism with Nepalese private sectors umbrella organisation.</p>	26921	6,000
2.1 Regional teams with direction from socio-economic mapping facilitate access to livelihood opportunities/ job	<p><b>On-going</b></p> <p><i>Based on the programme target, 60% job for graduates,</i></p>	<p>2.1.1 Enhance individual profiling through personal counseling and interview</p> <p>2.1.2 Develop a socio-economic mapping strategy</p> <p>2.1.3: Develop and operationalize</p>	<p>Developed graduates individual employment and self-employment need assessment matrix and needs assessment survey is in progress.</p> <p>Developed socioeconomic mapping strategy.</p> <p>Continuous coordination and communication are in</p>	26921	6,000
Activity Result 2: Access to employment and livelihood opportunity	<p><b>On-going</b></p> <p><i>Based on the programme target, 60% job for graduates,</i></p>	<p>2.1.1 Enhance individual profiling through personal counseling and interview</p> <p>2.1.2 Develop a socio-economic mapping strategy</p> <p>2.1.3: Develop and operationalize</p>	<p>Developed graduates individual employment and self-employment need assessment matrix and needs assessment survey is in progress.</p> <p>Developed socioeconomic mapping strategy.</p> <p>Continuous coordination and communication are in</p>	26921	6,000

Annual Targets	Achievement (Against Annual Targets)	Planned Activities	Comments/Remarks	Financial			
				Point	Budget Code	Budget	Actual Expenditure
<b>placements</b>	<b>100% Achieved</b>  <b>For 2012, the programme will extend the target</b>	a referral mechanism for employment opportunity after completion of training 2.1.4 Conduct Regional level orientation workshops for key stake holders to increase support for programme 2.1.5 Develop one National and five regional socio-economic support committees with the function of enhancing employment/credit linkage in five development region	progress with Nepalese public/ Private sectors to open employment and livelihood opportunities to graduates. An employment referral mechanism has been developed with the Federation of Contractors Association; Federation of Cottage & Small Industry and District Chambers of Commerce & Industry both at central and district levels.	30000	71600	2,200	2,200
			Conducted nine regional level workshops in Kailali, Banke, Dang, Rupendehi, Kaski, Chitawan, Parsa, Morang and Kathmandu. About 650 key business people participated and committed to provide employment opportunities and mentoring services for sustainable livelihood opportunities for VMLRs.	26921	71600	5,900	5,900
			These nine workshops created awareness amongst business people to support peace-building process in the country.	30000	75100	1,000	1,000
			Formation of socioeconomic support committees is in progress	30000	72100	3,1500	3,1500
			The programme through its regional offices located in the five Development Regions monitor the participants to confirm their self/employment after the graduation. For remote cases they use regular contact through telephone or in person assessment done via partner agencies. At the end of November 2011, 989 participants have graduated from different trainings and 550 have gained self/employment, which represents 56% overall employment rate of the graduates. There are 45 graduates under VST who refused decent jobs that offered employment with salary of at least NRs. 4,500 / month or 3,000 / month with food and accommodation and are within a reasonable distance from their home. The primary reason for refusal is that participants receive a stipend from the UCPN-M greater than the salary offered. Taking this into account as a form of employment, the overall employment rate for UNIRP graduates is considered 61%.	26921	71200	50,000	50,000



Activity/Component	Priority	Project/Component	Project/Component	Project/Component	Project/Component	Project/Component	Project/Component	Project/Component
2.2. Data on socio-economic opportunities mutually shared with parallel programs	<i>Ongoing</i>  <i>100%</i>	2.2.1 Conduct socio-economic mapping to identify parallel programmes 2.2.2 Collect and collate data to identify opportunities	To further enhance and ensure effective and efficient implementation of the socio-economic support activities by the regional offices in support of the employment linkages: i) a comprehensive socio-economic support guidelines has been developed to support the regional offices in their efforts for job placements. ii) Workshops on "The role of public/private organizations in socioeconomic rehabilitation of the ex-combatants" aiming to support on the possible employment linkage, microcredit support were conducted. Additionally, UNIRP socio-economic team, regional offices and implementing partners are continuously mapping potential employers and microfinance institutions.	26921	71400	15,000	15,000	
2.3 Post-ROP monitoring and mentoring operationalized	<i>Ongoing</i>  <i>100%</i>	1.2.3.1 Develop and implement monitoring and mentoring modalities 1.2.3.2 Establish reporting systems and follow-up mechanism 1.2.3.3 Establish a systematic storing, analysis and sharing of database (among participating agencies) to document number of VMLRs referred to packages, enrolled and completed training or education 1.2.3.4 Share progress, challenges and lesson learned on rehabilitation with relevant stakeholders including the Gov.	In consultation with the UN Country Team, mapped livelihood programmes. Continuous coordination is being done to draw synergies. Mapping of parallel programmes by both State and development partners has been carried out. Generally, they have not been found useful to the UNIRP client load Data collection has been based on local analysis in consultation with the business community	26921 UNFPA UNICEF	71400	1,500 5,000 150,000	1,500 5,000 150,000	Monitoring of the programme is mainstreamed into all aspects of programme implementation through dynamic evaluation of the qualitative and quantitative information / data gathered through an integrated data collection system which includes, routine reporting in collation with management information system. This includes rigorous in person monitoring of the participants during and after training in close liaison with implementing partners.

Annual Objectives	Activities (Outputs/Outcomes)	Planned Activities	Actual Activities	Indicator	Target	Budget Code	Budget	Actual Expenditure
Activity Result 3: Participants will receive career and psychosocial counseling		With the emphasis of the regional offices work moving from induction of participants, career counselors could concentrate on increasing support to participants through mentoring and outreach. Further, in light of heavy demand for psychosocial support exceeding 30% of the total caseload, the national service providers for psychosocial support were required to increase the number of professional counselors in each regional office.						
3.1 Regional counselors provide careers counseling and information sharing to participants	<b>Ongoing</b>  <b>100%</b>	3.1.1 Counselors offer specialized counseling, share information to assist individuals make informed decision in regards to rehabilitation packages.	While the pace of induction has reduced, the counselors have devoted more time to outreach, mentoring and monitoring of the participants pre/during and post training to provide enhanced career guidance. 61% of the total 4,008 have received career counseling.	30000	71300	55,875	55,875	55,875
		3.1.2 Counselors update personal profile of VMLRs including gender specific needs and information and refer them to relevant service providers for training/education.	With the individual needs assessment of the participant, the team also provided the psychosocial counseling services to the family and community people to facilitate their smooth participation and learning in training programme.	30000	71200	112,000	112,000	112,000
		3.1.3 Offer detailed career counseling in a gender friendly environment involving female career and psychosocial counselors	With the trained and professional counselors from TPO and CVICT in support with UNIRP regional counselor, the participants got a chance to access the medical and health support and thus referred to the government medical clinic/ hospital.	30000	71400	131,875	131,875	131,875
		- Provide career counseling in a gender friendly environment provided to female ex-combatants.	All counseling is undertaken in a gender sensitive/friendly environment	30000	71400	45,000	45,000	45,000
		- Provide psychosocial counseling services provided to the needy target group members at individual, family and community level	Related to the counseling service, gender specific support including consideration of masculinities has been strengthened to provide comprehensive support to ensure that no participant is constrained by gender issues.	30000	71400	27,000	27,000	27,000
		3.1.4 Identify individuals with psychosocial, health, protection and gender specific needs.		30000	71400	21,600	21,600	21,600
		3.2.1. Identify and contract appropriate IPs to train candidates for technical assistance and capacity building of regional counselors, implementing partners/service providers	With 30% of clients requiring psychosocial support, the level of professional counseling needed to be increased significantly during the programme. National psychosocial service providers, TPO and CVICT trained psychosocial counselors from the community and met the client needs.	30000	71600	25,000	25,000	25,000
		3.2.2. Identify and place Regional Psychosocial workers in all Inter-	Psychosocial support mechanism including regional referral system for low income and	30000	74500	5,000	5,000	5,000
				30000	72200	45,000	45,000	45,000
				30000	72400	18,000	18,000	18,000
				30000	72500	20,000	20,000	20,000
		30000	72800	15,000	15,000	15,000		
		30000	73100	55,000	55,000	55,000		
		30000	73200	18,500	18,500	18,500		
		30000	72200	10000	10000	10000		
		30000	71500	110,000	110,000	110,000		
		30000	73400	45,000	45,000	45,000		
		30000	72100	80,000	80,000	80,000		
		30000	75100	5,000	5,000	5,000		
		30000	75700	5,000	5,000	5,000		
3.2 Community social workers, health workers are trained to provide psychosocial counseling	<b>Ongoing</b>  <b>100%</b>			UNICEF		250,000	250,000	

Strategic Area	Activity	Priority	Impact	Budget	Status	Remarks
	<p>agency regional counseling offices</p> <p>3.2.3. Train the Regional UN Inter-agency staff and the service providers on basic psychosocial counseling skills.</p> <p>3.2.4. Provide psychosocial training (including SGBV and Substance Abuse) to other implementing partners (NGOs) in approximately 50 districts.</p> <p>3.2.5. Conduct psychosocial training in regional offices, training centers and at community level and establish a referral mechanism to refer severe cases for long term psychosocial interventions to regional or national partners.</p>		<p>intensive support has been established.</p> <ul style="list-style-type: none"> <li>Female psychosocial counselors are placed in all regional offices to handle the psychosocial aspects of the rehabilitation programme.</li> <li>Several serious cases requiring clinical psychosocial support have been referred to partners for longer-term clinical support.</li> <li>Basic Psychosocial Care training was provided to career counsellors and service providers in all 5 regional centres. All together 62 participants (M46 F16) participated in five days training provided by TPO and CVICT</li> <li>Training on Gender based violence and substance abuse was conducted for social mobilizers and psychosocial counsellors for 10 days in all regional centres. 97 participants of Implementing partners participated the training</li> <li>18 cases received specialized mental health and psychosocial support through specialized care among them 10 was female and 8 were male.</li> </ul>	<p>30000</p> <p>UNICEF</p>	<p>71400</p> <p>45,000</p> <p>25,000</p>	
<p><b>3.3 Requirements of participants with special needs are addressed</b></p>	<p><i>Ongoing</i></p> <p><b>100%</b></p>	<p>3.3.1 Establish mechanisms to identify other forms of special support for VMLRs and determine support mechanisms.</p> <p>3.3.2 Define and agree on parameters of support to special needs group.</p> <p>3.3.3 Monitor participants regularly to ensure effectiveness and relevance of assistance.</p>	<p>Cases with specific needs are being referred by the regional offices to CAAFAG partners for further support. Participants with war injuries are being referred for specialized health and psychosocial treatment. Following is the update:</p> <p>By Nov 2011, total of 940 who visited in the UNIRP offices were assessed and total of 115 (39 M 76 F) cases were followed up in the training centers through regional psychosocial counselors.</p> <p>97 participants (44 M 53 F) were referred to the implementing partners of UNICEF for the follow up on their psychosocial needs through the district psychosocial counselors and community based psychosocial workers.</p> <p>In addition to this, 16 families were visited for the follow up purpose and 10 group sessions were conducted consisting of 33 (12 M 21 F) participants</p>			



Strategic Objectives	Achievement (Percentage)	Description	Activities	Budget Code	Budget	Actual
		offices, training centers and in community (schools) and to refer cases for appropriate support. 4.1.3 # of participants receiving gender specific support as stipulated in the interagency matrix of support to female VMLRs. 4.1.4 # female receiving special education support/grant.	and 2 men have received paternity allowances.  The programme has maintained one to one counseling of all female participants by female counselors to identify protection issues and gender specific needs.  Under the education package, female participants who have protection concerns or cannot join community based schools have been supported with extra financial support (NRs. 2,200) on top of the two-year NRs. 1,800 monthly stipend to facilitate their participation in education. Out of a total of 164 females enrolled in the education program, 65 female participants who are studying away from home have received additional stipend to enable them to continue with their education.	UNFPA	10,000	10,000
4.2 Awareness building activities on SCR 1325, 1820, reproductive health, woman's rights, civic responsibility facilitated to implementing partners and female participants	<b>Fully Achieved</b>  <b>100%</b>	4.2.1 Develop communication and public information/ sensitization tools incorporating gender specific interventions 4.2.2 Facilitate community events / FDGs to draw awareness. 4.2.3 Encourage local government to support the awareness raising campaigns.	Generic sensitization materials on SCR 1325 and 1820 were distributed to participants and service providers.  Liaison with local authorities in the areas of sensitization on SCR 1325, 1820, GBV, RH, HIV AIDS issues and women's rights.  150 participants including UNIRP staff, Implementing Partners and Service Providers received training on SCR 1325, 1820 and gender mainstreaming and referral mechanism in all five regions of Nepal. 117 participants including UNIRP staff and SPs/IPs received orientation on gender specific support	UNFPA	40,000	40,000
4.3 Informal women's networks of VMLRs facilitated through women's orgs., paralegal committees and women's federations	<b>Partially achieved</b>  <b>Ongoing</b>  <b>80%</b>	4.3.1 Provide contact lists and introductions to female VMLRs on initial visit to regional offices 4.3.2 Offer psychosocial counseling as appropriate 4.3.3 Facilitate networking with development of innovative coping mechanisms 4.3.4 Capacity building of project	List of relevant CBOs, NGOs, paralegal committees and women's network provided to participants.  Psychosocial counseling and support provided to participants and their families on need basis.  Peace-building activities contributed to the development of coping mechanisms.  Appropriate networking, sensitization and gender	UNFPA  UNFPA	40,000  40,000	40,000  40,000



Annual Targets	Achievements (Actual/Target)	Comments	Financial
Budget Code	Fund	Budget	Budget
<p><b>Additional achievements:</b></p> <p>UNICEF with the support from its C.A.A.F.A.G. partners conducted a longitudinal study of the impact of psychosocial support on the VMLRs and another study to trace VMLRs who were not present during discharge in all five development regions of Nepal. The study was aimed to learn about how they currently live and survive and to identify the patterns of obstacles and opportunities for the successful socio-economic rehabilitation of the participants. The data and information is being analyzed and final report will produced soon.</p> <p>During 2011, the programme facilitated several high level visits to UNIRP regional offices and training sites including the recent visit of UNDP Administrator Ms. Helen Clark and Crown Prince of Norway, HRH. Haakon Magnus, the Secretary (Mr. D.P. Sharma) and Joint Secretaries (Mr. Shankar Pathak and Mr. Subham Sapkota) of the MoPR. The high level officials were supported by the complexities of the environment and impressed by the delivery capacity of UNIRP. Visits were also undertaken to UNIRP central and regional offices by UNDP (D) Senior Management and Donors to the UNIRP and NPTF.</p> <p>A round of periodic review missions to regional offices of UNIRP were conducted throughout 2011 by the management staff to assess the status of programme implementation, identify weaknesses and develop appropriate solutions. As a result of this, the programme implementation has been further enhanced. The support mission assisted the regional offices to identify some issues and develop SWAKI action plans to address weaknesses and further strengthen positive aspects of the programme.</p> <p>Capacity development of UNIRP staff has been a key objective during this reporting period.</p> <p>A contextualized rehabilitation training workshop in partnership with Helke Borsdøge Academy, Sweden and Agency, Working Group (UAWG), Geneva was conducted from 22-27 May. In this training workshop more than 50 participants from UN interagency partners and C.A.A.F.A.G network implementing partners participated. Further, seven UNIRP staff participated in 'Do No Harm' training organized by PBRU, two staff members attended a Certified Procurement training organized by UNDP HQ and 3 staff members in training on 7 habits of Highly Effective People, five staff members attended prestigious international DDR courses in Switzerland, Sweden and Spain.</p> <p>Provided basic technical support to Secretariat for Integration and Rehabilitation on the use of database technology.</p> <p>Upon the request from the Ministry of Peace and Reconstruction, seven Regular Members of the Major Army Personnel (119,090+) was provided in the form of soft and hard copies and on the access to both MoPR and the Secretariat.</p>			
<p><b>5.1 Formal Education opportunities provided</b></p>	<p><b>Ongoing</b></p> <p><b>100%</b></p>	<p>5.1.1 Refer VMLRs to education opportunities commensurate with their capacity</p> <p>5.1.2 Ensure delivery of the education support packages as per agreed scale</p> <p>5.1.3 Conduct monitoring and mentoring and offer technical advice to IPS throughout the course period</p> <p>5.1.4: Implement individual case follow-up and data management regarding education support to VMLRs</p>	<p>As of November 2011, from the total 491 VMLRs referred to education package, 427 (235 Male and 192 Female) are enrolled and receiving Formal Education support. Participants in education will receive four years support including two-year stipend, stationary and structural support to school and enrolment. As part of community support for every two VMLRs enrolled in education one vulnerable child from the community have been provided with the chance to benefit from the same support structure. UNICEF in consultation with the ministry of education, reopened open education for a small number of</p>
		UNICEF	350,000
			350,000

Annual Budgets	Planned Activities	Achievements (Outputs/Annual Targets)	Financial	Budget	Actual Expenditure
	5.1.5 Consider psychosocial needs of each participant in education		<p>participants. 3 participants have passed class 12 and completed their package.</p> <p>UNICEF is undertaking monitoring of participants in the education option through its implementing partners. UNICEF through the implementing partners' community based psychosocial worker trained for 28 days in psychosocial care and support and through psychosocial counsellor trained for 6 months providing psychosocial counselling services to the participant who are in need of support. All 427 cases are being followed up through these CPSW and only those cases which could not be handled and have psychosocial problems were referred to the psychosocial counsellors</p>		
5.2 Micro and small enterprise development training and support provided	Ongoing 100%	<p>5.2.1 Refer the VMLRs to ME package &amp; conduct required training including Induction training (SIYB), skills training, provision of start-up support and support for promotion of micro-enterprises.</p> <p>5.2.2 Conduct rigorous monitoring to ensure appropriate curriculum is implemented</p> <p>5.2.3 Monitoring ME option to assess delivery of training and post-training/mentoring including timely provision of start-up support.</p> <p>5.2.4 Maintain close monitoring to ensure establishment of linkages with MFIs.</p> <p>5.2.5 Review levels of collaboration between MEDEP &amp; the UNIRP team with relevant dynamic adjustments as and when required</p> <p>5.2.6 Draft, agree and sign an MoU between MEDEP &amp;</p>	<p>As of November 2011, 1255 VMLRs (50% female) are referred to ME package, out of which 1140 participants are in and/or completed Micro Enterprise training. Under ME participants receive Business Induction Training (SIYB), skills training in selected option, start up support in kind, monthly stipend, 3 times meal during SIYB and skills training, tools and linkages to market and micro-finance support and follow up. In addition, participants under this option are also provided with business promotional support i.e. refresher training and second round capital support.</p> <p>To date, 599 participants have completed training out of which 418 have established their microenterprise.</p> <p>More than 100 entrepreneurs have received business promotional support.</p> <p>In 2011, following documents were developed for smooth implementation of Micro-Enterprise</p> <ul style="list-style-type: none"> <li>• Pre-condition verification guidelines</li> <li>• Business promotional support guidelines</li> <li>• First draft of Micro-Enterprise Manual</li> <li>• Roles and responsibilities sharing between UNIRP regional offices and service providers</li> </ul>	<p>30000</p> <p>30000</p> <p>30000</p>	<p>627,117</p> <p>207,278</p> <p>13,898</p>



Standards	Achievements (Outputs/Outcomes/Impacts)	Plans/Programs/Projects	Components	Inputs	Outputs	Outcomes	Impacts
	UNIRP 5.2.7 Improve delivery of the packages through dynamic M&E 5.3.8 Ensure systematic management of VMLRs data referred for various trainings. 5.3.9 Develop periodic analysis report on progress and challenges of ME package.	of microenterprises • Tripartite agreement for training in apprenticeship modality More than 180 individual processes of procurement under direct contracting for different services/supports have been done to provide timely services to the beneficiaries. 13 Technical and Financial Proposals from 11 bidders have been assessed following tender processes. <b>Additional achievements to planned activities:</b> • Procure services/supports of different stages of ME option through direct contracting model. • Develop RFP/RFQ and ToR for the procurement of skill training, start-up support and refresher training under ME option for longer term • Assess the technical and financial proposals of bidders for the procurement of skill training, start-up support and refresher training • Develop professional contracts to delivery services/supports for successful bidders • Conduct orientation programme at central and regional levels for new service providers under ME option					
5.3 Socio-economic analysis of popular business ideas.	5.3.1 Consider review and recommendations by socioeconomic consultant of innovative business ideas 5.3.2 Organize consultations with public and private sector business interests.	On-going meetings with young entrepreneurs and sharing of ideas and mentoring to participants in central and local level to ascertain the attitudes of the business community regarding former combatants that has ensured for the process and developing a better understanding of business needs and interests. Participants enabled to establish business and develop better relation with local business people, cooperatives and microfinance institutions; till now 418 graduates have established businesses which are running successfully.	26921	71400	8,000	8,000	
5.4 Vocational	5.4.1 Refer the VMLRs for	As of November 2011, 564 VMLRs (only 2%	30000	72100	210,000	210,000	210,000

Annual Budgets	Achievement (Against Annual Targets)	Planned Activities	Priority					
			Amount	Budget Code	Budget	Actual Expenditure		
skills training provided	100%	<p>Vocational Skills Training to SPs of VST package and conduct Skills Training as required including transportation support to training, meal and stipend and in kind support in the form of toolkits.</p> <p>5.4.2 Conduct rigorous monitoring of training delivery including compliance with ToR, training curriculum, and approved guidelines.</p> <p>5.4.3. Closely monitor delivery of training and mentoring support including timely distribution of stipend and provision of meal.</p> <p>5.4.4 Ensure delivery of OJT and facilitate linkages to employment.</p> <p>5.4.5 Extend post-graduation follow-up support for up to six months.</p> <p>5.4.6 Ensure that rehabilitation packages are improved through dynamic M&amp;E</p>	30000	72600	119,429	119,429		
			30000	71600	40,000	40,000		
			30000	71600	20,000	20,000		
			26921	71400	8,800	8,800		
			30000	72600	13,898	13,898		
			30000	71200	48,000	48,000		
			30000	63500	6,000	6,000		
			30000	65100	1,500	1,500		
			30000	77300	195,440	195,440		
			26921	71200	134,390	134,390		
			30000	71200	0	0		
			26921	71600	2,300	2,300		
			30000	75100	10,000	10,000		
5.5 Health Services Vocational training	Ongoing 100% (based on demand)	<p>5.5.1 Refer appropriate candidates to SPs for health training and support the participants for registration.</p> <p>5.5.2 Conduct regular monitoring to ensure appropriate curriculum is implemented</p> <p>5.5.3. Assess and monitor delivery of after training mentoring support</p>	UNFPA		150,000	150,000		
			UNFPA		10,000	10,000		
			UNFPA		9,000	9,000		
			<p>female) have been referred to vocational skills training options of which 435 participants (2% Female) are in training or have completed vocational skills training. Participants under this package receive institutional and on the job training, a monthly stipend and 3 times meal support during training, a set of related toolkits and linkage to employment and micro-finance and up to six months follow up and mentoring. In addition, in order to support and enhance their skills as per the market, they are also provided with refresher trainings.</p> <p>To date, 390 participants have completed skills and OJT training out of which 134 are employed while 45 have refused job offers that were facilitated by the programme.</p> <p>Following documents were developed in 2011 for implementation of VST:</p> <ul style="list-style-type: none"> <li>• On the Job Training guidelines</li> <li>• Toolkit distribution guidelines</li> </ul> <p>No Cost Extension has been secured with two Principal Service Providers (Alliance Nepal and UCEP) to maintain smooth completion of the training for participants whose training period goes beyond the LTA period. To address the dynamic labour market opportunities, the programme has identified and enhanced new trade options with the view to addressing demand.</p> <p>As of November 2011, 74 VMLRs (26% female) have been referred to health related package out of which 58 participants are enrolled in Health Training options (47 in year 1 and 11 in year 2). 44 out of the 47 participants enrolled in year 1 have completed their institutional training and are under OJT in various District Hospital; Community Hospitals; Primary Health Care Centres; Health Posts etc. 3 ANM participants will be appearing in the final exam by end of December 2011 and then join various facilities for OJT.</p> <p>The 11 new participants (10 CM and 1 LA)</p>					



Annual Targets	Achievement (Percentage Annual Targets)	Planned Activities	Actual	Budget	Actual
		<p>innovative dissemination plan.</p> <p>6.1.5 Ensure dynamic M&amp;E of communication strategy implementation.</p> <p>6.1.6 Develop and implement presentations, media briefings/press releases, PSAs on national media/print, TV &amp; FM, SMS to reach various target groups.</p> <p>6.1.7 Develop and distribute information brochures/pamphlets, information sheets and PI materials to raise awareness on objectives of the programme</p> <p>6.1.8 Develop innovative tracing and marketing methodologies through existing networks</p> <p>6.1.9 Produce video clips and documentaries on UNIRP.</p> <p>6.1.10 Design and distribute information for websites of programme partners.</p> <p>6.1.11 Organize media orientation and field visit programmes.</p>			
		<p>result of PSAs a great number of participants were encouraged to join the rehabilitation programme.</p> <p>Continuous direct contact with participants via text messages to their mobile phones providing vital programme information in local languages.</p> <p>Process of dynamic M&amp;E of the impact of media events and strategy implementation is carried out.</p> <p>Success stories of participants were continuously published in UN information sharing system including newsletters, websites and documents.</p> <p>Interested media channels/journalists (both national and international) were provided with access to training sites and updated information on rehabilitation programme.</p> <p>CAFAG network has been actively engaged to trace discharged VMLRs at the local and community level to share information about the rehabilitation support and how to access and encourage the VMLRs to join the programme.</p> <p>Similarly, the 1612 Monitoring Teams were also engaged to disseminate programme information to VMLRs. High level visits including that of the UNDP Administrator and the Crown Prince of Norway have afforded opportunities to publicly display success stories and this reflected in positive media coverage of the UNIRP</p> <p>The country office communications team in coordination with UNIRP has developed a short video on the impact of the programme. Further, UNIRP internal resources developed three video clips of elements of programme delivery including, gender and masculinities.</p>			
<p>Activity Result 7: Broader community assisted in addressing socio-economic rehabilitation of VMLRs</p>		<p>UNICEF with support from UNDP and other UN partners has been engaged in community peace-building and sensitization activities i.e. drawing and essay competition, Ina shaba football match and orientation programmes were organized through Youth clubs, UNICEF implementing partners with the support of youth clubs and regional teams are planning for a new round of peace-building activities that is planned to be implemented during second year of the programme.</p> <p>A number of peace-building activities were organized to promote social reintegration, harmony and reconciliation amongst communities and the ex-combatants. These activities have helped the youths in involving them in the peace building activities in their community so that they leave positive message in their community.</p>			





Activity	Assessment (Quality/Quantity/Progress)	Comments	Impact	Cost	Budget	Actual
8.1 Capacity of service providers developed to undertake surveys of employment opportunities development in quality and labor market assessment skills for VT		8.1.1 Establish and agree on capacity development survey methodologies 8.1.2 Design and develop survey tools 8.1.3 Pilot the survey methodologies and tools, and amend as appropriate	All together 90 TEVT service providers were supported by different capacity development tools across the country for capturing the available and future need of decent job in the market. All the trainings, workshops were designed based on the need of the service providers. The 48 service providers, Labor office, CTEVT regional offices and CBS officials were also trained to improve the existing system of labor market information, networking among the service providers and also based on Labor force survey	ILO	40,000	40,000
8.2 Implementation of surveys of employment opportunities	Ongoing 80%	8.2.1 Implement the planned surveys/recommendations 8.2.2 Enter survey data into appropriate databases 8.2.3 Analyze and disseminate survey data	Local level analysis has been carried out by Regional offices supported by the Programme Socioeconomic team. This effort has contributed to the impressive job placement record of 61%. A rapid labor market opportunity mapping carried out by GIZ and considering the needs of those still in cantonment, has been shared with the programme and is offering an overview of where future graduates may be employed.	30000	71600	2,500
				30000	75100	100
8.3 Training on quality assurance and managing training institutions	Partially Achieved 80%	8.3.1 Develop strategic plans 8.3.2 Develop institutional performance management systems developed 8.3.3 Develop monitoring and evaluation systems for performance management 8.3.4 Develop curriculum	ILO with the support of UNIRP service providers carried out capacity building trainings in 4 regions (Biratnagar, Kathmandu, Bharatpur and Nepalgunj) for UNIRP service providers, CTEVT training providers, private and public technical training institute and cottage and small industry offices. All together 143 participants with 25 % women received a week long training on Training Institute Management for Managers, ToT for trainers, and Computer Application in Training & Education for administrators. Conducted monitoring visits & interaction with SPs to receive feedback on trainings and its impact on rehabilitation of VMLRs.	ILO	51,747	51,747
				ILO		28,253
8.4 Specific skills upgrading training for trainers of VT providers in selected trades		8.4.1 Conduct gender assessment training to capacitate IPs in conducting gender assessment and seek appropriate responses 8.4.2 Undertake Training Needs	ILO has conducted training needs assessment together with service providers and based on findings, ILO has conducted nine training/workshops for service providers as well as other vocational skill training providers.	ILO	80,000	80,000





Activity	Indicator	Target	Actual	Comments	Source	Year	Value
	for lactating mother participating in training /education 9.1.3 Ensure dynamic M&E of package design to best address special needs of mothers 9.1.4 Consider childcare needs for single parent family, parents who are participants			<ul style="list-style-type: none"> <li>Identified gender indicators for M&amp;E and introduced in M&amp;E system and database system.</li> <li>72 VMLRs including participants from IPs/SPs have received training on Gender Based Violence, Reproductive Health and HIV/AIDS in 3 regions and working as champions (community activists) in the relevant areas.</li> </ul>			
9.2 Networks of women's organizations are trained to support women's and girls' rehabilitation	<b>Partially Achieved</b>  <b>100%</b>			Two sensitization workshops were conducted with women networks at regional level covering 12 districts. Eight meetings held with the heads of women networks in collaboration with the ministry of women and children's' welfare and district women and children office.	UNFPA	72100	20,000
9.3 Awareness activities on gender responsive rehabilitation programme to media networks	<b>Partially Achieved</b>  <b>Ongoing</b>  <b>50%</b>			9.3.1 Conduct media sensitization/ orientation - three events, one each in East, Mid and West,	26921 30000 30000 UNFPA	71400 75700 71600 72100	9,000 1,000 3,000 15,000
9.4 Orientation of PSPs /SPs. IPs and project staff on UNSCRs 1325 & 1820	<b>Fully Achieved</b>  <b>100%</b>			9.4.1 Organize orientation at regional level to the PSPs and SPs on UNSCR 1325 and 1820 Conducted five workshops on UNSCRs 1325 and 1820 for PSPs/SPs, IPs and UNIRP staff in the five development regions.	26921 30000 UNFPA	71400 75100	1,500 500 5,000
<b>Activity Result 10: PROGRAMME SUPPORT</b>							
Output 10.1 Provide support to UNMIN and JMCC in contributing to delivery of AMMAA and CPA	<b>Fully Achieved</b>  <b>100%</b>			Support provided as agreed.	30000	71300	24,500
Output 10.2 Provide administrative and operational support service for				Support staff provides strategic and operational support to the programme.	30000 UNICEF UNICEF 30000 30000	71600 71300 270,442 10,558 71400 71600	500 20,000 270,442 10,558 150,200 94,318

Annual Targets	Achievements (against Annual Targets)	Planned Activities	Achievements (against activities/programs)	Financial		
				Cost	Budget Code	Actual Expenditure
effective program implementation				30000	72100	15,000
				UNICEF		387,893
				30000	72200	10,000
				30000	72215	2,000
				30000	72300	500
				30000	72400	10,000
				30000	72500	7,000
				UNICEF		5,000
				30000	72800	20,000
				30000	73100	20,000
				UNICEF		11,000
				30000	73200	1,500
				30000	75700	5,000
				30000	73400	12,000
				30000	74100	3,000
				30000	74200	7,722
				30000	74500	55,432
			26921	71600	10,100	
			30000	75100	3,062	
			30000	61300	115,876	
			30000	62300	22,000	
			30000	63500	6,000	
			30000	65100	5,000	
			30000	77300	10,000	

00

00

## 4. Cross Cutting Issues

### Gender Equality, Women's Empowerment, and Social Inclusion

4.1. Describe results achieved by the project in promoting gender equality, women's empowerment and social inclusion. Please highlight gender results achieved which has resulted in change in gender equality and status of women in particular. Please provide quantitative data wherever possible.

Building on the learning of year-1, UNIRP initiated a more integrated gender specific support for the year-2 of the programme with the financial support of the Inter-Agency Working Group (IWAG) on DDR, UN/HQ. In advancing social reintegration of VMLRs, issues of masculinities which cater also for male gender specific needs, have been included into the gender specific support elements which are mainstreamed into the programme including its peace-building activities.

Increased gender specific support to participants and their children has enhanced the delivery of the rehabilitation options. To date, 477 participants which include 48 male involved in the various training options were identified with specific needs and have received gender specific support; 301 pregnant women and lactating mothers received nutritional support and 360 children benefitted from childcare grant and childcare support. 112 women have received reproductive health support, 21 women have received maternity and 2 men have received paternity allowances. The programme has maintained one to one counseling of all female participants by female counselors to identify protection issues and gender specific needs. The programme has maintained one to one counseling of all female participants by female counselors to identify protection issues and gender specific needs.

Under the education package, female participants who have had protection concerns or cannot join community based schools have been supported with extra financial support (NRs. 2,200) on top of the two-year NRs. 1,800 monthly stipend to facilitate participation in education. Out of a total of 164 females enrolled in the education program, 65 female participants who are staying away from home have received additional stipend to enable them to continue with their education.

Further, over 160 participants including UNIRP staff, Implementing Partners and Service Providers received training on UNSCRs 1325, 1820 and gender mainstreaming and referral mechanism in all five regions of Nepal. 117 participants including UNIRP staff and SPs/IPs received orientation on gender specific support.

Besides, to ensure social reintegration and rehabilitation of the participants, recreational activities have been facilitated for all participants of vocational skills training, micro-enterprise and health options during training programme. UNIRP Regional Offices have been implementing a range of recreational and sports initiatives as extracurricular activities to create conducive training environment, boost learning abilities, improve psychosocial well-being with the participation of youths from the community where possible. All participants in training centers receive sports and gaming equipment and materials to organize recreational events after training hours. Participants have also organized their football and volleyball teams to organize friendly matches and sport events with the youth from community.

### South-South Cooperation

4.2. Has the project/UNDP supported Nepal in drawing on expertise and experiences from other developing countries or sharing its expertise and experiences with another develop country/countries? Please indicate details.

Core programme management and technical staff are bringing rehabilitation experience from Afghanistan while Regional Office managers have been from Dominican Republic Sierra Leon and Afghanistan.

While attending international courses on DDR, Nepali programme staff members exchanged experiences and lessons learned with DDR practitioners from other development countries.

The programme has exchanged relevant programme documents with other DDR programmes including Sri Lanka.

4.3. Are specific models of practices from other developing country/countries being adopted by Nepal or is Nepal promoting its model/practices in other developing country/countries with the support of the project/UNDP? Please specify.

The main guidance for the design of the programme has been drawn from Integrated DDR Standards, IDDRS, which are based on broad international and institutional experience, while insuring contextual adaption and innovation to address the unique environment of Nepal.

### Capacity Development

4.4. Has the project contributed specifically to improving the performance of institutions and systems through strategic (comprehensive or targeted) capacity development interventions? If so explain the systems, describe who and what, indicating the category of institution that were the main focus of your efforts?

The programme has contributed to the capacity building of MoPR and the Secretariat of the Special Committee on Supervision, Integration and Rehabilitation of Maoist combatants with technical support including the provision of potential concept documents, lessons learned and international experience. It has contributed to the capacity building of local government in the area of gender issues with specific training workshops and to the capacity building of vocational skills training service providers through training and workshops. Further, the capacity of local vendors has been enhanced through support in the tendering process and the implementation. In addition, the programme has interacted and developed its capacity to support employment.

Through the investment in the capacity building of national staff, a strong national resource to contribute to rehabilitation/ reintegration nationally and internationally has been developed.

## 5. Implementation Challenges

5.1. 5.1 Describe any implementation challenges you have faced during the implantation of the project in 2011, as well as your responses.

- Absence of political buy-in by Government of Nepal and the UCPN-Maoists leadership militates against national ownership of the rehabilitation process for VMLRs, though MoPR is represented in the Project Executive Board which takes all major decisions of the UNIRP implementation.
- Reluctance on the part of the UCPN-Maoist at central and local levels to facilitate smooth access to rehabilitation programme.
- GoN imposed a cap of Nepali Rupees 100,000 (around 1,400 US\$) on individual rehabilitation packages for VMLRs, that has limited capacity and flexibility of UNIRP to offer appropriate individual options and to address the difficulties relating to the absence of economies of scale in trainings which adversely affects implementing partners costs. This has, in turn, affected beneficiary take-up of the offers as well.
- The absence of appropriate VMLRs socio-economic profiling, a process that was forbidden by the Maoist leadership, militates against the design of appropriate individual rehabilitation packages suitable to the needs and capacities of each participant. This could be a major support to the success of socio-economic rehabilitation.
- Significant levels of stigmatization exist (particularly among inter-caste married couples) among the VMLRs returning to their communities, limiting resettlement choices and adversely reducing the potential for reunification of families. This is particularly so for female VMLRs. Further, reintegration into feudal community structures and traditional cultural roles is complicated by the broadened life experience of the VMLRs.
- The scattered and sparse geographical spread of VMLRs has affected the capacity of the programme for monitoring and post-graduation follow-up. Many of those graduated live in remote areas. This has also implications on their ability to find sustainable livelihood options. This is being addressed by increased outreach by regional offices staff now liberated from induction tasks and by improved collaboration with working partners that have a reasonable reach to many districts as well as CAAFAG partners present in remote districts.
- Very less VMLRs have opted for Health Related Training/Education in comparison to the expectation due to less number of participants holding higher education; SLC result being out later than the form fill up date; many VMLRs did not know about the programme availability in year 2;
- Delay of budget (2.2 M US\$) release from the donors for the second year of programme implementation could seriously impact programme operation and achievement.
- A number of VMLRs are suffering from injuries and different forms of disabilities that require support beyond the life and capacity of the programme. Lack of special provision to fulfill the long-term health support to war wounded and people with disability has posed challenges to the smooth rehabilitation of these individuals.
- Artificially high expectations of the VMLRs about the rehabilitation programme often create obstacles to smooth implementation of the rehabilitation programme. This is addressed initially through the counseling process and is also mitigated through the dissemination of good news reports in the media, particularly regarding the successful job placement results for graduates.
- Due to lengthy procurement processes of UNDP, direct contracting has been introduced largely in 2011 in order to ensure timely delivery of services.
- After the 31st July 2011 deadline for enrollment in training/education, 1,859 individuals have lost the opportunity to enroll in the programme. It represents 46% of the total 4,008 VMLRs including those who have visited the regional offices and received career counseling but did not enroll in training programmes. As per the information collected from the field, a large number of these individuals are still under direct influence of the party and were continuously discouraged to enroll in the rehabilitation programme. Importantly, there is no alternative support offering potential livelihood sustainability.
- Though we have identified potentially parallel programmes, their level of functionality did not permit synergetic collaboration.

5.2. Update the Risk and Issues Logs in the template provided below. The updated risk and issue logs should follow the same format as in the QPRs.

a) Risk Log Matrix

#	Description	Category	Impact & Feasibility	Countermeasures/ Mitigations/Response	Owner	Author	Date Identified	Last Update	Status
	Enter a brief description of the risk	Environmental	Describe the potential effect on the project if this risk were to occur	What actions have been taken/will be taken to counter this risk	Who has been appointed to keep an eye on this risk	Who submitted the risk	When was the risk first identified	When was the status of the risk last checked	e.g. dead, reducing, increasing, no change
		Financial							
		Operational	Enter probability on a scale from 1 to 5 P =						
		Organizational Political Regulatory Security Strategic Other							
1	Absence of political will on the part of UCPN-M to support the rehabilitation of VMLRs will cause difficulty during the course of project implementation.	Political	P = 4	Advocacy; appropriate public information campaign; a strong coherent programme that does not attract undue criticism of our own making. Engagement with and advocacy to Maoist leadership in addition to their political actors.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	No change
2	Limited government leadership to facilitate access of VMLRs to additional public support services.	Strategic	P = 2	Establishment of inter-ministerial coordination committee with participation of key ministries, regular briefings to the committee and MoPR.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	No change

#	Description	Category	Import & Probability	Commitment/Issues / Mgmt response	Owner	Author	Date Identified	Last Update	Status
3	Verified Minors and Late Recruits (VMLRs) block smooth implementation of the training/education packages	Operational	P = 2	Establishing the trust of the VMLRs through consistently respectful treatment, establish realistic expectation through clear provision of information, individualized support and resolve problems quickly and efficiently. Enhance psychosocial support.	Hameed Omar	Ranjit Lama	06-01-10	25-06-11	Dead
4	The support programme for the regular Maoist army combatants will have an adverse impact over the rehabilitation of Verified Minors and Late Recruits.	Operational	P = 4	Work with the GoN and UCPN-M to manage expectations. Establishing the trust of the VMLRs through consistently respectful treatment, establish realistic expectation through clear provision of information, individualized support and resolve problems quickly and efficiently. Enhance psychosocial support..	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	Increasing
5	Security situation deteriorates disrupting implementation (e.g. Terai and the eastern hills)	Operational	P = 2	Advocacy and public information to ensure that programme is not a contributory factor in conflict.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	Reducing
6	UCPN-M disrupts the process, nationally or locally by creating parallel systems for rehabilitation of VMLRs using bi-lateral programmes.	Political	P = 3	Advocacy for the win/win impact of the process and a focus on their political obligations	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	No change
7	VMLRs will be forced to integrate into Youth Communist League (YCL), other para-military organization or return back to cantonment.	Operational	P = 3	Establish close coordination between rehabilitation work and UN monitoring mechanisms under the 1612 Action Plan. Maintain open channels of communications with UCPN-M at highest levels to resolve problems that may arise. In/post-training counseling, mentoring and monitoring.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	No change



#	Description	Category	Impact Probability	Countermeasures/ Mgmt response	Owner	Author	Date Identified	Last Update	Status
8	Significant community resentment to the return of VMLRs.	Operational	P = 2	Community focused initiatives i.e. community participation, direct benefits (2 in 1 facility and structural support), awareness raising through aggressive PI campaigns to diminish community resentment and opposition to the VMLRs. UNICEF's CAAFAG network will pick up early warning signals of problems allowing an appropriate response from relevant rehabilitation initiatives.	Hameed Omar	Ranjit Lama	06-01-10	25-06-11	Dead
9	Low level of participation particularly from female VMLRs	Operational	P = 1	Coherent programme offering good benefits including specific support to women with special needs is well sold through the public information campaign. Community-based gender specific activities planned and success stories of recently graduated VMLRs are widely communicated. Political discussion with UCPN-M will seek to diminish UCPN-M opposition and promote support of rehabilitation programme. Ongoing improvement to the design of packages to better suit the needs of women.	Hameed Omar	Ranjit Lama	06-01-10	25-06-11	Dead
10	Interagency coordination slows implementation.	Organizational	P = 2	Resident Coordinator and relevant Heads of Agencies will provide full support and backing to project implementation including resolution of any problems that may relate to inefficient or imperfect interagency implementation. Memorandum of Understanding will be highlighting roles and responsibilities of all stakeholders involved in the process, including coordination and communication mechanisms i.e. technical working group meetings.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	Reducing

#	Description	Category	Impact & Probability	Com. (Institution)/ And response	Owner	Author	Date Identified	Last Update	Status
11	VMLRs cannot smoothly participate in their desired rehabilitation training/education and therefore remain associated with the UCPN-Maoist, YCL and or armed group.	Operational	P = 3	PI and outreach programmes, tracing by programme partners (CAAFAG). Explore package provision at local levels. Localized market research and broader consultation with participants in order to mitigate this possibility. Enhance linkages with business community in appropriate districts.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	No change
12	Participants fail to find self/employment post - programme in the depressed labour market.	Operational	P = 3	Post-training support will be strong and actively focus on identifying opportunities and matching participants to job opportunities and credit linkages. This will be achieved through coordination of the regional analysis activities by the Socioeconomic Mapping and Liaison Officer and individual case follow-up after completion of training packages.	Hameed Omar	Ranjit Lama	12-05-2011	12-05-2011	Reducing

#### b) Issue Log Matrix

ID	Type	Date Identified	Description and Comments	Status	Status Change Date	Author
00060018	Problem	December 2011	Micro-credit institutions are reluctant to provide loan to graduates of rehabilitation programme. This is due to lack of trust from Microfinance Institutions as well as absence of collateral or bank guarantee on the part of VMLRs. At the same time poor employment market and lack of trust have created a situation where potential employers are not able/willing to offer the minimum salary (NRS. 6,200 as minimum wage fixed by the GoN) to graduates of UNIRP. In addition a number of participants refuse job offers due to their engagement in political activities.	Continued coordination with Micro Finance Institutions and potential employers to create understanding and awareness. Provide counseling and mentoring to VMLRs Link VMLRs with local level micro credit groups Seek serious support from the GoN, Youth Employment Scheme of MOF.	30 March 2012	Omar
00060018	Others	December 2012	For various reasons i.e. remoteness, engagement in other activities or lack of motivation, family problems, and participants may not turn up on time for training and education services. This may stretch activities of the programme beyond the expected deadline.	- Mobilize CAAFAG networks, service providers and other partners to assist in reaching out to these participants	March 2012	Omar



## 6. Lessons learned and next steps

6.1. Describe the main lessons learnt that can be drawn from the year's experiences. Please mention any "best" or "worst" practices which UNDP should be aware of. Please be specific and focus on 2011.

- The UN interagency approach (UNDP, UNICEF, UNFPA, and ILO) to programme development and implementation has been successful in optimizing significant institutional strengths and developing synergetic outputs.
  - Rehabilitation option should not be linked exclusively to government endorsed curriculums. There are often other options in high demand within the market which might not be part of the government standard curriculum.
  - Clear political and leadership buy-in and support is required to contribute to national ownership, management of expectations and sensitivities, and the sustainability of outputs. This would be reflected in functioning tripartite institutional steering and technical structures; GoN, Maoist and International community.
  - Socioeconomic profiling is a critical process necessary to guide programme design and contribute to more appropriate post-graduation socio-economic support and possible livelihood placement.
  - Appropriate labor market surveys need to contribute to programme design and enhance placement potential.
  - Reconsideration is needed to include agricultural / agro-business support/training and a broader range of choice of packages.
- The absence of economy of scale in the programme for VMLRs is having a major impact on costs and creating tensions amongst service providers. Larger numbers with a follow-on program could mitigate this.
- Funding must be available to create the optimum Rehabilitation option package and supporting services.
  - Adaption of international standards, lessons learned and best practices from other similar programmes proved to be extremely useful.
  - Management of expectations is critical to programme implementation and is associated with broad national buy-in, collaboration and an agreed integrated communications strategy
  - Support for cross-cutting issues; gender specific needs, psychosocial support, health support, career counseling and job placement support are critical elements of the programme

6.2. For projects continuing in 2012, describe priority actions for the following year to overcome any constraints, build on achievements and partnerships, and use the lessons learnt during the previous year. In particular, please make clear recommendations for any required corrective action, for review by the project board.

- While the completion of microenterprise and vocational skills training by May 2012 is not seen as a realistic target, consideration of a 6 month extension is required.
- Greater focus on employment and self-employment of the participants for more sustainable livelihood as the project phases out.
- Continuous liaison with Public/ Private sector and GoN initiatives for employment linkage to Vocational Skill Training graduates, health graduates and credit linkage to ME graduates for sustainable livelihood opportunities
  - Continuing support for those engaged in education and health component under UNFPA and UNICEF beyond the programme period.
  - Continuing support for the cross-cutting issues; gender specific support, health support, psychosocial support, career counselling and job placement support.
  - Community based peace-building and recreational activities and engagement of local organization for social rehabilitation of VMLRs.
  - Documentation of programme's lessons learned and best practices.
  - Supporting Capacity building of the service providers.
  - The drawdown of UNIRP staffing and capacity as appropriate.
  - The development of a proper exit strategy including the handover of responsibility to the GoN and the disposal of UNIRP assets in accordance with UNDP procedures.

**6. Implementation Status of DIX or NIX Audit Action Plan (if applicable)**

*Update the implementation status against each audit/ spot check recommendations for 2011 in the table below*

Obs No	Audit Observation	Audit Recommendation	Risk Severity	Action Planned	Target Implementation Date	Person Responsible	Status

