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Annual Progress Report – 2012

United Nations Interagency Rehabilitation Programme (UNIRP)

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Annual Progress Report

1. Overview of the Project

Within the context of the Comprehensive Peace Accord (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 6th 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 23rd March 2010. The UN Country Team (UNCT) and UNMIN supported the implementation of the discharge process.

Following the collaborative interagency efforts that resulted in the successful discharge of Verified Minors and Late Recruits (VMLRs) from the Maoist cantonments in 2010, a context specific UN Interagency Rehabilitation Programme (UNIRP) involving four UN agencies - UNDP, UNICEF, UNFPA and ILO - was launched to facilitate the smooth socioeconomic rehabilitation of these VMLRs into civilian life. 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 Vocational Skills Training, Micro-Enterprise, Formal Education, and Health related Training and Education. The project document of the UNIRP was developed through a process of interagency consultation and the required funds were secured from the UN Peace Fund for Nepal.

The discharge and rehabilitation of VMLRs is considered a landmark achievement in the peace process of Nepal. To support these VMLRs returning into their community through promoting gainful employment and livelihood opportunities, UNIRP has provided counselling, training, and education support combined with the community engagement. All of the project components are intended to contribute to the national peacebuilding effort in accordance with the CPA and AMMAA.

Through conflict sensitivity analysis and continuous assessment of the programme and dynamic monitoring and evaluation, UNIRP has been bringing constant programmatic adjustments to maximize the positive impact of the programme in close consultation with the Ministry of Peace and Reconstruction (MoPR) and related agencies. In 2012, conversion of meal provision into meal allowance complimentary to the monthly stipend was approved and adopted following the policy change that enabled the Programme to reduce administrative burden, increase satisfaction among the participants and improve cost-effectiveness. Also, to give a chance for those who have shown interest to join the programme after the deadline of July 2011, UNIRP with due respect to the official request of the MoPR and based on the decision of the Project Board meeting, re-opened the enrolment for 151 late applicants. This increased the total caseload of UNIRP to 2,231 VMLRs, which is 73% of contactable 3,040 VMLRs who are still in Nepal.

The programme has been 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. UNIRP is now in its coordinated phase-out in consultation with the MoPR and interagency partners to ensure successful and sustainable socio-economic rehabilitation of the VMLRs through flexible and effective support responsive to individual needs as every programme participant is important to furthering Nepal's peace process.

2. Key Results in 2012

2.1. Summarize three major results achieved in 2012, 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 continued to offer rehabilitation support to the Verified Minors and Late Recruits (VMLRs) to facilitate their return to civilian life with sustainable livelihood. In view of a decision made during Project Executive Board of April 2012, the Programme adopted updated figures based on findings of the tracing survey that was conducted in May 2011 by UNICEF through its Children Associated with Armed Forces and Armed Groups (CAAFAG) network active in more than 57 districts. This survey was conducted to find out the whereabouts of those who (1,614) were not present during the official discharge ceremonies in the cantonments. The survey revealed that 59% of those traced had gone abroad for foreign employment (32% to India, 32% to Middle-east countries, 29% to Malaysia and 7% elsewhere). It was further found out that another 13% were engaged in a form of self/employment inside Nepal. This large sample concludes that about 60% of those not present in the cantonment during discharge (1,614 no shows) were not present in the country. Therefore, the actual caseload for UNIRP has been adjusted to 3,040 instead of 4,008.

Summary of the key statistics as of November 2012 are presented below:

● Key Numbers

Steps in Rehabilitation Process	Of the total 4,008 VMLRs		Of the 2,394 VMLRs discharged through cantonment ceremonies		UNIRP Target Population: Of the 3,040 VMLRs who are presently in Nepal
	Total	Female	Total	Female	
VMLRs who contacted UNIRP through the toll-free phone number	2,742 (68%)	940 (34%)	2,131 (89%)	728 (34%)	2,742 (90%)
VMLRs referred for Training / Education	2,477 (62%)	888 (36%)	1,954 (82%)	696 (36%)	2,477 (81%)
VMLRs enrolled for Training / Education	2,231 (56%)	837 (38%)	1,761 (74%)	654 (37%)	2,231 (73%)

● Breakdown of 2,231 VMLRs who enrolled for Training or Education

Steps in Rehabilitation Process	Of the total 2,231 VMLRs who enrolled Training / Education	
	Total	Female
Those still in Training / Education with set graduation date	458 (21%)	186 (41%)
Those who dropped-out	66 (3%)	6 (9%)
Those who have graduated to date from Training / Education	1,707 (76%)	645 (38%)

- B. To date, 58% of graduates of the training under vocational skills training, micro-enterprise, and health related training and education are in employment or have established their own businesses. The programme assisted VMLRs to avail of employment opportunities or to start their own businesses through consistent counselling, business mentoring, local labor market opportunity mapping and liaison with the private sector and business community.
- C. Through a process of dynamic adjustment, the programme components were continuously strengthened and levels of excellence have been achieved in the following areas:

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

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

ii. Psychosocial Support

The demand for psychosocial support from the client group exceeded expectations. The programme operating through five regional offices and working through national professional psychosocial service providers increased capacity to address the demand. A longitudinal Psychosocial Assessment among VMLRs reveals tangible positive results of the rehabilitation support and the psychosocial intervention.

iii. Business mentoring and family counselling through frequent field visits

The provision of business mentoring and family counselling through field monitoring visits brought more opportunities to participants' successful rehabilitation and return to civilian life. The Programme learned through 210 field visits in 2012 that family counselling and support are significantly important to enhance the sustainability of newly established businesses by the VMLRs.

iv. Gender Specific Support (including masculinities)

30% of the caseloads are women and girls, and they come with the specific socio-cultural challenges unique to the Nepali context. This required gender specific support tailored to the needs of these women to ensure capacity for full participation in the programme. The programme also identified gender specific constraints associated with masculinities, thus, the comprehensive gender specific support matrix was revised to address needs of both men and women participating in the programme.

v. Job Placement and Linkages to Micro Finance Institutes

To enhance the capacity of the newly established entrepreneurs, the programme made efforts to identify potential institutions that offer loan particularly without collateral. As a result, UNIRP and the Youth and Small Entrepreneur Self Employment Fund under the Ministry of Finance signed a memorandum of understanding that will enable UNIRP graduates to access affordable loans to sustain and expand their businesses. The programme also mapped local job opportunities for wage labour.

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

The database team continued to build on and enhance the Comprehensive Rehabilitation Information Management System (CRIMS) to accommodate the emerging needs from programme management and implementation perspectives. The special features include controlled online accessibility, client tracking; unified reporting (financial and operational), data sharing, M&E (qualitative and quantitative) and resource library. This advanced software can be replicated in other similar programmes as contribution to global peace and development initiatives.

vii. Information dissemination

Field visits with media and government counterparts were conducted which resulted in good coverage of programme support through print and A/V media. Nine briefing papers on elements of support through UNIRP designed and published.

viii. Mainstreaming Do No Harm (DNH)

The concept of the DNH has been mainstreamed to facilitate a conflict sensitive delivery 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. Peacebuilding 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 peacebuilding 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 and healthy 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 2012

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
UNIRP Goal: Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of Verified Minors and Late Recruits (VMRLRs)							
UNIRP Outcome 1. VMRLR participants are supported in their socio-economic rehabilitation							
Activity Result 1: Individual Rehabilitation Option Packages (ROPs) are prepared and made available to participants	1: Individual Packages prepared and made available to participants	The programme through dynamic M&E has implemented a flexible approach to provide support to each and every reachable participant before the end of December 2012. Training options are revised, enhanced and made responsive to the changing market demand and participants needs. 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. For Vocational Skill Training (VST), Micro-enterprise (ME), Education, and Health related training and education participants, various training and support were provided through five regional offices and more than 217 service providers and implementing partners.					
1.1. Continue rehabilitation services and support to participants and wind up contracts with Services Providers	Fully Achieved 100% <i>Principal Service Providers and Implementing Partners were brought on board and have been delivering services.</i>	1.1.1. Develop Joint Action Plan with the new service providers and ensure its timely implementation 1.1.2 Agree on curricula, modality of delivery, implementation, follow-up and reporting 1.1.3 Review and enhance rehabilitation options and ensure timely adjustment and enrollment of participants 1.1.4 Work on Capacity Development of service providers 1.1.5 Ensure timely completion of services including proper documentation, service completion report and financial settlement of the service	Roles and responsibilities of UNIRP regional office and the service providers during each stage of programme delivery under new contract prepared and shared with the regional offices and service providers. Through series of visits, service providers were made familiar with the modality of delivery and implementation of Micro-enterprise. Considerable number of VMRLRs showed willingness to enroll in programme after the deadline. Upon the request of MoPR and approval by Project Board Meeting, tailor made courses were prepared and provided to 151 late applicants. Contracts signed with 11 government and private technical schools for providing training to VST participants. The provision of enhanced service/support developed for VST graduates who are unemployed and still struggling for livelihood. For ME, Training Center for Nepal and Franchising Skills and 160 other service providers at the local level continued to deliver services. For Health related training, seven technical schools in the five development regions supported education and training. For Education	26921	71400	13830	13830
				30000	75100	4000	4000
				30000	71400	2,000	2,000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
		providers	<p>participants returning into school, UNICEF contracted 12 partners (CDPS, ECARDS, CWS, IRDC, ICDC, SOLVE Nepal, DIYALO PARIWAR, SSDC, RDC, PAG, PTYSM, BNA.) directly and Save the children and World Education International as principal service providers. In addition, for technical support in psychosocial TPO and CVICT and for peacebuilding Search For Common Ground were contracted in 2012.</p> <p>With these contractors, constant meetings were held to develop joint action plans, agree on curriculum, modality of delivery, implementation, follow-up, and ensure timely adjustment of the programme.</p> <p>Also, representatives of service providers took part in some capacity development training sessions such as Do No Harm mainstreaming training,</p> <p>Service completion reports by principal service providers were also compiled and finalized.</p>	UNICEF		75000	75000
1.2. Work with the Ministry of Peace and Reconstruction and the UNCT to implement programme phase-out strategy	90%	1.2.1 Develop and finalize Project Phase-out Strategy in close consultation with MoPR and UNCT	<p>For successful and sustainable social and economic rehabilitation of the VMLRs, support and services need to be continued until participants gain confidence and learn the skills to maintain sustainable livelihoods. Therefore, gradual and well coordinated Phase-out Strategy was designed and action plans were developed in close consultation with MoPR and partner agencies. As part of this process, the merger and closing down of two UNIRP Regional Offices were completed and staffing phase-out is ongoing.</p> <p>Identifying potential programmes under the MoPR and other line Ministries for possible linkages for longer-term support is undergoing and MoU was secured with Youth Employment Fund for</p>	UNFPA	71400	25000	25000
		1.2.2 Develop Action Plan to implement a controlled and coordinated phase-out of the programme			71400	13830	13830
		1.2.3 Identify potential programmes under MoPR and other line Ministries for possible linkages for longer-term support			30000	71400	17000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
		<p>1.2.4 Upon request, develop capacity of the relevant division of MoPR to take over programme responsibility once UNIRP phases out</p> <p>1.2.5 Maintain close coordination and communication between MoPR, UNCT and other partners</p> <p>1.2.6 Develop concept note and ToR and facilitate final evaluation of the programme</p> <p>1.2.7 Develop programme lessons learned and best practices including development of Programme Final Completion Report</p>	<p>facilitation of collateral free loans to the UNIRP graduates.</p> <p>The programme provided data requested by MoPR about the 4008 and continues to develop their capacity for the eventual handover of the information management system.</p> <p>Also, representative of the MoPR attended a conflict sensitivity workshop to analyze conflict sensitivity of the UNIRP phase-out strategy using tailor made tools and techniques for context and gap analysis of the phase-out plan. Consequently, close coordination and communication between MoPR and UNIRP has been maintained</p> <p>An independent evaluation of the Programme has been started in November and will conclude by the end of December.</p> <p>The programme was also audited during 2012 and resulted in partial satisfaction. The recommendations of the audit have been implemented.</p> <p>The programme also went through an evaluation for best practices and lessons learned by UNDP headquarters, Bureau for Crisis Prevention and Recovery.</p> <p>The Programme has produced four knowledge management documents on the lessons learnt and good practices of UNIRP.</p>				
1.3. Provide regular counselling and mentoring to graduates of Micro-Enterprise and Vocational Training and	100%	1.3.1 Develop counselling and business mentoring action plan in consultation with UNIRP ROs and business community including establishment of mentoring & monitoring mechanisms	The regional offices continued to offer career counselling and business mentoring to graduates of the programme and conducted more than 200 field visits to follow-up the graduates and their home locations. For instance, the Programme conducted a session	26921	71400	11011	11011

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
Health Training options		<p>1.3.2 Develop and implement business counselling and mentoring guidelines</p> <p>1.3.3 Conduct rigorous monitoring of the participants, provide counselling and mentoring during and after graduation</p> <p>1.3.4 Work with FNCCI and other potential organizations at central and local levels to link participants with local business mentors and counselors</p>	<p>to ME and VST participants in Kathmandu Regional Office in coordination with Federation of Nepalese Cottage & Small Industry (FNCSI) and Samridhhi Foundation for business mentoring.</p> <p>Career counseling and mentoring guidelines continuously reviewed and updated.</p> <p>Monitoring of the participants after graduation was conducted through five regional offices. To date, 60% of the graduate had face-to-face monitoring. However, the wide geographical spread and the decreased number of staff make this very challenging. In addition to that, there are more than 300 participants who are graduating just prior to the planned programme phase-out, January 2013.</p> <p>The programme produced 22 local mentors for the provision of mentoring of the UNIRP participants on their request bases. Meetings were held with District Chamber of Commerce & Industry, relevant sectoral business association to develop a referral mechanism and networking.</p>				
Activity Result 2: Access to employment and livelihood opportunity	2: Access to 100%	The programme socioeconomic team consulted with the private/public sector in mapping job opportunities and developing relationships supportive of employment. Joint workshops were conducted. Capacity of regional offices to support job placement was enhanced. As a result of the concerted efforts, UNIRP has achieved 58% employment rate of graduates in the reporting period.					
2.1 Work with business community and potential employers to map employment opportunities and link graduates particularly of VST		<p>2.1.1 Enhance individual profiling through personal counselling and interview</p> <p>2.1.2 Develop a socio-economic mapping and employment linkages guidelines and action plan</p> <p>2.1.3: Map potential employers at central and local levels and create</p>	<p>UNIRP developed graduates individual employment and self-employment need assessment matrix and needs assessment survey to enhance individual profiling.</p> <p>A socio-economic mapping and development linkage guideline and action plans were developed.</p> <p>To date, 511 opportunities in different 11 occupations/trades have been listed in the</p>	26921	71400	11011	11011
				26921	71400	2000	2000
				30000	71600	2000	2000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
and health training options for job placement		<p>effective coordination and communication and relationship for support to graduates of UNIRP</p> <p>2.1.4 Conduct local level orientation workshops for key stake holders including Government offices and business community to increase support for programme</p> <p>2.1.5 Develop one National and five regional socio-economic support committees with the function of enhancing employment/credit linkage in five development regions</p> <p>2.1.6 Work with MoHP and its regional/district offices to identify potential employment for graduates of Health Training programme</p>	<p>database and disseminated to participants. Among them, 103 jobs were taken up by VST participants.</p> <p>To date, UNIRP consulted over 585 business people including 93 business leaders (Federation of Chamber of Commerce & Industry, 9 different Commodity Associations, District Chamber of Commerce & Industry, 29 district development representatives line agencies, and 13 Local Peace Committees' coordinators/representatives) through dialogue on "Strengthening Socioeconomic Support Dimensions of the Rehabilitation" with close coordination of National Business Initiative(NBI), Federation of Nepalese Cottage & Small Industry (FNCSI) and its district chapter, Morang Industry Association and, Morang Merchant Association.</p> <p>In addition, orientations were made with the USAID-WINROCK International, Helvetas Nepal Employment Fund, DFID, JICA etc. As a result, 35 participants benefitted from training opportunities provided by Helvetas Nepal Employment Fund in Far Western region. Also, VMLRs who are residing in Mahottari, Sarlahi, and Rautahat got opportunities to work as social mobilizers. Further, employment opportunities were identified for Electrical House Wiring and Welding graduates in UNDP Rural Energy for Livelihood Project.</p> <p>Action was taken to work with MoHP by sending e-mail to MoHP and also meeting with District Health Officers where-ever possible. However, due to no clear mandate provided and also at times due to lack of budget no recruitment took place in the early stage at the Health Posts; Sub Health Posts and Public Health Centers.</p>	26921	71600	14085	14085
				30000	75100	1200	1200

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
2.2. Identify potential programmes at the national and local levels for possible linkages of UNIRP graduates to intensive and training programmes	100%	<p>2.2.1 Conduct mapping of relevant programmes at national and local levels including government led programmes to develop matrix of opportunities</p> <p>2.2.2 Coordinate with the identified programmes for possible partnership</p> <p>2.2.3 Conduct needs assessment of UNIRP graduates to determine the level of longer-term support</p> <p>2.2.4 Develop referral mechanism for intensive and extensive training as per participants needs</p>	<p>Mapping of relevant programmes to offer opportunities for VMLRs was completed by holding meetings with government and non government programmes. As a result, 22 participants received relevant training on their needs basis such as advanced training on beauty parlor, heavy vehicle driving, welding etc.</p> <p>Needs assessment hearing through field visits and programme experience show that VMLRs who graduated from training would need at least 6 months follow-up, monitoring and counselling services to provide them enough confidence to cope with the newly acquired roles and responsibilities within the society.</p> <p>Meetings were held with District Chamber of Commerce & Industry, relevant sectoral business association to develop a referral mechanism and networking.</p>	26921	71400	14085	14085
2.3. Conduct regular pre, during and post training monitoring and follow-up of the participants	100%	<p>2.3.1 Develop and implement monitoring and mentoring modalities including monitoring tools and formats</p> <p>2.3.2 Finalize M&E strategy of the programme including establishment of reporting and follow-up mechanism</p> <p>2.3.3 Enhance the UNIRP CRIMS and develop a comprehensive M&E database</p> <p>2.3.4 Share progress, challenges and lesson learned on rehabilitation programme with relevant stakeholders including, government, donors and other partners</p>	<p>Six monitoring and assessment tools for ME and five tools for VST participants were developed.</p> <p>M&E strategy and guidelines were developed.</p> <p>Reporting system and formats for monthly report and field mission reports were modified to build efficient follow-up mechanism and accurate record tracking.</p> <p>The UNIRP CRIMS was constantly modified to enhance dynamic M&E and timely program adjustment. Elements and tools for OJT, pre-condition verification, skill training, monitoring forms and post-following were added into CRIMS and 2-day training to utilize those tools was conducted for all five regional offices in January.</p> <p>Resource library with more than 130 programme documents on progress reports, guidelines, success stories etc were added into CRIMS. This</p>			5,000	5,000
				UNICEF		30000	30000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial		
				Fund	Budget Code	Budget
Activity Result 3: Participants will receive career and psychosocial counselling	100%	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. To date, 2,537 VMLRs (F892, M 1645) received detailed career counseling through UNIRP regional offices and 1,363 VMLRs (F603, M760) received psychosocial services.	resource library was shared with relevant stakeholders including government and other interagency partners.			
3.1 Provide regular career and psychosocial counselling and information sharing to participants		<p>3.1.1 Offer specialized career and psychosocial counselling and information sharing in a gender friendly environment involving male and female counselors to assist individuals have a smooth rehabilitation into community</p> <p>3.1.2 Update personal profiles of participants including gender specific needs and information to refer them to relevant services</p> <p>3.1.3 Provide psycho-social counselling services to the needy target groups including proper documentation of cases</p> <p>3.1.4 Facilitate referral of severe cases for clinical support to district/central psychosocial networks</p> <p>3.1.5 Provide regular follow-up to individual cases at the training center and community level including organization of family and community counselling</p>	<p>84% of 3,040 VMLRs who are in Nepal received career counselling by both female and male career counsellors in a gender friendly environment. For those who needed psychosocial counseling, UNIRP offered them such services through TPO and CVICT.</p> <p>Participants were traced in the communities to assess their needs from gender specific perspectives and robust measures were adopted to cater for their needs. As a result, women participation to the Programme has increased to 38% of 2,231 VMLRs of those enrolled in the programme.</p> <p>46% of 3,040 VMLRs have received psychosocial support.</p> <p>530(F260-M270) VMLRs have received health support and 28 VMLRs (F15 M13) have received specialized psychosocial support.</p> <p>Almost every participant in the programme has been visited at their communities during the implementation and community opinions have been collected. Family counselling was also conducted on need basis. In addition, 14 community events by VMLRs who played as champions have been conducted to ensure community level support to their rehabilitation.</p>	<p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p> <p>30000</p>	<p>71300</p> <p>71200</p> <p>71400</p> <p>71400</p> <p>71600</p> <p>74500</p> <p>72200</p> <p>72400</p> <p>72500</p> <p>72800</p> <p>73100</p> <p>73200</p> <p>73400</p> <p>72100</p> <p>75100</p> <p>75700</p>	<p>24000</p> <p>50000</p> <p>148607</p> <p>85948</p> <p>60000</p> <p>8000</p> <p>2500</p> <p>43000</p> <p>8000</p> <p>2000</p> <p>60000</p> <p>4000</p> <p>45,000</p> <p>68933</p> <p>20000</p> <p>5,000</p>

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial		
				Fund	Budget Code	Budget
3.2. Community social workers, teachers and health workers etc are trained to provide psychosocial counselling	100%	<p>3.2.1. Develop capacity of regional counselors, implementing partners/service providers, social workers and community school teachers to handle emerging psychosocial issues, including facilitation of group/peer counselling</p> <p>3.2.2. Provide regular follow-up of individual cases (in the community) needing psychosocial support</p> <p>3.2.3. Strengthen psychosocial referral mechanism to refer severe cases and make provision for long term psychosocial interventions to regional or national partners.</p>	<p>In 2012, 55 community social workers from the implementing partners and other agencies working in Child protection were provided training on basic psychosocial services so that they could handle psychosocial cases and refer the cases after the assessment.</p> <p>For the capacity building of the Regional psychosocial counselors regular supervision from the central level was conducted so that there would be proper sharing regarding difficult cases they are handling.</p> <p>273 VMLRs taking different packages are in regular follow-up in their community through the implementing partners. 28 IPs are providing support to these caseloads.</p> <p>26 cases are provided specialized care in Kathmandu and regional level.</p> <p>http://www.mhpssnepal.com.np Website has been developed by TPO for psychosocial human resource information.</p>	UNICEF	100000	100000
3.3 Identify other specific needs linked to the psychosocial well being of the participants and ensure timely referral to existing services	100%	<p>3.3.1 Through regular counselling, monitoring and needs assessment, identify other forms of specific supports for VMLRs and determine support mechanisms.</p> <p>3.3.2 Match identified needs with the existing support programmes and identify other parameters of support and facilitate referral</p> <p>3.3.3 Monitor participants regularly to ensure effectiveness</p>	<p>Cases with specific needs are being referred by the regional offices to CAAFAG partners, TPO, and CIVCT for further support. Participants with war injuries are being referred for specialized health and psychosocial treatment. Following is the update:</p> <p>To date, a total of 1,363(F603, M760) were assessed and total of 480 cases were followed up in the training centers through regional psychosocial counselors and 99 cases were followed up from multiple IPs. In addition, 28 cases have received specialized mental health and psychosocial support through specialized care.</p> <p>Basic introduction of psychosocial problems,</p>	UNICEF	25,000	25,000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
		and relevance of psychosocial support and other assistance programmes	stress and its management were common contents in the orientation of 'Start and Improve Your Business' training.				
		Out of a total of 4,008 VMLRs, 30% are women, while the ratio of the current women participants in training or education is 38%. Out of the ME graduates who have established their own micro-enterprises, 51% are women. These figures show that women and girls were not excluded from the programme participation. At the same time, 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 peacebuilding activities.					
Activity Result 4: Specific Gender needs of VMLRS are met	Specific Gender						
4.1 Identify gender specific needs of male and female participants and provide appropriate level of support	100%	<p>4.1.1 Identify gender specific needs of the participants pre, during and after completion of training/education</p> <p>4.1.2: Enable regional counselors, training providers and UNICEF supported social workers to address gender specific needs of the participants</p> <p>4.1.3 Ensure full implementation of the gender specific matrix including addressing gender needs of male participants.</p> <p>4.1.4 Conduct gender specific monitoring to ensure a maximum number of participants receive gender specific support</p>	<p>Increased gender specific support¹ to participants and their children has enhanced the delivery of the rehabilitation options. To date, 899 (F 568, M 331) participants involved in the various training options were identified with special needs and have received gender specific support. This comprises 527 pregnant women and lactating mothers including the spouses of men participants who have received nutritional support. Further, 817 children of both men and women participants have received the 12-month Childcare Grant, 23 women have received reproductive health support while 183 children of participants were provided health support, and 69 women and men have received maternity/paternity allowances.</p> <p>The programme has maintained one to one counselling of all female participants by female counselors to identify protection issues and gender specific needs.</p> <p>Under the education package, female and male 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</p>	30000	71400	56361	56361
				30000	75100	3500	3500
				UNICEF		20000	20000.
				UNICEF		20000	20000

¹The programme considers gender specific needs of both male and female participants such as Nutritional Support to Pregnant and Lactating Mothers, Child Care facility in training centers and within communities, Childcare Grant, Maternity/Paternity Allowance, specific psychosocial and health support to victims of Sexual and Gender Based Violence, Special Reproductive Health support and many other services available

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
4.2. Facilitate gender specific awareness including on reproductive health, woman's rights, civic responsibility to participants, key counterparts, civil society and broader community	100%	<p>4.1.5 Continue provision of special grant to female participants of education option</p> <p>4.2.1 Develop and disseminate communication and public information/ sensitization tools incorporating gender specific interventions of UNIRP including development and publication of success stories and documentaries</p> <p>4.2.2 Facilitate community events to create awareness on gender aspects of the UNIRP</p> <p>4.2.3 Encourage local government and relevant CBOs/NGOs, and CSOs to support the gender specific awareness raising campaigns</p> <p>4.2.4 Organize gender specific workshops at local level to raise awareness and mobilize community based organizations and networks to support social rehabilitation of the participants</p> <p>4.2.5 Develop a network of champions among VMLRs, build</p>	<p>monthly stipend to facilitate their participation in education out of their home towns. Out of a total of 184 females enrolled in the education program, 120 female and 9 male participants who are studying away from home have received additional stipend to enable them to continue with their education as case by case basis.</p> <p>In addition to this one of the participants was provided child health care support of Nrs10,000 to support the child as he was severely sick. This support was provided as exceptional case.</p> <p>Generic sensitization materials on UNSCR 1325 and 1820 were distributed to participants and service providers.</p> <p>Coordinated with local authorities in the areas of sensitization on SCR 1325, 1820, GBV, RH, HIV/AIDS issues and women's rights.</p> <p>26 national level networks and women organizations have been supported to implement UNSCR 1325 and 1820. In addition 308 child/youth clubs have been assisted across the country. Also, 181 responsible people for project implementation were trained on UNSCR 1325 and 1820.</p> <p>To date, a total of 2,547 needs of individuals including participants and their immediate dependants are met. More than 843 participants involved in various training and education options were identified with gender specific needs and have been provided with the necessary support.</p> <p>Training on Reproductive Health, Sexual and Gender Based Violence, and HIV/AIDS have been continuously organized by service providers, implementing partners, and participants themselves. Since the training is</p>	UNFPA	30000	30000	

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
4.3 Conduct gender-specific monitoring & mentoring ensuring gender sensitivity and that female participants have control over their benefits	100%	<p>their capacity on gender issues particularly SGBV/HIV to replicate information amongst youths and communities</p> <p>4.3.1 Establish agreed tracking /contact mechanisms through effective case management of rehabilitation options</p> <p>4.3.2 Conduct discrete gender sensitive field visits to each female participant during training at least once per month and on graduation at least every three months for up to six months after graduation.</p> <p>4.3.3 Facilitate empowerment of female VMLR through linkages with community groups (PLCs, SMCs and etc)</p> <p>4.3.4 Identify other gender needs of the participants and provide support through linkages with other existing programmes</p>	<p>designed for its participants to be able to replicate, it has been organized along with schools, colleges, youth clubs, and mother groups by the participants themselves. The gender specific needs of male participants and their immediate dependents have been seriously considered to minimize conflict and facilitate a conducive environment.</p> <p>List of relevant CBOs, NGOs, paralegal committees and women's network provided to participants.</p> <p>Psychosocial counselling and support provided to participants and their families on need basis. Female psychosocial counsellors are deployed in regional offices for participants' gender specific needs.</p> <p>In all field visits, regional staff assessed participants from gender specific needs perspective and delivered support to cater for their needs.</p> <p>Appropriate networking, sensitization and gender issues mainstreamed through capacity building workshops.</p> <p>Peacebuilding activities contributed to the development of coping mechanisms, socialization, and confidence building.</p>	UNFPA	15000	15000	
				UNFPA	10000	10000	
Activity Result 5: Individual rehabilitation packages are implemented	5: Individual packages are implemented						
<p>The rehabilitation support services including four sectoral options Vocational Skills Training (VST), Education, Micro Enterprise (ME) and Health related Training and Education have been offered to all 4,008 VMLRs.</p> <ul style="list-style-type: none"> As of November 2012, 2,742 or 90% of 3,040 VMLR who are in Nepal have made initial contact with the Programme through its toll-free number. 2,477 VMLRs (82% out of 3,040 in Nepal) have received detailed career counselling in one of the five regional offices 2,231 VMLRs (73% out of the 3,040 in Nepal) are enrolled or have completed rehabilitation training / education. 							

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
			<ul style="list-style-type: none"> To date, 1,707 participants have completed training programme in VST, ME and health option of which 974 have gained self/wage employment while 35 participants refused employment arranged by UNIRP. <p>The programme is implementing an innovative process of dynamic monitoring and evaluation that facilitates timely adaption to operational realities and client needs. This dynamic M&E is supported by a unified reporting and data collection system. The programme also supports independent review of the processes by stakeholders and International NGOs and assesses commentary and recommendations from diverse sources in order to improve the dynamic design of elements of the programme.</p> <p>Additional achievements:</p> <p>UNICEF with the support from its CAAFAG 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 from April 2011 to April 2012. 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.</p> <p>During 2012, the Programme had external audit and evaluations: an external audit facilitated by the Office of Audit and Investigation that thoroughly reviewed financial, administrative and management aspects of programme in July and August, an external evaluation from BCPR (which is evaluating DDR programmes in seven countries including UNIRP/Nepal) in September and October, and an independent evaluation in November and December.</p> <p>Several rounds of visits to regional offices of UNIRP were conducted throughout 2012 by the management staff to assess the status of programme implementation, identify weaknesses and challenges and develop plan to complete outstanding activities.</p> <p>UNIRP Retreat and reflection programme was organized from 26-28 June 2012 to provide an opportunity for all UNIRP staff to interact and reflect on the lessons learned as what worked, what did not work and present possible recommendations.</p> <p>Facilitated high level visit from UK assessing DFID funded projects to Nepalgunj and Biratnagar and visit of Joint Secretary of MoPR to Bharatpur.</p> <p>Conflict sensitivity "Do No Harm" workshops were conducted in Biratnagar, Bharatpur, Nepalgunj and Kathmandu for UNIRP staff and its service providers, with a final workshop in Kathmandu to review the Phaseout Strategy of UNIRP from a conflict sensitivity perspective.</p> <p>Three meals a day (in kind) to UNIRP participants was converted to cash complementary of NRs. 4,000 per month per trainee by the decision of Project Board Meeting on 06 July 2012.</p> <p>Among VST participants, all of the 413 participants completed training. To support their finding sustainable livelihood, enhanced VST support was developed in 2012. To date, 37 received enhanced VST support</p>				
5.1 Formal Education opportunities provided	100%	5.1.1 Provide education support to participants as per agreed scale	As of November 2012, from the total 493 VMLRS referred to education option, 416 (232M 184F) are enrolled and receiving education support. Out of 416, 376 ongoing (209M 167 F), 20 Intermediate completed (6 M	UNICEF		377647	377647

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
		<p>5.1.2 Conduct monitoring and mentoring and offer technical advice to IPs throughout the course period</p> <p>5.1.3: Implement individual case management, follow-up and data management regarding education support to participants</p> <p>5.1.4 Consider psycho-social needs of each participant in education and provide regular psychosocial and referral support</p> <p>5.1.5: Conduct continuous assessment of participant's progress, address their social-reintegration challenges including protection, gender and social issues</p>	<p>14 F) and 20 drop-out (17M 3 F) due to foreign employment.</p> <p>In 2012, 15 participants have passed intermediate. As per case by case basis and due to possibility of drop-out in education some participants have been referred to Health and ME.</p> <p>In 2012, Sindhuli, Mahottari, Udaypur, Jhapa, Ilam, Terhathum, Taplejung and Panchthar, Dhading, Surkhet, Dailekh, Banke and Bardia were visited to supervise and provide technical support and guidance to Social workers dealing with the psychosocial issues from TPO and CVICT.</p> <p>Supervision was targeted to those districts which had limited capacity to provide psychosocial support. The supervision had discussion on the difficult cases and provided mentoring support to the staff member of these districts along with the assistance to see the client if needed by TPO and CVICT.</p> <p>337 participants of education were visited for the psychosocial supports and provided individual and family counselling so that their psychosocial problem was dealt on time. Social workers were mobilized for continuous assessment of all the participants taking education support. They have regular visit to their parents and teacher at least once a month.</p> <p>IPs conducted Case Management meetings on a regular basis, UNICEF RO and NCO have been conducting continuous assessment of participant to address their social reintegration challenges. 2 Review meeting were conducted in Kathmandu for all IPs.</p>				

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial				
				Fund	Budget Code	Budget	Actual Expenditure	
5.2. Support the participants of Micro-Enterprise to establish and expand business for sustainable livelihood	100%	5.2.1 Develop Joint Action Plan with the new service providers of ME and ensure its timely implementation	As of November 2012, 1,319 participants (48% female) 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, meal provision of Nrs 4,000 during SIYB and skill training, start up support. Participants are also offered support in linkages to market and micro-finance institutions. In addition, participants under this option are also provided with business promotional support i.e. refresher training and second round capital support. More than 909 entrepreneurs have received business promotional support so far.	30000	72100	319294	319294	
		5.2.2 Organize skills training, provide start-up support and business promotional support including refresher training and second round of capital support		30000	72600	20896	20896	
		5.2.3 Conduct rigorous monitoring to ensure appropriate implementation of TOR, curriculum, preparation of lesson plans, training aids, conduction of competency tests during skill training.						
		5.2.4 Conduct pre-condition verification and assessment of entrepreneurs for timely provision of start-up and business promotional support.						
		5.2.5 Develop capacity of the service providers by working closely with them to ensure effective implementation of services/supports	To date, 1,227 participants have received business start-up support out of which 763 have established their microenterprises. Trainer's Training on Effective Enterprise Development was conducted in Nepalgunj and Biratnagar to cover all service providers of five development regions. Diverse support and option shifting provision were made available to ME participants for business diversification as survival strategy for young entrepreneurs. By the end of November 27 participants received diverse support and 24 participants shifted their option.					
		5.2.6 Maintain close coordination with MFIs and local saving and credit groups to ensure establishment of linkages to micro-credit	Since, 'each VMLR is a mini project', UNIRP re-enrolled dropped out participants in ME as a final support aimed to support them to ensure their sustainable livelihood. 57 drop-out participants from ME, VST and Education are re-enrolled in ME by the end of November 2012.					
		5.2.7 Improve delivery of the services by ensuring close monitoring to identify issues and bring appropriate adjustments as part of programmed dynamic	Flexible provision of Combined Business Start-up and Business Promotional Support was introduced in August 2012 after successful completion of pre-condition verification for					

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial		
				Fund	Budget Code	Budget
		<p>M&E</p> <p>5.2.8 Ensure systematic management and record keeping of information including programme progress reports, key achievements, lessons learned including regular updating of individual profiles of participants</p> <p>5.2.9 Develop Micro Enterprise Manual including implementation guidelines and operational standards</p> <p>5.2.10 Develop curricula, training plans, materials, guidelines and other required tools to improve quality of services</p>	<p>participants who were waiting to receive support.</p> <p>70 participants have benefitted from micro finance institutions, cooperatives, local saving and credit groups as a result of the coordination with MFIs. Also, 123 participants have been referred to access micro-credit.</p> <p>Constant meetings with service providers enabled the Programme to improve delivery of services on time.</p> <p>Data collected through programme activities is updated into CRIMS for appropriate record keeping.</p> <p>Caseloads of ME were assessed on monthly basis and technical support provided to regional offices for timely delivery of services.</p> <p>Micro-Enterprise Manual was finalized.</p> <p>In 2012 following documents were developed or modified:</p> <ul style="list-style-type: none"> • Curriculum of entrepreneurship, life skill and civic education during skill training • Guidelines for refresher training • Checklist for assessing entrepreneurs for providing business start-up support • Business promotional support guidelines revised • Guidelines to handle day to day challenges of ME option • Guidelines to address programme and operational challenges • Comprehensive guidelines on information counselling and referral to rehabilitation programme revised • Revised guidelines on pre-condition verification and business start-up support distribution. • Field visit checklist and expected outcomes 			

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
5.3. Complete vocational skills training services to facilitate sustainable livelihood through employment	100%	<p>5.3.1 Conduct Vocational Skills Training to participants of this option</p> <p>5.3.2 Conduct rigorous monitoring of training delivery including ensuring compliance with ToR, implementation of training curriculum, and approved guidelines.</p> <p>5.3.3. Ensure timely distribution of stipend and provision of meal</p> <p>5.3.4 Ensure delivery of OJT at appropriate place and facilitate linkages to employment</p> <p>5.3.5 Extend post-graduation follow-up support up to six months and provide regular career counselling and mentoring</p> <p>5.3.6 Work with service providers to identify challenges and bring timely improvements and appropriate adjustments</p> <p>5.3.7 Develop vocational skills training manual by incorporating guidelines, concept notes, and operational modalities</p> <p>5.3.8 Ensure timely reporting and</p>	<ul style="list-style-type: none"> Assessment of participants who failed to establish or continue their enterprises Session plan for combined business induction, salesmanship and bookkeeping training Re-enrolment form Option shifting form Business diversification form <p>Vocational Skill Training has been completed. Out of the 442 participants who enrolled in VST, 413 have completed the training while 29 dropped-out.</p> <p>As a result of individual tracing and career counselling, 25 VST drop-outs shifted their option to Micro-Enterprise to have a better chance to establish their own businesses.</p> <p>Timely distribution of stipend and provision of meal were ensured.</p> <p>UNIRP worked closely with 11 Government and technical schools for timely provision of training to VST participants.</p> <p>The Programme decided to provide more detailed individual counselling, mentoring and enhanced VST support tailored to their circumstance instead of developing VST Manual as every participant had different needs to be addressed.</p> <p>All reports from primary service providers were compiled and progress updates were shared among related staff.</p>				

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
		documentation of lessons learned and best practices including regular updating individual profiling of the participants 5.3.9 Ensure that rehabilitation option and its delivery is improved through dynamic M&E	Improved programme options were developed as a result of the regional conflict sensitivity 'Do No Harm' analysis of the programme. The analysis revealed that lack of substantive post training support leaves the skilled VMLRs unemployed. On a case by case basis, the Programme assisted VST graduates to acquire additional opportunity to gain livelihood through skill upgrading training, On-the-Job Training and diverse support in establishing their own micro-enterprises.				
5.4. Provide Health services related training and education to facilitate sustainable livelihood through possible employment in health sector	100%	5.4.1 Facilitate health related training and education to 57 registered participants in this option 5.4.2 Conduct regular monitoring to ensure compliance with ToR, implementation of approved curriculum and that service providers and participants are motivated 5.4.3 Ensure identification of qualified OJT providers and delivery of OJT at appropriate place with greater scope of employment. 5.4.5 Maintain close coordination and communication with relevant government line agencies and potential employers and develop effective referral mechanism of graduates to employment	Among 60 participants who were enrolled in Health related training and education, 47 have completed the training, 10 are in training, and 3 dropped-out.	30000	72100	134917	134917
			Service Providers were met at least twice throughout the course period to ensure that the institutes were complying with the ToR and were implementing curriculum approved by the CTEVT. Service Providers were contacted every month to ensure participants were attending the courses regularly. Participants were contacted on a regular basis to ensure they were motivated and were receiving the support provided on time.	30000	72600	6720	6720
			Service Providers were contacted before hand to ensure OJT for the participants were being allocated at locations where there were more case loads where the participants could show their skills to ensure future job opportunities.	30000	71600	10000	10000
			Relevant government line agencies were contacted both formally and informally to seek for job opportunities to health graduates. Likewise, communication was maintained with	30000	71600	20,000	20,000
				30000	72600	4430	4430
				30000	71200	10000	10000
				30000	63500	2000	2000
				30000	65100	1,500	1,500
				26921	71200	57940	57940
				30000	71200	136000	136000
				30000	75100	35000	35000
				26921	71200	0	0
	26921	75700					

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
			various medical institutes namely, The Model Hospital for its NGO the Phect Nepal; Dhulikhel Hospital for its community Mobilization works; Shanti Nepal (NGO); Phase Nepal (NGO); Nepal Med a Germany NGO out of which 3 responded positively agreeing to give special priority to the UNIRP graduates. The graduates have been informed about the priority and counselled to apply for such opportunities. The health graduates have also been counselled on how to write application and effective CVs.	26921	72125	45000	45000
				30000	72125	15000	15000
				UNFPA		80000	80000
				UNFPA		6000	6000
				UNFPA		5000	5000
UNIRP Outcome 2 Communities were engaged in supporting the rehabilitation of VMLR participants							
Activity Result 6: Public Sensitization and Information Campaign designed and Implemented			Public information and beneficiaries' expectation management has been a challenge for the Programme, drawing on the institutional strengths of UNICEF and its CAAFAG and dedicated communications by UNIRP, the programme communications committee was actively engaged during the second half of the year. They published information kit and conducted media field visits.				
6.1. Develop and disseminate tailored messages, media and Public Information campaigns to promote the programme	100%	6.1.1 Continue Interagency Communications Committee Coordination including regular coordination meetings 6.1.2 Enhance implementation of coherent & coordinated strategy for Public Information, dissemination & outreach. 6.1.3 Ensure proper documentation and archiving of communication materials including developing AV archive 6.1.4 Develop and disseminate innovative communication and public information materials including success stories and documentaries 6.1.5 Bring appropriate adjustments through dynamic M&E of communication strategy implementation.	The UN Interagency Communication Working Group has been regularly meeting with support implementation of programme communication and public information strategy. Followings are key achievements during this reporting period:	30000	74200	2000	2000
			<ul style="list-style-type: none"> Information kit has been distributed among 20 groups including UN agencies, implementing partners, MoPR, donors, relevant programmes etc. to provide quick and complete information about UNIRP. 	26921	71400	16288	16288
			<ul style="list-style-type: none"> Success stories of 13 participants were shared through UNIDP newsletters, UNIRP updates, TV programme and newspapers 	26921	71400	17756	17756
			<ul style="list-style-type: none"> Two media field visits were conducted with six media organizations. 	30000	74200	2000	2000
			<ul style="list-style-type: none"> Two UNIRP newsletters were published and sent to relevant agencies, partners, and donors among others. 	30000	71300	4000	4000
			<ul style="list-style-type: none"> Online resource library was prepared and launched in the CRIMS. 	30000	71600	4000	4000
			<ul style="list-style-type: none"> Video documentary on gender specific support, successful cases, from military to 	30000	75100	2500	2500
				UNICEF		36,000	36,000
				UNFPA		5,000	5,000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial		
				Fund	Budget Code	Budget
		<p>6.1.6 Develop and implement presentations, media briefings/press releases, PSAs on national media/print, TV & FM, SMS to reach various target groups.</p> <p>6.1.7 Design and distribute information for websites of programme partners.</p> <p>6.1.8 Organize media orientations/workshops to raise awareness and media support to inform communities on success of rehabilitation programme</p> <p>6.1.9 Facilitate media field visit to programmes sites to collect and disseminate ground to earth stories on participants in rehabilitation programme</p> <p>6.1.10 Conduct regular media monitoring and information sharing on related issues</p> <p>6.1.11 Maintain close relationship with media communities and facilitate access to relevant information.</p>	<p>civilian lives, and UNDP high level visit were produced and shared.</p> <p>CAAFAG network has also 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. Similarly, the 1612 Monitoring Teams were also engaged to disseminate programme information to VMLRs. As a result, Nine video success stories documentaries have been developed.</p>			
Activity Result 7: Broader community assisted in addressing socio-economic rehabilitation of VMLRs			<p>UNICEF with support from UNDP and other UN partners has been engaged in community peacebuilding and sensitization activities i.e. celebrating social events, drawing and essay competition, friendship football matches and orientation programmes were organized through Youth clubs and UNIRP regional offices.</p> <p>Peacebuilding 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 peacebuilding activities in their community so that they leave positive message in their community.</p>			

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
7.1. Organize sensitization programmes at regional, district and community levels to raise awareness regarding UNIRP and its achievements	100%	7.1.1 Design and implement sensitization events in targeted communities.	UNICEF, with support from UNDP and other UN partners, has been engaged in community peacebuilding and sensitization activities. In 2012, Workshop on Designing, Monitoring and Evaluating Peacebuilding Programs conducted where 30 participants (F8, M22) from IPs staff participated in the training. Training provided on youth club sustainability strategy and capacity building to 43 participants (F 11, M 32) from 35 youth clubs from different regions. Similarly Capacity building as well as review on peacebuilding was conducted to 15 IPs staff (F1, M14).	30000	71400	20680	20680
		7.1.2 Organize capacity building events and activities in communities to engender positive attitude towards the programme		30000	74200	2500	2500
		7.1.3 Conduct dynamic review of messages to bring appropriate adjustment		30000	71600	1000	1000
		7.1.4 Establish close cooperation with key stakeholders including line government entities, CSOs, INGOs and media to support the programme		30000	72500	1000	1000
		7.1.5 Organize targeted briefings to specific families or micro-communities.		30000	75700		
		7.1.6 Facilitate community based FGDs on rehabilitation issues.		30000	75100	5000	5000
		7.1.7: Strengthen capacity of Implementing partners, youth groups and selected VMLRs to conduct community based peace building activities					
		7.1.8. Tapping on leadership skills of VMLRs and promote role models among them (VMLRs) to encourage positive behavior and enhance their self-confidence					
		7.1.9. Facilitate recreational and social activities including sports and cultural events promoting the programme and peacebuilding initiatives					

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial		
				Fund	Budget Code	Budget
7.2. Work closely with MFIs, community saving and credit groups and CBOs to link graduates to micro-credit and other social programmes/networks	100%	<p>7.2.1 Conduct orientation workshop in coordination with Nepal Rastrya Bank for Nepalese financial institutions and other relevant organizations</p> <p>7.2.2 Establish partnership with MFIs and saving and credit groups at central and local levels including establishment effective referral and support mechanism</p> <p>7.2.3 Conduct regular monitoring of the entrepreneurs to provide business counselling and mentoring to ensure timely repayment of installments.</p> <p>7.2.4 Liaise with local government offices, CBOs, social and economic cooperative, programmes and networks for possible linkages</p>	<p>Three agreements have been signed with national level organization. Youth & Small Entrepreneur Self Employment Fund is government of Nepal initiative with strong network across the country which creates employment opportunity by providing soft loan. The other two MOUs were signed with Mid-western and Eastern regional Grameen Bikash Banks. They are working for providing loan in their respective region as per Nepal Rastra Bank rules and regulations.</p> <p>The Programme oriented over 70 district coordinators of the YSESEF during an orientation programme organized by MoF in Kathmandu and provided list of 80 interested participants from 25 districts of Nepal to be considered for future loan programmes. As a result of business mentoring and community based linkages for loan, 123 participants have been referred to access micro-credit and 70 have been benefited from micro-credit.</p>	UNICEF	10,000	10,000
7.3. Involve SPs & IPs and target families to engage in successful rehabilitation of VMLRs and rehabilitation of CAAFAG	100%	<p>7.2.1 Mobilize social workers for community/family level counselling and reconciliation activities and orient them for their engagement/support to rehabilitation programme</p> <p>7.2.2 Include vulnerable young people to benefit from education support</p> <p>7.2.3 Train number IPs and youths from community to participate in conducting community based initiatives on peacebuilding activities to promote social harmony and reconciliation</p>	<p>Social workers from all implementing partners have been mobilized for community/family level counseling and reconciliation activities. They were oriented on how to productively engage in supporting rehabilitation of VMLRs.</p> <p>In 2012, 43 participants (34M9F) IPs and 43 youth participants (32M11F) from 35 youth clubs have been trained on peacebuilding activities to promote social harmony and reconciliation.</p>	UNICEF	200,000	200,000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
7.4. Provide structural and community support for rehabilitation of participants	100%	7.4.1 Provide structural support to community based schools to support smooth rehabilitation of participants of education 7.4.2 Provide education support to vulnerable children from the community where VMLRs are enrolled in the school. 7.4.3 Provide orientation to community based teachers, youth clubs, child clubs and PLCs to support social reintegration of VMLRs into community	198 schools and colleges have received structural support. These schools received NRs 7,000 per participants studying in their school for the welfare of common students studying in that school. 144 vulnerable children from the community received education support through the programme.				
Activity Result 8: Enhanced capacities of VT service providers to deliver demand driven training							
8.1 Enhance capacity of service providers to undertake surveys of employment opportunities and develop quality and labour market oriented skills	95%	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	The capacity building of vocational skills training institutions including UNIRP service providers has been supported through the activities of ILO, based on local market assessment and survey by socioeconomic team and regional offices of UNIRP. This was effected through liaison by ILO with services providers and training institutes and subsequent conduct of four regional workshops and the training of trainers.	ILO		5000	5000
8.2 Implement surveys of employment opportunities	95%	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	Participants' needs for training were gathered through its service providers to design training packages.	30000	71600	1,000	1,000
				30000	75100	500	500
				ILO		5000	5000
8.3 Training on quality assurance	95%	8.3.1 Develop strategic plans 8.3.2 Develop staff appraisal	All components in strategic plan, staff appraisal systems, performance management systems,	ILO		5000	5000
				ILO		6725	6725

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
and managing training institutions		<p>systems</p> <p>8.3.3 Develop institutional performance management systems developed</p> <p>8.3.4 Develop monitoring and evaluation systems for performance management</p> <p>8.3.5 Develop curriculum</p>	<p>monitoring evaluation systems, and curriculum were developed for the training service delivery such as Training on Trainers on effective enterprise development based on 'Start and Improve Your Business) module.</p>				
8.4 Conduct specific skills upgrading training for service providers at central and regional levels	100%	<p>8.4.1 Conduct gender assessment training to capacitate IPs in conducting gender assessment and seek appropriate responses</p> <p>8.4.2 Undertake Training Needs Assessments of staff</p> <p>8.4.3 Develop staff development plans</p> <p>8.4.4 Implement staff development plan as planned</p>	<p>Trainings were conducted in a gender friendly environment. As a result, 23% of the training participants were women.</p> <p>Through continuous capacity development efforts, the training service delivery has significantly improved and service providers of UNIRP are mobilized with necessary skills to plan and implement more effective programmes.</p>	ILO		12000	12000
8.5 Institutional and capacity of vocational training service providers assessed to improve capacity to provide community services within the scope of the rehabilitation programme	100%	<p>8.5.1 Plan and implement basic psychosocial training to UNIRP regional counselors and service providers to enable them to identify symptoms and provide basic counselling.</p> <p>8.5.2 Identify appropriate community services</p> <p>8.5.3 Undertake institutional audits</p> <p>8.5.4 Organize Training Workshop on Community-based Service Delivery</p> <p>8.5.5 Implement Institutional Development Plans to provide appropriate community services</p>	<p>ILO delivered various trainings on Labour Market Information analysis, Computer application in Training and Education, Training Institute Management, ToT and ToT on EED. All together 359 participants (23% female) from 180 institutions of Government, Semi governments, Private Sector, NGOs, UN agencies, UNIRP partner service providers, Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and other CTEVT service providers. and Trade Unions participated in these trainings and workshops. Besides, ILO prepared a good practice and lesson learned from the interventions for future references reflecting the initial impact and lessons from the training.</p>	ILO		7000	7000

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial					
				Fund	Budget Code	Budget	Actual Expenditure		
<p>Activity Result 9: Special gender considerations within the broader community associated with the process are prioritized</p>									
<p>9.1. Conduct community based gender specific activities to promote social rehabilitation of VMLRs particularly women and girls with specific needs</p>	<p>100%</p>	<p>9.1.1 Identify existing gender related programmes at the central and community levels to establish partnership and support social reintegration and rehabilitation of participants particularly vulnerable women and girls 9.1.2 Implement gender specific peacebuilding activities with participation of CBOs, women groups/networks and community people 9.1.3 Ensure dynamic M&E of programme options including community aspects to best address specific needs of participants 9.1.4 Work with district women and children development office for effective linkage and networking with women groups 9.1.5 Consider childcare needs for single parent family, parents who are participants</p>	<p>UNIRP Conducted workshops with district FNCCI, Local Peace Committees and district line agencies to elaborate coordination at local level for socio-economic reintegration. Also, training on GBV, RH and HIV/AIDS were delivered to selected participants to serve as champions and advocate for gender specific peacebuilding activities. Family counseling along with psychosocial counseling and additional counselling for inter-caste marriage were made available for VMLRs. Also they were provided with referrals to services outside of the UNIRP that may address their gender-related needs. Monitoring and evaluation was conducted with care and consideration for both gender 308 informal networks and child/youth clubs received support from the programme. Discussion was made with WCO on the referral mechanism of the GBV cases as well as linkage with the existing group for benefit to the participants and their family. 817 children benefited from childcare grants, 183 have received health support and 366 children received child care during the reporting period.</p>	30000	72600	60270	60270		
				UNFPA		22000		22000	
				30000	75100	4000		4000	
				30000	71600	1500		1500	
<p>9.2. Disseminate gender specific success stories, lessons learned and best practices to create</p>	<p>100%</p>	<p>9.2.1 Develop and disseminate gender specific public information and communication materials including success stories and documentaries</p>	<p>More than 10 success stories from women and girls who are successfully running their business were published and 13 more in pipeline. Also, key informants opinions have been obtained and documented through 9 documentaries.</p>	UNFPA	72100	11789	11789		

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
awareness at the broader community level		<p>9.2.2 Document lessons learned and best practices and produce gender specific reports.</p> <p>9.2.3 Facilitate gender specific media field visits and collection of ground level stories for public information</p>	<p>Document lessons learned and best practice are being developed.</p> <p>A gender survey is conducted and results and findings will be finalized in January 13</p> <p>The two UNIRP newsletter contained sex disaggregated data.</p> <p>Media field visits were conducted and which covered both men and women participants. In addition, several field visits have been done assess gender needs and produce gender stories and documentaries.</p>				
Activity Result 10: PROGRAMME SUPPORT							
Output 10.1 Provide administrative and operational support service for effective program implementation	100%	10.1.1 Strengthen capacity to support administrative and operational services.	<p>The programme maintained sufficient HR as per the plan and provided effective management and operation support for the timely delivery of services.</p> <p>The programme moved ahead in accordance with the UNIRP phase-out strategy which included gradual staff phase out and merger of UNIRP regional offices.</p>	UNICEF		65000	65000
				30000	71400	94577	94577
				30000	71400	98000	98000
				30000	72100	30592	30592
				UNICEF		60000	60000
				30000	72200	5000	5000
				30000	72215	0	0
				30000	72300	500	500
				30000	72400	5000	5000
				30000	72500	6000	6000
		72800	3000	3000			
		UNICEF		7000	7000		
		30000	73100	32200	32200		
		30000	73200	1500	1500		

Annual Targets	Achievement (against Annual Targets)	Planned Activities	Achievements (against activities & actions)	Financial			
				Fund	Budget Code	Budget	Actual Expenditure
				30000	75700	18000	18000
				30000	73400	15000	15000
				30000	74100	2000	2000
				30000	74200	2000	2000
				26921	71600	4000	4000
				30000	75100	66305	66305
				30000	63300	10000	10000
				30000	61300	115875	115876
				30000	62300	35000	35000
				30000	63500	10000	10000
				30000	65100	10000	10000
				30000	77300	10000	10000
				04000	74500	48318	48318

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.

The Programme maintains the active participation of women VMLRs through gender responsive approaches and community and family counselling, as the following figures show: 38% of those participating in training or education are women /girls, and 51% of those who established their own enterprises are women, while 30% of the total 4008 VMLRs are women/girls. The gender specific needs of male participants and their immediate dependents have also been considered to minimize conflict and facilitate a conducive environment both for men and women. Thus, issues of masculinities which cater also for men gender specific needs, have been included into the gender specific support elements which were mainstreamed into the programme including its peacebuilding activities.

As of Now, a total of 2,012 gender specific needs have been catered for by the programme. More than 899 participants were identified with gender specific needs and have been provided with the necessary support. This comprises 527 pregnant women and lactating mothers, including the spouses of men participants, who received nutritional support. Further, 817 children of participants have received the 12-month childcare Grant.

Training on Reproductive Health, Sexual and Gender Based Violence, and HIV/AIDS have been continuously organized by service providers, implementing partners, and participants themselves. The trainings are designed to enable participants to replicate it in schools, colleges, youth clubs, and mother groups by themselves. Consequently, awareness of gender issue is raised and highlighted through those local initiatives. Gender norms and practices on education, marriage, and starting business during and after the war are also changed positively. As a result, 51% of the entrepreneurs who have established business are women. They are running their businesses smoothly with the support from community and UNIRP.

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 their participation in education.

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 and healthy training environment, boost learning abilities, improve psychosocial well-being. All participants in training centers receive sports and gaming equipments 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. To date, 379 community sensitization events were organized at regional, districts and community level.

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 well known institutions and UN HQ.

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 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. Describe any implementation challenges you have faced during the implantation of the project in 2012, as well as your responses.

- 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.
- In a poor and limited job market situation, employment after completion of training including linkages to micro-credit support for self-employment is considered an extremely difficult challenge. In addition, graduates of training refuse low paid jobs for various reasons including high expectations, and also the potential employers show lack of trust towards the VMLRs for providing employment opportunities.
- UNIRP has been making continuous efforts to trace out the graduates who are either not employed or are out of contact after their graduation. The Programme experience shows that face-to-face post-training monitoring and counselling work very well to encourage these participants to gain and maintain a sustainable livelihood. However, it remains a challenging task due to the sparse geographical spread of VMLRs across the country where in most cases; the staff members need to walk for days to reach to a single participant. There are graduates who are not monitored face-to-face and it is expected that more than 300 participants will graduate in last quarter just prior to the phase-out. Although the programme intends to provide post-training follow-up support to all of them, increasing workload at Regional Offices with decreasing human resources capacity, makes it extremely difficult to reach to each individual participants on time.
- After the deadline for enrolment in training or education in September 2012, 1,777 out of the 4,008 VMLRs have lost the opportunity to enrol in the programme. As per the information collected from the field, a large number of these individuals were initially discouraged to enrol in the rehabilitation programme prior to the deadline while a good number of them left the country for foreign employment. These VMLRs will not have an alternative opportunity to support their rehabilitation once the UNIRP phases-out.
- Though we have identified potentially parallel programmes, their level of functionality did not permit synergetic collaboration.
- Continued strikes (Bandh) all over the country in May and June affected programme implementation and its ability to reach out to the participants particularly in the Mid and Far western regions. Some regional offices had to stop its activities for several weeks.
- In July and August, regional offices had to cancel or postpone field visits due to floods, landslides and inaccessible muddy road resulted from heavy rainfall. Mission teams stuck for several days due to flood and damaged road.

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.

a) Risk Log Matrix

#	Description	Category	Impact & Probability	Countermeasures / Mitig 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 and handing over	Political	P = 1	Advocacy; appropriate 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	Shantam Khadka	12-05-2011	10-12-2012	Reducing
2	Limited government leadership to facilitate access of VMLRs to additional public support services.	Strategic	P = 1	Establishment of inter-ministerial coordination committee with participation of key ministries, regular briefings to the committee and MoPR.	Hameed Omar	Shantam Khadka	12-05-2011	10-12-2012	Reducing

#	Description	Category	Impact & Probability	Countermeasures / Mngt 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 = 4	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	Shantam Khadka	06-01-10	10-12-2012	Reducing
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 = 3	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	Shantam Khadka	12-05-2011	10-12-2012	Reducing
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	Shantam Khadka	12-05-2011	10-12-2012	Dead
6	UCPN-M disrupts the process, nationally or locally by creating parallel systems for rehabilitation of VMLRs using bi-lateral programmes.	Political	P = 4	Advocacy for the win/win impact of the process and a focus on their political obligations	Hameed Omar	Shantam Khadka	12-05-2011	10-12-2012	Reducing
7	VMLRs will be forced to integrate into Youth Communist League (YCL), other para-military organization or return back to cantonment.	Operational	P = 1	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 counselling, mentoring and monitoring.	Hameed Omar	Shantam Khadka	12-05-2011	10-12-2012	Dead

#	Description	Category	Impact & Probability	Countermeasures / Mngt 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	Shantam Khadka	06-01-10	10-12-2012	Reducing
9	Low level of participation particularly from female VMLRs	Operational	P = 4	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	Shantam Khadka	06-01-10	10-12-2012	Dead
10	Interagency coordination slows implementation.	Organizational	P = 4	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	Shantam Khadka	12-05-2011	10-12-2012	Reducing

#	Description	Category	Impact & Probability	Countermeasures / Mngt response	Owner	Author	Date Identified	Last Update	Status
11	VMLRs cannot smoothly participate in their desired rehabilitating and training/education and therefore remain associated with the UCPN-Maoist, YCL and or armed group.	Operational	P = 4	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	Shantam Khadka	12-05-2011	10-12-2012	Dead
12	Participants fail to find self/employment post - programme in the depressed labour market.	Operational	P = 2	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	Shantam Khadka	12-05-2011	10-12-2012	No change

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 counselling and mentoring to VMLRs with local level micro credit groups Seek serious support from the GoN, Youth Employment Scheme of MOF.	MoU signed in October 12 for soft loan with YSESEF	Omar

	Others	June 2012	<p>Due to restrictions on open information sharing about the achievements of the UNIRP, many stakeholders including government officials, political parties, media organization, CSOs, bi-lateral agencies, communities and broader UN system are unaware of positive aspects and achievements of the programme.</p>	<ul style="list-style-type: none"> - Disseminate programme related information including success stories in mass media at local, national and international levels -Organize Public Information Campaigns at local levels incl. IEC materials -Engage key government officials to promote programme results -Maintain close relationship with media 	Improved as the programme produced information kit and conducted media field visits	Omar
00060018	Others	September 2012	<p>Due to nature of programme participants and their dispersed geographical location over 60 districts of Nepal, the programme may not be able to complete all outstanding activities by the programme deadline including provision of business promotional support to all participants of ME, arrangement for continuation of education as well as employment linkages to VST and Health option graduates and monitoring and follow-up to fresh graduates of UNIRP. In addition, absence of structural capacities in MoPR makes it difficult to arrange timely handover of responsibilities by January 2013. This will have direct impact over smooth completion of programme phase-out and handover of the programme to MoPR.</p>	<ul style="list-style-type: none"> - Develop aggressive plans with certain flexibilities to ensure as many as possible number of participants complete the support and services - Mobilize CAAFAG networks, service providers and other partners to assist in reaching out to these participants -Work more closely with MoPR and partner agencies to ensure phased handover of the programme responsibilities - Develop flexible options to ensure support/services continue beyond January 2013 	Remains the same.	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 2012.

- 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.
- Frequent field visits with multi-activities such as pre-condition verification, business mentoring, family counselling, provision of support for cross-cutting issues, and monitoring worked very well for supporting participants' successful rehabilitation. Considering importance of family and community support for their successful business or employment, UNIRP regional office staff reported that family counselling improved their lives and well being significantly.
- Support for cross-cutting issues; gender specific needs, psychosocial support, health support, career counselling and job placement support are critical elements of the programme. Addressing gender specific needs enhanced both men and women participation in the programme. A study shows that approximately one-third of VMLRs faced psychosocial problems due to stigma associated with disqualification, adjustment problems, post-traumatic disorder etc. Psychosocial support helped to improve their psychosocial well being and readjustment to their community. Health support also enhanced continuous participation to training from beneficiaries. Career counselling and job placement contributed towards the employment rate of the programme graduates, which is around 60%.
- Individual case management in close coordination among central office, regional offices and service providers has been effective to support the rehabilitation. UNIRP has provided support with flexibility in training options and support based on their needs and circumstances. For example, more than 25 VST drop-out participants changed their training option to ME for better opportunities of livelihood as a result of career counselling and mentoring by dedicated UNIRP regional staff. Although it was time consuming to grasp each individual's situation, the case management with flexibility in support functioned as an inevitable factor for the Programme success.
- Rejection by community, lack of support from friends and family members and unemployment were cited as the major risk factors of the VMLRs returning into their communities. The programme experience shows that appropriate and timely support and intervention in six months after training plays an important role to address those risks.
- Increasing number of graduates who are successfully running their businesses, being employed, or providing health related services in their community contributed to enhance social perception of the VMLRs. Acceptance by the family and community nourished pro-social attitude and behavior of the VMLRs as they were seen to be more involved in the community activities and development.
- Management of expectations is critical to programme implementation and is associated with broad national buy-in, collaboration and an agreed integrated communications strategy.

6.2. For projects continuing in 2013, 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.

1. Offer self/employment and business promotional support to graduate VMLRs
 - Provide refresher training and enhanced livelihood support
2. Support VMLR to access other ongoing support program

- Facilitate linkage to : a) support services delivered by other I/NGOs and government at local and national level, b) MFIs to access micro credits for the expansion of the enterprises, c) the Government programmes such as Youth and Small Entrepreneurs Self Employment Fund at district and national level

3. Continued education support to participants in school

-Support to the education participants

4. Career and psychosocial counselling

-Providing career counselling, business mentoring, psychosocial counselling and clinical support

5. Continued monitoring and evaluation (M&E)

-Conduct monitoring and follow-up missions to track the socioeconomic transformation that is taking place. Also, conducting post reintegration surveys to assess the impact of the support provided. Then, collating and compiling key findings, results and lessons learned from the rehabilitation process

6. Capacity building of the relevant government staff and officials

-In consultation with MoPR, conducting specific capacity buildings sessions to Gov. staff to take over responsibility. Identifying Gov. initiatives that could provide support to VMLRs through ongoing initiative Assisting MoPR technical staff to take over UNIRP database and information management system.

7. Operational and financial closure of UNIRP

- Operational closure i.e. closing of regional offices, liquidation of assets and equipments, Financial closure of UNIRP

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

Update the implementation status against each audit/ spot check recommendations for 2012 in the table below

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

