



Country: NEPAL
Project Document

Project Title	Livelihood Recovery for Peace (LRP) Project
UNDAF Outcomes:	Peace Building, Recovery, and Reintegration: National institutions, processes and initiatives strengthened to consolidate peace. Sustainable Livelihood: By 2010, sustainable livelihood opportunities expanded, especially for socially excluded groups in the conflict-affected areas.
Expected CP Outcomes:	CPAP Outcome 1.2: Programmes, strategies, policies and systems that promote post conflict recovery. CPAP Outcome 3.1: Employment and income opportunities and access to financial services enhanced, especially for youth and excluded groups and PLWHA in partnership with the private sector and CSOs.
Expected Output(s): <i>(Those that will result from the project and extracted from the CPAP)</i>	CPAP Output 1.2.1: Support provided to the Government to facilitate the implementation of the CPA <i>(to be replaced by a new CPAP output during CPAP review)</i> CPAP Output 3.1.1: Policies designed and initiatives developed to expand employment opportunities for poor youths, women and individuals from socially excluded groups in selected districts
Implementing Partner	UNDP
Responsible Partner	UNDP

Project description

The overall objective of this integrated community-based project is to contribute to restoring the foundations for sustainable development by strengthening the capacities of communities and local institutions to achieve sustained livelihood recovery and peace building. The focus is on promoting peace at the local level, improving household/community livelihood, contributing to local economic recovery, enhancing social cohesion and strengthening institutional capacities of GoN and non-governmental organizations to plan, coordinate, and deliver livelihood initiatives. Because of the negative impacts of disasters and conflicts in Nepal, this project pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihood assessments, strategy development, and implementation processes.

The project will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will strongly complement other GoN and UNDP projects on micro-enterprise development, rural energy services, disaster risk management, and local governance, and will in fact build partnerships with these projects for effective implementation.

Programme Period: 2008-2010 CPAP
 Key Result Area (Strategic Plan): Crisis Prevention and Recovery and Poverty Reduction and Achievement of the MDGs
 Atlas Award ID: 00057322
 Start date: 11 August 2009
 End Date: 31 December 2014
 PAC Meeting Date: 24 July 2009
 Management Arrangements: Direct Execution

2009 AWP budget: \$1,053,110
 Total resources required: \$18 m
 Total allocated resources:
 • Regular: \$4.5 m Nepal:
 (UNDP 2012)
 • Other:
 ○ BCPR, UNDP HQ: \$ 4.667 m
 ○ Donor: _____
 ○ Donor: _____
 ○ Government: _____
 Unfunded budget: \$ 8,833 m
 In-kind Contributions:

Agreed by (Implementing Partner):



Agreed by UNDP:



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 Deputy Country Director



Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ARR	Assistant Resident Representative
BCPR	Bureau for Crisis Prevention and Recovery
BDSPO	Business Development Service Provider's Organization
CBO	Community Based Organisation
CPN	Communist Party of Nepal
CPR	Crisis Prevention and Recovery
DCD (P)	Deputy Country Director (Programme)
DEES	District Energy and Environment Section
DEF	District Energy Fund
DFO	District Forest Office
DLCC	District Livelihood Coordination Committee
ER	Early Recovery
FAO	Food and Agriculture Organisation of the United Nations
IDP	Internally Displaced Population
ILO	International Labour Organisation
HIV	Human Immunodeficiency Virus
LGCDP	Local Governance and Community Development Programme
LOA	Letter of Agreement
LPC	Local Peace Committees
MDG	Millennium Development Goals
MEDEP	Micro-Enterprise Development Programme
MEDF	Micro-enterprise Development Fund
MLD	Ministry of Local Development
MoPR	Ministry of Peace and Reconstruction
MOU	Memorandum of Understanding
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organisation
RC	Resident Coordinator
REDP	Rural Energy Development Programme
SOPs	Standard Operating Procedures
UN	United Nations
UNCDF	United Nations Capital Development Fund
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Funds
UNICEF	United Nations Children's Fund
VDC	Village Development Committees
WDO	Women Development Office
WFP	World Food Programme of the United Nations
WHO	World Health Organisation of the United Nations

TABLE OF CONTENT

1.0 SITUATION ANALYSIS	5
1.1 Political Context and Challenges.....	5
1.2 The Tarai Context.....	5
1.3 The Context of Natural Disasters	6
1.4 Women’s Context.....	7
2.0 STRATEGY.....	8
2.1 Linkages to National Goals, CPAP, and UNDP’s Corporate Outcomes.....	8
2.2 Focus and Approach	9
3.0 PROJECT GOALS AND OUTPUTS.....	14
3.1 Project Goals.....	14
3.2 Project Outputs and Key Activities	15
4.0 MANAGEMENT ARRANGEMENTS	22
4.1 Partnership and Coordination	22
4.2 Management Structure, Roles and Responsibilities	23
4.3 Implementation Arrangements and Principles of Fund Flow	25
5.0 MONITORING AND EVALUATION.....	28
6.0 RISK AND ASSUMPTIONS.....	30
7.0 LEGAL CONTEXT	32
8.0 RESULTS AND RESOURCES FRAMEWORK.....	34
ANNEX I: M & E FRAMEWORK (TO BE FINALIZED LATER)	48
ANNEX II: UNDP’S EIGHT-POINT AGENDA FOR WOMEN’S EMPOWERMENT & GENDER EQUALITY IN CRISIS PREVENTION AND RECOVERY	53
ANNEX III: THE NEPAL YOUTH ENVIRONMENT CORPS (YEC): CREATING EMPLOYMENT OPPORTUNITIES FOR YOUTH	55
ANNEX IV: TERMS OF REFERENCES	74

1.0 SITUATION ANALYSIS

1.1 Political Context and Challenges

Nepal recently emerged from a decade long civil conflict which inflicted extensive social and economic hardship on the nation. Since the signing of the Comprehensive Peace Accord (CPA) in November 2006, a few significant changes have taken place including the end of monarchy, declaration of Nepal as a Federal Democratic Republic, and election of the Constituent Assembly (CA). Following the election, a new coalition government led by CPN (Maoist) took office in August 2008 with the mandate to draft a new constitution for the country. The Maoist-led coalition government was replaced in May 2009 by the United Marxist Leninist (UML) party-led coalition government in the midst of escalating political opposition from the Maoists and weakening coalition among political parties.

At the same time, Nepal faces a wide range of unresolved challenges in implementing the CPA and other agreements. The following challenges are still to be addressed:

- Building trust and cooperation between the major political parties;
- Reaching agreements on federalism;
- Meeting the needs of conflict victims and moving forward on ending impunity;
- Implementing social inclusion in state institutions;
- Addressing ethnicity-based political movements;
- Addressing increasing violence, lawlessness and insecurity.

The political situation since August 2008 has been fraught with divisions between the political parties on various political issues and unrest all over the country fueled by political movements based on politics of identity, energy crisis, and security situation.

1.2 The Tarai Context

While the overall security situation did change after the peace accord was signed, it took a different shape and form in specific areas, especially in the Tarai. Although the impact of the Maoist armed conflict on Tarai districts was less than on many other Hill districts, the security situation in the Tarai region remains fragile while various armed groups have continued to proliferate. Also, the widely spread and deep seated grievance of Madhesis who have been and continue to be treated as second class citizens or non-citizens is at the core of Madhes' political struggle. It was the Madhes Andolan of Feb 2007 that brought the issue of exclusion of the Madhesis to the fore of the political discourse.

While the Tarai makes disproportionate contribution to Nepal's GDP, food production and revenue collection, Madhesis are massively under-represented in state institutions particularly the civil service and security services. High levels of poverty¹ makes the country a fertile ground for

¹ According to the Nepal Living Standard Survey, around 31% of Nepal's population lives below the poverty line. Poverty is largely a rural phenomenon with over 35% of the rural population classified as 'poor' as compared with around 10% of the urban population. Around 80% of Nepal's population is rural and largely dependent on an agrarian economy. Rural poverty is exacerbated by inequality in distribution of services and investment, which has stifled rural economic growth. In addition to the poor economic conditions, gender-based and caste-based discriminations prevail that create multiple barriers for women and those from excluded groups to have equitable access to resources and to

conflicts with unemployed youths easily swayed into violent strikes and other economic sabotage across the Tarai region. End of 2008 and the first half of 2009 have witnessed inexorable protests, *bandhs*, kidnappings, and killings particularly in the eastern and central Tarai, all of which have not only severely hampered development activities and shrunken development space, but also made the lives of the poor people living in the Tarai even more miserable. The open border with India has fostered armed gangs and criminals. Massive youth unemployment in the Tarai, has fuelled the armed groups and lawlessness in general. Some of the Tarai districts have suffered *bandhs* for several weeks at a time making everyday life extremely difficult and increasing people's vulnerabilities, frustrations, and decreasing people's confidence in the state or public institutions and development actors.

Such a weak security situation coupled with the labour unrest and energy crisis of 2008 and early 2009 have acutely affected the small and medium scale industries many of which have shut down their operations. Tarai has historically been a region of lower density of development activity than the Hill although there has been greater level of landlessness in the Central Tarai region, and some of the poorest and most marginalized groups such as Musahars, Doms, Chamars and other Madhesi Dalits, live in the Eastern and Central Tarai regions.

The recent political movements in the Tarai have either created new or aggravated old divisions based on caste, ethnicity, origin (e.g. Hill vs Madhes), and political affiliations. As these divisions have now become the basis for threats, extortions, bombings, abductions and killings, overall public insecurity, violence, and conflict have escalated in the Tarai and have jeopardized the peace process. Tarai/Madhes and its issues are, therefore, critical to the peace process, and there is an urgent need to support processes that would lessen the divisions, bring communities together to work towards a common vision, and deliver tangible peace dividends.

1.3 The Context of Natural Disasters

In terms of natural disasters, Nepal is exposed to multiple natural hazards, most prominently earthquakes, floods, landslides, fires, thunderbolts, windstorms, hailstorm and avalanches. On average, over 47 districts (out of 75) are continuously affected by seasonal floods and landslide related disasters, leaving about 140 dead and over 22,000 families displaced annually. The Koshi floods of 2008 affected more than 78,000 families with over 46,000 houses partially damaged or destroyed in Eastern Tarai. Similarly, floods in Mid-and Far-western Tarai also affected more than 40,000 families in 2008. According to official disaster statistics, out of the total number of affected families, floods & landslides and windstorms & hailstorms have affected most people followed by fires and epidemics. In proportion to the total number of people affected, more people are killed by disasters in Nepal compared to any other country in South Asia.

While floods and landslides are annually recurring events, earthquakes happen infrequently. The seismic record of the country seems to suggest that a major earthquake of the 1934-magnitude (up to MMI Scale X) occurs approximately every 75 years. Even though this is only a statistical

participate in decision making entities and processes. It is because of inequity and disparity that despite significant gains in poverty outcomes at the national level (from 42% to 31% between 1994/5 and 2003/04), inequality increased during this period and certain social groups, such as Dalits (48%) and Muslims (44%), remain further below the poverty line.

estimate, no one questions that major earthquakes are an unavoidable part of Nepal's future. Due to poor building practices and insufficient emergency and hospital preparedness, the risk of mass mortality and injuries from collapsed structures are extremely high. The topography of the country poses huge infrastructural challenges in terms of access to disaster sites by land. This is particularly the case during the monsoon season from June to August when landslides tend to block even the main highways in the country.

While not a 'new' challenge as such, the fragility and complexity of the peace process, and the high risk to natural disasters will also place a premium on the ability to quickly disburse and on the availability of flexible funding that will allow Nepal and its partners to seize opportunities to ensure security and livelihood recovery and development. Nepal needs resources to enable the reconstruction of conflict and flood disaster damaged infrastructure, support to employment and income generation, measures to promote public security and conflict mitigation, support the restoration of livelihood and inclusive local bodies, and, provision of support to conflict/disaster affected persons.

1.4 Women's Context

One of the impacts of the security situation in the country during the armed conflict was that it disrupted basic services, limited development assistance, and broken down family and community networks as men either joined the conflict or migrated abroad to seek alternative employment. Women in general, but especially in rural areas were displaced or left back home with the sole responsibility of household management and income earning. Women-headed households, especially those resulting from the loss of the primary bread-winner due to conflict, are more vulnerable and have limited opportunities for livelihood.

During the conflict period, Nepali women also became victims of violence from both the warring factions (i.e. insurgents and security personnel) as well as the third party who took advantage of the insecure situation and power vacuum. Recognizing the widespread discrimination and violence against women, the Interim Constitution (2007) stipulated that physical, mental or any other form of violence against women shall be legally punishable, and a law against domestic violence has recently been passed by the Parliament in April 2009. Furthermore, in terms of women's political representation, there has been a remarkable improvement as 33% of the current Constituent Assembly members are women.

Despite these important political gains for gender equality recently, much needs to be done to empower women politically, economically and socially as they lag far behind men in all development indicators and in their access to and control over resources within and outside their households. For example, further analysis of the National Demographic Health Survey data has shown that the literacy rates among the 15-49 year old Madhesi Dalit women is 17.2%, Madhesi other castes women is 24.2%, Muslim women is only 26.5%, and Tarai Janajati women is 51.5% (as opposed to the national average of 54.5%). Women in Central Tarai are also affected by the cultural norms and beliefs as there are cultural restrictions on their mobility, participation in the public domain, and cultural traditions that are harmful to women and girls (e.g. dowry related violence against women, child marriage, son preference, discrimination against girl children, etc.).

Given the current crisis context and the challenges Nepal is facing in terms of political instability, increasing violence and insecurity, natural disasters, and deep-rooted poverty—all of which have

the potential to disrupt the peace process—it is critical that the Government, UN and other international partners deliver a step change in the quantity and quality of recovery and development services reaching the conflict-affected, vulnerable, poor, and excluded households in rural Nepal. Recovery from conflict is imperative for sustaining peace in Nepal. Relapsing into violent conflict will be easy if peace dividends are not felt by the majority of Nepalis. Hence, the peace building process has to be at the community level too whereby communities are enabled to address the various divisions that have weakened and fragmented them, and given new shapes and forms to local level conflicts. In addition, people need to be able to benefit from tangible peace dividends in the form of better livelihood for themselves that could create opportunities for employment. This Project is designed to promote local peace building and livelihood opportunities in selected Central Tarai districts.

2.0 STRATEGY

Given the rather fluid political context in Nepal where the peace process is fragile, the majority of the people have not yet benefited from “peace dividends”. Ongoing conflicts, escalating ethnic tensions, increasing violence, lack of law and order, poverty, unemployment, inequality, social exclusion and recurrent disasters continue to be the challenges to consolidating peace and sustainable development.

As these challenges pose potential threats to peace-building, it is critical that enabling environments, mechanisms and capacities are created to promote social harmony and livelihood opportunities to sustain peace. Emphasis has to be on providing both quick results as peace or post crisis (disaster/conflict) dividends as well as long-term solutions to problems of unemployment, underemployment, lack of access to basic services, and disempowerment of women, youth, and marginalized groups. This Project is designed to focus on building peace and improving livelihood at the community level.

2.1 Linkages to National Goals, CPAP, and UNDP’s Corporate Outcomes

The Government of Nepal’s *Three-Year Interim Plan* clearly states that its major focus is on peace building and economic recovery. This Project is directly linked to these national priorities, and therefore, will contribute towards the national goals and targets in these areas.

It is also linked to UNDP Nepal’s three-year *Country Programme Action Plan (CPAP 2008-2010)* signed with the Government of Nepal in which focus is on supporting the peace process and enhancing employment and income opportunities for the poor, women, youth and other marginalized groups. This Project will contribute to the peace building process by promoting peace and social cohesion at the local level where support for livelihood will be used as a means to create opportunities for communities to work together to address common needs and concerns, and thereby promote cross-community solidarity and peace. It will not only contribute to generating short term employment as peace dividends, but also to strengthening various assets of rural households and communities for better livelihood results and enhancing skills and knowledge of local youth based on labour market demand for long-term sustainable development.

The results will also contribute to the following CPR Outcomes of the corporate level *UNDP Strategic Plan (2008 to 2011)*:

- Outcome 7: Gender equality and women’s empowerment enhanced in post-disaster and post-conflict situations;

- Outcome 8: Post-crisis community security and social cohesion restored; and, in particular,
- Outcome 9: Post-crisis socio-economic infrastructure restored, economy revived, and, employment generated; crisis affected groups returned

Hence, the objectives of this Project are very much in line with the Government of Nepal's priorities and UNDP Nepal's Country Programme Action Plan while also contributing to UNDP's corporate level outcomes.

2.2 Focus and Approach

Given the focus of this Project on peace building and livelihood recovery, the following are some of the key strategies:

i) ***Promoting social cohesion for peace:*** Mobilization of communities will be done throughout the programming and implementation process through district-based NGOs with the aim to promote social cohesion and enhance social empowerment at community level. It will include strengthening the capacity of the communities on conflict transformation, negotiation, and mediation. Furthermore, it will include processes of promoting transparent and participatory community development and management of public goods which have proved to increase community's support to the development work as well as ownership and sustainability of development results. Community-based Peace and Livelihood Facilitators (PALS) hired through the sub-contracted district-based NGOs will play a key role in improving social cohesion and enhancing social empowerment throughout the Project. Capacity of the individuals working as PALS will be built in conflict-sensitive, inclusive, participatory, and gender-responsive approaches to community development as well as in conflict mediation and negotiation. Building on social capital will be the foundation to build other forms of capital for sustainable livelihood which is imperative to prevent relapse into conflict. Partnership with the Ministry of Peace and Reconstruction and Local Peace Committees will be critical aspects of the strategy here as their roles and support to mediate conflict and promote peace at the local level, identify conflict-affected communities, and to monitor the extent to which peace is sustained in communities will be essential.

ii) ***Supporting local economic recovery to improve income and employment opportunities:*** Initiatives in this area will focus on promoting employment opportunities at the local level, where conflicts are easily brewed and disempowerment and poverty are capitalized on to fuel conflicts and social discontent. Building and rehabilitating community infrastructure will not only provide short-term employment, but also provide opportunities for collective action towards common needs and concerns. Support will also be provided to targeted households to improve their income and reduce their vulnerabilities. Youth will be targeted for skill development to enhance their opportunities for sustainable employment. Approach to support local economic recovery will include partnerships with local NGOs and CBOs, private sector, GoN organizations (e.g. training institutions) if available in the area, and other UNDP-supported projects (e.g. Micro-enterprise Development Programme or MEDEP). Another strategy will be to groom youth groups to become organizations with technical skills and human resources to provide specific livelihood services locally (e.g. making, installing and repairing improved cooking stoves, solar panels, bio gas plants; extension services in agriculture or livestock; enterprise development; disaster mitigation and preparedness, etc.). Comprehensive livelihood assessments will be carried out and based on their findings, appropriate support will be designed to communities and households to improve their physical, financial, natural and human assets to improve livelihood. Participatory, inclusive and transparent

processes will be developed for needs identification, prioritization, planning, implementation and monitoring (e.g. public audit, open budget and expenditure reports, transparent processes of selecting service providers).

iii) **Capacity development of government and non-government organizations:** Complementing other existing programmes (e.g. Local Governance and Community Development Programme), this Project will provide support to strengthening capacities of government authorities to effectively function in conflict affected zones to deliver services related to livelihood to the communities. While the local government will have a key role in coordination and monitoring of this Project, non-government organizations (NGOs, CBOs, or private sector) will have the technical role of providing specific services as per their expertise and extent of outreach as mentioned above. In addition, the Project will include stocktaking of existing policies that affect livelihood as well as analyses of the micro-macro linkages for sustainable livelihood and local economic recovery.

Coordination between UN agencies working in livelihood related areas in the Project districts will be strengthened with support from the UN Resident Coordinator's Office which will create a district level platform for sharing information among UN agencies and engaging on joint planning, programming and monitoring to complement each other's initiatives.

iv) **Integrated community development:** Due to the multi-sectoral nature of livelihood, this Project has adopted an integrated approach to programming with the objective of building various kinds of assets of the communities and households so that they can have better livelihood outcomes across various sectors. Support to achieve the intended results in livelihood and recovery will be delivered through an integrated approach whereby the same communities in the same geographical locations will be supported in order to avoid the scattering of services and to increase the overall impact on the ground. Focus would be in ensuring that support for livelihood and recovery are appropriately sequenced and coordinated such that various inputs become part of a larger community recovery support and peace stabilization. If existing or emerging UNDP-supported projects are utilized as vehicles to deliver specific services (e.g. micro-enterprise development, rural energy services, training on conflict mediation, etc.), a mechanism to coordinate among these projects and prepare joint work plans and delivery mechanisms will be designed at the central as well as district level. An internal mechanism within UNDP Nepal Country Office will also be developed, if necessary, to facilitate coordination between the various units. Coordination with other projects in the districts will be done through a coordination committee chaired by the DDC.

v) **Geographic coverage and selection criteria:** The Project will be implemented in three adjoining Central Tarai districts.² The strategy will be to cover all or most parts of the districts giving priority to the most disadvantaged VDCs for implementation (in a cluster setting) and designing livelihood support as per the findings of the comprehensive VDC-wise assessments. It is envisaged that this project will be extended to another cluster of adjoining districts in the Mid-western and/or Far-western development regions upon availability of additional funds.

In order to ensure that the Project reaches to the intended communities and households, in particular poor, conflict-affected, excluded communities, women and youth, the following criteria for targeting will be applied.

² Central Tarai districts considered here are the following: Mahottari, Sarlahi, and Rautahat.

Selection of Districts: For the selection of districts in Central Tarai (and later on in Mid-western and Far-western regions), the following criteria are applied:

1. Ongoing conflict districts
2. Disaster-prone districts
3. Districts that have high gender inequality, for example, in terms of access to information, employment and other livelihood opportunities.³
4. District that have low HDI (as per Nepal Human Development Report 2004).⁴
5. Districts that have high concentration of VDCs in category 3 and 4 as per the Disadvantaged Group Mapping of the Ministry of Local Development

Selection of VDCs: The following tools and criteria will be applied for the selection of the VDCs (only applicable if implementation has to be phase wise):

1. Ministry of Local Development's Disadvantaged Group Mapping (DAG Mapping) of the VDCs⁵ will be applied to select the category 3 and 4 VDCs. This tool captures various aspects of disadvantage of the communities (i.e. vulnerability, marginalization, discrimination, poverty, and access to basic services), and ranks the VDCs from 1 to 4 with 4 being the most disadvantaged VDCs.
2. Category 3 and 4 VDCs where other UNDP-supported projects that provide specific livelihood support are working will be given priority (as linkage with other projects is an important strategy of this project as mentioned above). Presence of other UN agencies or donor-funded programmes will also be given priority from the linkage perspective.
3. Conflict affected VDCs within the selected districts will be given priority during implementation (information on this will be collected through the assessment exercise)—

³ With respect to gender-related development (GDI) at district level, Mahottari (0.368), Sarlahi (0.377) and Rautahat (0.384) are well below the national GDI of 0.452, and rank among the lowest 19 districts. These districts also contain a huge proportion of excluded population devoid of basic means to support livelihood under extreme social disparity. In recent years, the whole of the Tarai, to a certain degree, is vulnerable to flood damage, which has endangered lives and livelihood of a large number of people living near the flood plains, on annual basis.

⁴ While the districts with the lowest level of human development (HDI less than 0.400) are all in the Mid- and Far-Western hills and mountains, many of the districts in the next category (HDI less than 0.449) are in the Central and Eastern Tarai (e.g. Sarlahi, Mahottari, Dhanusha, Rautahat, and Siraha). As per Ministry of Local Development's DAG mapping of VDCs into categories of 1 to 4 (4 being the worst), 97% of 96 VDCs in Rautahat are in 3 and 4 categories; 99% of 76 VDCs in Mahottari are in DAG 3 and 4 category; and 100% of 99 VDCs in Sarlahi are in DAG 3 and 4 categories. Also, Mahottari (50.6) Sarlahi (49.8) and Rautahat (51.0) districts have the lowest Human Poverty Index among the Tarai districts as per the Nepal Human Development Report 2004.

⁵ The six indicators used to measure the level of disadvantage of the VDCs in this DAG mapping are:

- i) *Food sufficiency* of less than three months (concentration of daily-wage labourers, out-migration in search of labour, bonded labour)
- ii) *Presence of marginalized groups* (such as Dalits, *janajati*, etc., resulting in socio-cultural discrimination, untouchability, verbal abuse, social exclusion in public gatherings and non-acceptability of ethnic cultures)
- iii) *Access to basic services*: primary-level school and sub health post
- iv) *Representation/participation of women, Dalits and janajati in formal decision-making bodies* such as VDC, School Management Committees, Health Management Committees, local NGOs, etc.
- v) *Prevalence of gender discrimination* (such as early marriage, girls not sent to school, superstition of witch, violence against women, dowry deaths, seclusion, *chaupadi*)
- vi) *Prevalence of vulnerable groups* such as victims of conflict (orphans, widows, single female-headed households, out-migration, etc.), trafficking, physical disability, natural calamities, HIV/AIDS.

e.g. people's perception of the extent of security and rule of law in their village, presence of armed groups, frequency of violent events, etc.

Selection of households and communities: At the household level, this project's support will be targeted to the following beneficiaries:

- households who have lost their breadwinners through killings or disappearances during conflict,
- victims of gender-based violence as a result of past and ongoing violence and lack of rule of law,
- ex-combatants "absent" from the cantonment sites or those discharged from the cantonments who happen to return to the project VDCs,
- poor Dalit households,
- women-headed households,
- households that communities identify as being poor
- households directly affected by past natural disasters,
- households or settlements that are vulnerable to natural disasters (like flood or landslides), and
- landless families.

In order to select the households and communities, the following tools and criteria, along with additional ones as per the need, will be applied:

1. *Assessments of conflict and vulnerability context* will be conducted. Given the dominance of conflicts and disasters in the proposed project areas of the Tarai, hazard and conflict mapping of livelihood zones will be a key prerequisite in order to ensure that livelihood recovery initiatives supported are conflict and disaster risk sensitive, and therefore resilient and sustainable. As part of a livelihood analysis, participatory community hazard and conflict mapping will form a key component of the project strategic approach. Furthermore, people's perception of the extent of security and rule of law in their village, presence of armed groups, frequency of violent events, various dimensions of ethnic tensions, and local conflicts based on traditional practices, gender-based or caste-based discriminations, or unequal access to natural resources and basic services will also be part of this assessment.
2. *Holistic livelihood assessments* that provide contextual information on markets, conflicts and hazard maps, socio-economic status, health, education, household assets and activities, community assets mapping and livelihood opportunities will be conducted with a special attention to gender and social inclusion issues.
3. *Well-being ranking* will be done to establish the socio-economic status of households in a participatory fashion,
4. *Household surveys* will be conducted to establish baselines in all project districts.

Needs and priorities vary from household to household. Even within a household, priorities accorded by female members do not necessarily match with those of the male members. A household's aggregate "priorities" are a set of compromised net-results. By the same token, "community priorities" are subject to influence and elite capture. The distortions continue as the planning moves up to higher levels such as village, "elaka", and district. Interventions planned and designed at village or district level, therefore, tend to favour "bigger ventures" covering large number of beneficiaries; thereby, subordinating the "priority needs" identified at the household level.

There is, therefore, a need to engage at the household and community level assigning these as planning and intervention units not only when designing support for direct benefits through private goods but also when designing support for better access to basic services through public goods.

vi) ***Promoting Gender Equality and Social Inclusion:*** Processes and mechanisms for implementing the Project will be gender and social inclusion responsive. The Peace and Livelihood Facilitators (PALS) hired by the sub-contracted NGOs will be selected to ensure that they represent the ethnic and cultural diversity of the targeted communities. Also, priority will be given to women in the selection of these facilitators, youth members who will be supported for skill enhancement activities, and individuals who will be targeted for support in improving income.

Issues of local level conflict and discrimination based on cultural traditions and harmful practices will be identified through the initial assessment and relationship between practices of exclusion and local level tensions and conflicts will be studied further through qualitative ethnographic research. Such analyses will feed into innovations in programming processes and implementation mechanisms.

Throughout the Project design and implementation, sex disaggregated data (sex, social groups, socio-economic status, age, etc.) will be collected and monitored. Efforts will be made to set disaggregated targets for key project initiatives and disaggregate the monitoring indicators accordingly. The mobilization support will include elements of women's empowerment as it will involve working through women's groups, increasing their access to resources, and giving them relevant information on key issues related to access to basic services, their rights, etc.

vii) ***Linkages with ongoing and emerging projects:*** One of the key strategies of this project is to utilize the expertise and field presence of ongoing projects supported by UNDP (and even other UN agencies wherever possible) so that duplication is minimized, inputs provided complement each other, and support to the community and households become part of an integrated package. This Project will specifically partner with the following UNDP supported projects for specific technical and programmatic support as per their comparative advantages⁶: Micro-enterprise Development Project (MEDEP) for the development of micro-enterprises, Enhancing Access to Micro-finance Project to establish linkages with micro-finance institutions for greater access to micro-finance services, Community Based Disaster Mitigation Project (CBDMP) for support to communities to reduce disaster risks and be better prepared to mitigate disasters, Rural Energy Development Project (REDP) to provide energy services, and Conflict Transformation and Mediation Initiative (pipeline project) for building the capacity of local communities, local government personnel, local peace committees and implementing partners (NGOs/CBOs) in the areas of conflict mediation, management and transformation, social cohesion, and conflict-sensitive development. Other UNDP-supported projects' experiences and expertise (e.g. DLGSP/QIPSI, PPPUE) will be drawn upon as and when needed. In addition, partnership with programmes of other UN agencies (particularly,

⁶ Specific guidelines for partnership between UNDP-supported projects will be developed to define the nature of partnership, joint responsibilities in terms of implementation and monitoring, and tools that will be utilized to materialize the partnership on the ground (e.g. MOUs, joint work plans, joint monitoring plans, accountability structures, reporting and fund transfer mechanisms, etc.).

UNICEF, UNFPA, ILO) as well as other development partners working in the project districts (e.g. DFID's Livelihood and Forestry Programme) will be explored for collaboration and coordination.

There will be very close coordination (DDC will lead the coordination) and partnership with Ministry of Local Development's Local Governance and Community Development Programme (LGCDP) as every effort will be made to ensure that this Livelihood Recovery for Peace will complement LGCDP's work at the district, VDC and community levels. As the focus of LRP is on empowering communities and households economically, it will strongly complement LGCDP's focus on political empowerment of the communities and good governance practices in local government and service delivery entities. In addition, LRP's strategies to promote peace through livelihood support that are both "quick wins" and "long term" will contribute towards enlarging the development space and enabling the environment to build back people's faith in state institutions.

viii) **Sustainability:** Drawing from experiences of successful community development initiatives in Nepal, it is proposed that support will be provided to a community anywhere from 3 to 4 years depending on the level of asset building needed to make the communities into self-governing and self-sustaining entities and depending on the pace at which progress is achieved. Hence, the first year of the project implementation in any VDC/District will be focused on mobilizing the communities, identifying their needs, exploring local opportunities in terms of developing various assets (e.g. natural, human, social/political, financial, physical), and implementing those activities that can show quick results like productive community infrastructure, livelihood start up grants, and short-term employment creation.

The second to fourth years will be full swing implementation with the last half of the fourth to fifth year implementing the exit strategy from the community when mobilized groups will be converted into cooperatives, NGOs, or other forms of consolidated groups for sustainable self-governance. Exit may happen earlier from a community if community groups mature early and begin to function effectively to support its members in livelihood initiatives. A detailed exit strategy will be developed during the second year of the project when implementation challenges and issues become clearer.

Also, it is expected that through support from this project, the institutional capacity of the local government and line departments will be in place to plan, coordinate, monitor and manage livelihood and recovery programmes before the end of the fourth project year, so that proper exit can be planned. The policy analysis referred to as part of this project is meant to influence government policy and effectiveness in implementing sustainable livelihood recovery for peace building. To complement all this, efforts will be made to mobilize resources for continued funding of this project up to the fifth year.

3.0 PROJECT GOALS AND OUTPUTS

3.1 Project Goals

This project aims to promote peace building at community level and bring marked improvements in the livelihoods of the poor, excluded, and conflict-affected households and communities.

To achieve this goal, a number of outputs and key activities are planned and these are briefly described below.

3.2 Project Outputs and Key Activities

Output One (Activity Result One): Communities are mobilized for improved social cohesion, local peace building, and livelihood choices for individuals, households and communities.

Understanding local issues and livelihood strategies: Conducting proper assessments of project areas and communities will be critical to identifying communities' needs, overall situation, and designing appropriate livelihood and recovery response. Assessments will be holistic to cover not only socio-economic aspects linked to livelihood, but also the extent of security situation, nature of conflict, and drivers and victims of conflict.

Various studies will be, therefore, conducted to inform programming. Baseline data, analysis and planning for economic reactivation will be undertaken in the form of livelihood assessments guided by UNDP's *Sustainable Livelihood Recovery Approach in Crisis and Post-crisis Settings* developed by the Bureau for Crisis Prevention and Recovery. This will include analysis of social structures and local power relations as well as the vulnerability context (political conflicts, natural hazards and disasters) that affect community livelihood. Livelihood opportunities already available or those that could be created in the communities and surrounding vicinities will be studied. Furthermore, it will also identify skills, knowledge and resources available in the community to support livelihood. Socio-economic data as well as general livelihood status of households will be collected to establish the baselines against which results and impacts will be measured later. Particular attention will be given to ensure that data is disaggregated by sex, age, and social groups. All through the programming process, a 'do not harm' approach as well as key guiding principles for sustainable livelihood recovery (people centeredness, dynamic, holistic, conflict sensitive, gender equality and women's empowerment, etc) will be applied.

Care will be taken to ensure that community hazard maps are overlaid on livelihood zones and livelihood systems to ensure that disaster resilient livelihood strategies are pursued, or that promotion of all livelihood strategies is undertaken through a disaster risk /conflict prevention lens.

Labour market assessments will be carried out to explore what skills are in demand so that vocational trainings and other skill building initiatives can be designed accordingly.

In addition to quantitative data collection to establish baselines, qualitative and ethnographic studies will be conducted on select social issues, particularly those related to gender, exclusion, discrimination, traditional harmful practices, and barriers that women and excluded groups face in having access to basic services, natural resources, and fulfillment of their human rights. These studies will be drawn upon while designing future activities. Knowledge generated from quantitative analysis of livelihood coupled with qualitative analyses of socio-cultural issues and practices will help to design and target project that improve the conditions and social status of women and girls and to increase women's active participation in livelihood recovery and other community level efforts along the framework of UNDP's Eight Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery (See Annex II).

Mobilization for collective action on peace, social cohesion, and livelihood recovery: Experiences from past UNDP projects have shown that having active groups in the communities contributes to effective management of common resources (natural capital), maintenance of shared infrastructure (physical capital), pooling of local resources (financial capital) in the interest of better access to public goods, and strengthens confidence in women, Dalits and other marginalized groups to participate in the public domain both as individuals (human capital) and as a group (social capital). Enhanced social networks have also facilitated innovation, development of knowledge and its sharing, and promotion of community spirit and cohesion.

Drawing lessons from these past experiences, the objective here is to enhance social empowerment of women, Dalits, and other marginalized groups and to promote social cohesion at the community level. If groups already exist (whether mothers' groups, forest user groups, youth groups, community organizations, etc.), those will be identified as entry points. If no groups exist, then they will be formed through a mobilization process. Peace and Livelihood Facilitators (PALS) will be assigned in Project VDCs⁷ to work with the communities closely and keep them engaged and informed. An intensive mobilization will be carried out in the identified VDCs drawing on lessons learned from UNDP's successful past experiences in mobilization of communities (e.g. DLGSP, RUPP, REDP). Collaboration and coordination with other agencies or projects that are also engaged in mobilization will be promoted. Emphasis will be placed on making the groups functional and eventually become self-governing entities by the fourth or fifth year of Project implementation. Selected youth from the Project VDCs will be linked up with the sub-contracted NGOs under a mentorship programme on social mobilization focusing on peace and livelihood support so that their knowledge and skills will be built to become mobilizers themselves.

In order to achieve this goal, support will be provided to the groups in the form of leadership and organizational development, literacy if needed, awareness raising on gender equality, sustained discussions on specific socio-cultural issues and practices that have been harmful to women and girls and particular segments of the communities (e.g. violence related to dowry practice, child marriage, discrimination against girl children, practice of untouchability, etc.), and regular community meetings to disseminate information on services provided by the state especially in the areas of education, general health care, HIV/AIDS, reproductive health, people living with disabilities, senior citizens, subsidies for farmers, and special provisions for women, Dalits, poor, etc. Special efforts will be made to ensure that groups remain active and functional, and specific criteria will be applied for group formation so that women and members of traditionally excluded groups are at decision making positions within the groups. Also, women-only groups will be formed as these have been found to be more effective for women's empowerment, and priority will be given to these women's groups for support in the areas of economic empowerment. A separate manual to guide the process of mobilization for peace and livelihood support will be developed.

Social harmony will be promoted through the collective celebration of local festivals and organization of social events in the communities. A community conversation process will be initiated through a facilitated discussion on issues and problems that are common to all or particular segments of the community. Selected youth from the communities will organize and lead community conversations and their capacities will be built to function as local resource persons on

⁷ When funds become available, mobilization for peace and livelihood will also be carried out in municipalities. However, for now, priority will be given to the disadvantaged VDCs in a cluster approach.

specific topics. Topics for these conversations could range from the common experiences of conflict and ways to mitigate its impact, to preparing collectively for disaster risk reduction to traditional socio-cultural practices that are harmful to certain segments of the community. A select group of PALS and/or local youth will be trained as resource persons on conflict management, mediation, negotiation, and transformation, and all PALS will be oriented on these skills. This would include enhancing capacity in several areas including 1) conflict analysis to understand the context they are working in, 2) understanding concepts of “do no harm” on how interventions can interact with local tensions/grievances/inequalities/exclusions to become “connectors” or “dividers”; and 3) how PALS should project themselves as they may be perceived to be aligned or connected with parties in conflict. The Local Peace Committees will be supported to build their capacity in these areas, and their support will be drawn to mediate conflict, to identify the communities and settlements within the districts that are conflict-affected or have ongoing conflicts, and to monitor the extent to which LRP has been successful in creating “connectors” to promote peace and cohesion.

UNDP will ensure that labour-intensive infrastructure projects emphasize social acceptance and community participation, including that of women, through the design and implementation processes. This participation will help mitigate potential causes of conflict, including access to water, land or other natural resources. The approach advocated here will ensure that project planning is carried out via social dialogue thereby building trust and consensus among local residents. The labour-intensive methods where implemented will also help to develop technical skills, including planning, negotiation and decision making, empowering individuals and communities. Overall, these initiatives will “build peace”, as working together to achieve a common goal and identified vision of common development objectives will enhance camaraderie, coalition and cohesion across various communities.

Community organizations and groups become self-governing entities: In order for the community organizations to become sustainable, support will be provided for them to form into cooperatives through which the communities can continue to act collectively to access goods and services and to have stronger collective voice to address issues of common concern. Smaller groups of youth who are promoted by this Project to provide specific services will be supported to become professional service providing organizations.

Output Two (Activity Result Two): New community infrastructure built and damaged and degraded ones rehabilitated to benefit the entire community and create employment

Stabilizing and improving livelihood of the population especially women and the unemployed youth will help consolidate peace and stability. Depending on the situation in a particular district, emphasis will be placed on both short term economic recovery strategies such as short term or temporary job creation and support, and long term employment creation. Support for better livelihood and local economic recovery would include a range of activities that would target the marginalized communities within VDCs. For support to communities, settlements of Dalits, conflict-affected communities, settlements that are vulnerable to natural disasters, and settlements lacking basic infrastructure for drinking water and sanitation will be given priority. Drawing from the findings of the holistic assessment mentioned under Output 1, needs and opportunities at the community level will be identified and appropriate livelihood support provided within the scope of this program.

Community Infrastructure Support: The groups formed through the mobilization process as described under Output One will be utilized through a participatory process to identify issues and

problems related to access to *public goods* such as drinking water, sanitation, health centers, schools, and productive community infrastructure. Priority will be given to supporting infrastructures that reduce human drudgery (especially women's as they are involved in fetching water, processing food, collecting fuel and fodder, etc.), increasing efficiency, and promoting sanitation. Emphasis will be given particularly to setting up drinking water systems and toilets (at household or community level), energy services, disaster mitigation structures, micro irrigation systems, and natural infrastructure for protection and rehabilitation of the environment and natural resources. In addition, marketing infrastructure (e.g. processing centers, storage, community workshops, collection and distribution centers, community market place) will be built and rehabilitated and public works activities supported where possible with, if needed, cash for work or other cash transfer mechanisms.

Emphasis will be given to ensure community contribution and ownership of these community infrastructures, and transparent and participatory planning and monitoring processes (including periodic public audit, open budget and expenditure reports, public hearings, transparency over spending) will be applied for the construction, management and maintenance of these infrastructures. UNDP's successful experiences from the Quick Impact Peace Support Initiative (QIPSI) under the Decentralized Local Governance Support Project (DLGSP) for community infrastructure support as peace dividends will be particularly drawn upon when implementing community infrastructure activities. Strong coordination and collaboration will be maintained with the Ministry of Local Development's Local Governance and Community Development Programme (LGCDP). Every effort will be made to complement LGCDP in order to ensure greater impact on the community's livelihood outcomes without duplication of inputs.

Youth Environment Corps (YEC): The concept of YEC will be used to address the issue of youth unemployment and underemployment by creating jobs and business enterprises for youth while simultaneously rehabilitating degraded environments and working to maintain healthy ones. YEC will provide a mechanism for youth to earn needed income and to gain valuable on-the-job skills training and work experience while contributing to their own development and wellbeing. In addition, YEC will be designed to attract unemployed youth away from armed groups and criminal gangs into constructive areas that can potentially empower them economically but also enhance their self confidence, dignity and status in their society.

One of the Project districts will be selected to pilot YEC, if heeded practical for easier implementation of YEC. Under YEC, geographic areas within the project districts will be identified where labour-intensive work for environmental protection (soil conservation, biodiversity protection and promotion, forestation), watershed conservation, pasture development, grass and fodder cultivation, disaster risk reduction measures, and other activities related to rehabilitating degraded environments and maintaining healthy ones is much needed.

Youth will be mobilized to become members of the Youth Environment Corps and will be supported to carry out these environment related labour-intensive activities. During the initial stage of YEC, the YEC members will go through a variety of trainings in the areas of team building, leadership development, life skills, conflict mediation, and on-the-job environment rehabilitation and conservation-related work experience. Youth involved in YEC will be given priority for vocational trainings or micro-enterprise development schemes mentioned below. After graduating from the initial stage, the YEC members will be supported further to develop specialized skills through vocational training or to become entrepreneurs

of green micro-enterprises for which appropriate training and link to micro-finance services will be provided. See Annex for details on the YEC concept and implementation.

Output Three (Activity Result Three): The poorest and most vulnerable individuals and households have improved assets for better livelihood

Specific households that fit into the criteria for selection as mentioned under section 2.2 (v) from the communities mobilized by this Project will be targeted for specific initiatives to improve their livelihood. For individual and household support, priority will be given to women, disenfranchised youth, individuals from conflict affected families, Dalits, and poorest households.

Improved livelihood diversity, capabilities and empowerment at the household level

i) Income generating activities (IGA): Activities under IGA would target households and could be a range of support for income generating activities based on local resources, context, skills, and knowledge. Given the agriculture-based economy in rural Nepal, these activities will naturally fall under sectors like agriculture, livestock, poultry, etc. Improved and appropriate technology such as improved seeds, organic farming, soil solarization techniques, fertilizers, etc. will be explored and supported. Drawing on lessons from previous and ongoing experiences of having implemented such activities, necessary analysis at the household level will be carried out to ensure that the income generating activity will be sustainable and that it will not add to the burden of the household.

ii) Micro and small enterprise development: Following the successful model of the Micro-enterprise Development Programme (MEDEP), this LRP Project will partner with MEDEP and/or its intermediaries to provide support in project VDCs/districts where local resources and market potential exist to develop micro-enterprises. Where possible, a value chain approach will be applied in order to promote backward and forward linkages of specific products such that those supported through income generating activities can also be linked to the value chain. In addition to individual focused approach to micro-enterprise development, group approach will be applied such that entrepreneurs' group will be supported to collectively start, own and operate their enterprises. Initiatives on self-employment schemes will be designed and start-up grants assessed, and where possible, support will be provided to community self-help groups, women's associations, and youths. Also, public-private partnerships will be supported particularly in the urban and semi-urban areas within the project districts to promote rural-urban linkages, market development, and employment creation. Partnerships and coordination with municipalities will be established as per the need.

iii) Linkages with Micro-finance Institutions: Access to micro-finance is known to be a barrier to improving income especially through micro-enterprise. This project will facilitate linkage between potential borrowers among the micro-entrepreneurs or households that are interested to scale up their income generating activities to micro-finance institutions. Partnership will be built with UNDP/UNCDF-funded Enhancing Access to Micro-Finance project which is focused on developing such linkages and expanding micro-finance services to remote areas.

iv) Short Cycle Skills and Vocational Training: Targeting particularly young men and women (the youth), and based on labor market assessments, this project will identify a number of areas where skilled labor is in demand. Formal vocational skill trainings with an element of on-the-job training will be designed and implemented through training institutions. Efforts will be made to link the graduates of these trainings to jobs in the market through linkages with the private sector. In

addition, skill training in key sectors requiring special attention in crisis and post-crisis situations, for example, in areas of construction, transportation, disaster mitigation and risk reduction, conflict resolution, etc. will be supported.

Synergy with other projects in the project districts working in similar areas will be sought (e.g. ILO's project in Rautahat district).

Provision of inputs for improved living conditions at the household level

i) Appropriate Technology

This Project will support households and community groups for improved and appropriate technology directly related to reducing human drudgery, increasing efficiency, and promoting sanitation such as biogas, improved stoves, mills, water filtration systems, water pumps, thresher, composting, agricultural equipments, and specific equipments that would make traditional professions more efficient.

ii) Partnership with other agencies and programmes for health and educational services

This project will build partnerships with other UN agencies (UNFPA and UNICEF in particular), Government and other donor-funded programmes to increase access of target households to essential health services and counseling including reproductive health, infant and child health and nutrition. It will also partner with relevant agencies to increase access of targeted households to literacy, non-formal education, and school education. The project itself may support children from the targeted poor households with after school tutorial support utilizing educated but unemployed youth as tutors to groups of such children. If linkages with other agencies are not feasible to support the communities for literacy and health related services, this project will provide those services too.

Output Four (Activity Result Four): Women's Empowerment Enhanced and Gender Equality Promoted

UNDP will continue to work in partnership with the Government and other UN agencies on initiatives aimed at helping partners to: (a) incorporate gender equality into livelihood recovery assessments, activities and longer-term recovery planning; b) empower women through capacity building in various areas, and (c) reduce violence against women and girls. UNDP's *Eight Point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery* will guide the activities within this area. The ultimate result will be to ensure that gender equality is mainstreamed into crisis prevention and recovery assessments, implementation of livelihood initiatives, and peace building processes, and that women are empowered.

Gender sensitive assessments: Gender will be mainstreamed under all outputs of this project. In addition, gender sensitive assessments and VDC profiles will be developed from existing statistical data sets and qualitative studies as well as through primary data collection. The profiles will aim to highlight information on several issues of relevance to crisis prevention and recovery and early recovery preparedness and programming including a) gender division of labour in the household and community, b) who controls and can access which resources, and c) why there is gender disparity. Profiles will also map strengths and resources of men and women in the communities and how they contribute to livelihood strategies and coping mechanisms of households and communities. Such a profile will provide a basis and justification for developing more gender-responsive recovery initiatives.

Trainings/orientations related to women's empowerment: A series of trainings/orientations will be offered to the communities, especially women, for social empowerment in specific themes and as per their demand. Some of the thematic areas could be the following: gender training for couples, women's rights, law against domestic violence, legal provisions against untouchability, human rights, basic nutrition, health and sanitation, HIV/AIDS, and reproductive health especially for women and adolescents. Partnership and coordination with the Women Development Office (WDO) at the district level will be sought to implement these activities.

One of the strategies for women's empowerment will be to make sure that at least one local woman becomes a trainer or a resource person in each of the themes in which training or orientation is supported by this Project (not just under this Output) so that these women will become not only skilled and knowledgeable but also function as role models for other women, girls and the community in general. For this strategy to materialize, gender-sensitive Training of Trainers or mentorship programme will be set up.

Partnerships with UNICEF and UNFPA will be sought for their expertise and support to deliver some of these trainings that fall under their mandated areas. In addition, training/orientation materials already developed by UNDP projects (closed, ongoing or emerging ones) in some of these themes will be drawn upon for quick delivery.

Community campaign against gender-based violence (GBV): A comprehensive awareness raising campaign on GBV (using local languages, information, education and communications materials, street theatre and songs as advocacy tools, and local media) will be launched in all Project VDCs. A concerted effort will be made to engage with men and boys to fight against GBV through community level discussions with them on social norms, masculinity, and socialization processes and by promoting local men who are respected in the community as champions for this cause. Capacity will be built of local institutions (VDCs, decision making traditional entities in specific cultures, police, medical service providers, relevant government personnel at the district level, etc.) to address GBV and to raise awareness on the recently passed law against domestic violence. Linkage will be made with other projects supported by UNDP (e.g. Enhancing Access to Justice) and other development partners (e.g. UNICEF, UNFPA) that provide specific services to victims of GBV (e.g. legal services, psychosocial counseling, health services, etc.) to promote a multi-sectoral response to GBV.

Output Five (Activity Result Five): Capacities of VDC, municipality, district and national level key institutions strengthened to respond to communities' livelihood recovery needs

This Project will build the capacity of central government and especially local government entities and line agencies of relevant sectoral ministries.

Policy analysis undertaken to enhance micro-macro policy linkages for livelihood recovery: Analysis of micro and macro-linkages will be pursued to inform both local and national policies for economic recovery and livelihood enhancement. A stock taking of existing policies will be done to identify policy gaps.

Experiences from Project implementation will be documented in terms of lessons learned, effective and ineffective practices, and implementation approaches, and will be disseminated as knowledge products. These experiences will be drawn upon and shared with policy makers in order to enhance their knowledge in this area and to lobby for enabling policies and adequate resources.

Capacity development of government and non-government partner organizations to deliver livelihood services: Trainings and orientations will be provided to DDCs, Municipalities, VDCs, district line agencies, and non-governmental organizations to enhance their understanding on livelihood and what it entails to design, implement and monitor a comprehensive livelihood support programme. Capacity will be built of VDC/Municipality/DDC and line agency personnel in the areas of 1) conflict-sensitive and gender responsive planning on livelihood recovery; 2) sustainable livelihood framework and issues related to translating this framework into concrete activities and partnerships, and 3) monitoring cross-sectoral livelihood programmes.

DDC will be supported to coordinate various programmes that focus on livelihood. Under its leadership, a mapping exercise will be conducted of service providers in the district (government, non-government, private sector) to identify the outreach of these services and those VDCs, settlements or households that are left out. Such an exercise will support the DDC to coordinate effectively among the various programmes being implemented in the district and to develop strategies to reach out to the excluded areas. LRP will also support the DDC to monitor livelihood programmes in the district and feed the findings of monitoring visits into planning and programming.

4.0 MANAGEMENT ARRANGEMENTS

4.1 Partnership and Coordination

UNDP will work closely with key government ministries such as the Ministry of Local Development, Ministry of Peace and Reconstruction, and Ministry of Forest and Soil Conservation, to ensure the success of this integrated livelihood recovery project for peace. Other key partner ministries could be Ministry of Industry, Ministry of Environment, and Ministry of Agriculture and Cooperatives. The National Development Volunteers Service Program could also be a partner in mobilizing youth volunteers for key inputs. Local governments in the Project districts will be involved in planning, coordinating and monitoring of this Project through a District Livelihood Coordination Committee (DLCC) chaired by the DDC chair. Partnerships with a number of NGOs will be developed to deliver various services and Project components. Partner NGOs/CBOs will be given appropriate capacity building to ensure that the quality of inputs is maintained.

Assessments, baseline surveys, qualitative analyses, and mentorship programmes would be conducted through partnerships with national academic institutions whenever possible.

For implementation, partnerships will be built with UNDP-supported projects such as Micro-enterprise Development Programme (MEDEP), Rural Energy Development Programme (REDP), Enhancing Access to Financial Services Programme, Community-based Disaster Management Programme, Enhancing Access to Justice, and emerging projects in the area of conflict mediation. Strong coordination and partnership will be maintained with the Ministry of Local Development's Local Governance and Community-Development Programme (LGCDP) so that this livelihood project will complement LGCDP. Similarly, strong coordination will be maintained with Ministry of Peace and Reconstruction's emerging programmes on supporting communities for peace dividends. Details on managing the partnerships including channeling of funds, reporting

requirements, and other conditions of partnership will be outlined in a project implementation guideline.

Partnerships will be built with NGOs/CBOs to implement most activities including community level mobilization for peace and livelihood, delivering various livelihood support, activities related to women's empowerment, etc.

At the local level, partnerships will be sought with UN agencies like UNICEF, ILO and FAO to provide basic services in education, water and sanitation, agriculture, and skill training wherever possible. Partnership with UNFPA will be established, where possible, to implement activities related to gender-based violence and reproductive health. Where not possible, UNDP will lead the process as the provider of the last resort.

Partnership and coordination, especially among the UN agencies, will be implemented under the aegis of the UN Resident Coordinator's Office. Lessons learned from the experiences of "UN enhanced collaboration districts" will be drawn upon to strengthen coordination and joint programming.

4.2 Management Structure, Roles and Responsibilities

This integrated Livelihood Recovery for Peace project will be executed directly by UNDP under the Direct Execution Modality (DEX).

Project Board: The Project Board would consist of government partners such as the Ministry of Local Development, Ministry of Peace and Reconstruction, and Ministry of Forests and Soil Conservation as senior beneficiaries. UNDP Deputy Country Director (DCD)/Programme will assume the Executive role. As the decision making body for this project, the Project Board will approve work plans and budget, review progress reports, provide strategic guidance, and steer the project as per its goals and objectives to ensure that the stated results will be achieved. The Project Board will also function as a national level coordination entity to promote partnership, collaboration and coordination among the various livelihood initiatives implemented by sectoral ministries. Other ministries could be added as beneficiaries to the Project Board in the future if deemed necessary. In order to look into the minute details of the work plan, its implementation, budget and overall planning and programming, the Project Board will delegate the assurance function to a Programme Officer in UNDP.

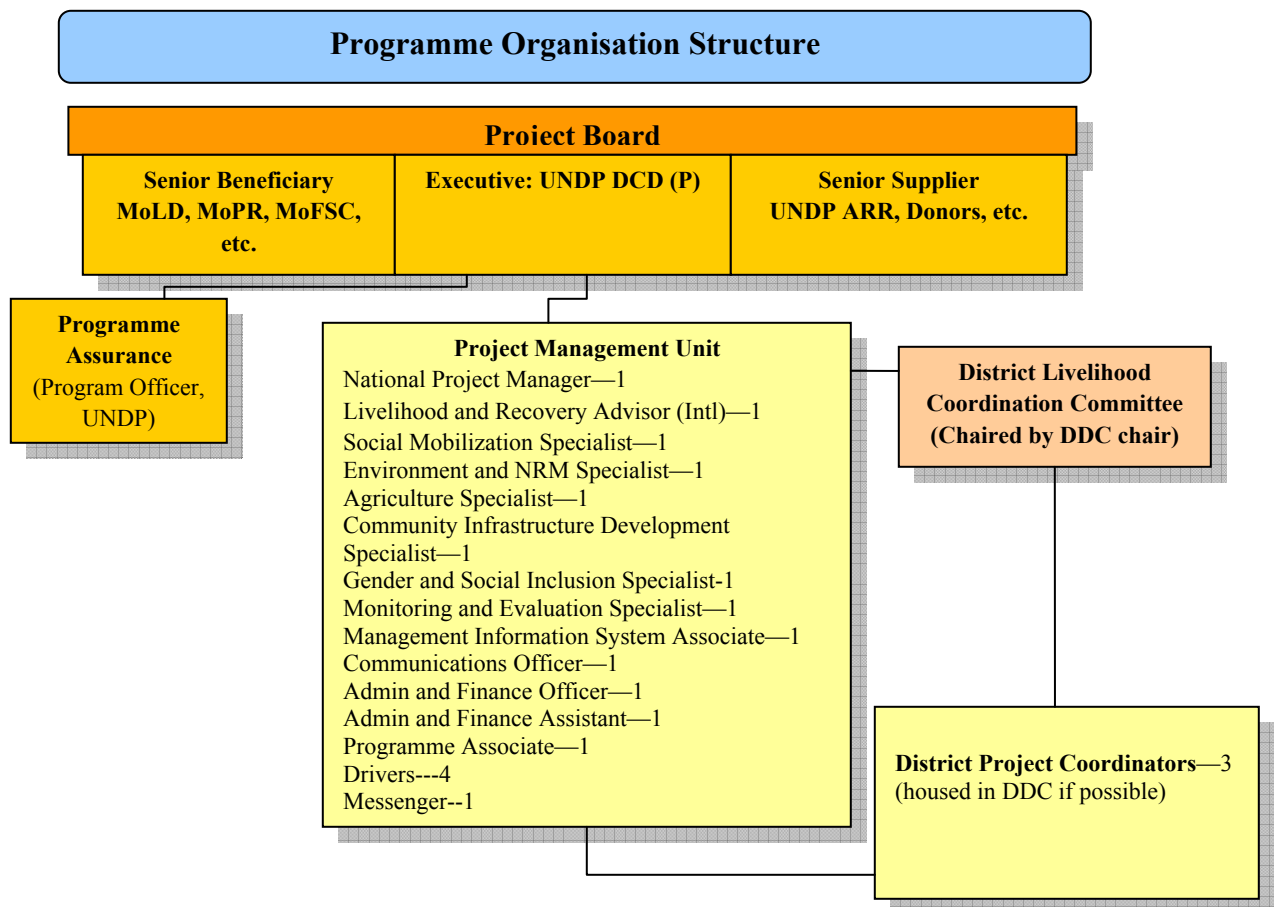
District Livelihood Coordination Committee: There will be a District Livelihood Coordination Committee (DLCC) in each project district chaired by the DDC Chair with representatives from relevant district line agencies such as District Forest Office, District Agricultural Office, District Education Office, District Health Office, Women Development Office and the Local Peace Committee (LPC). DLCC will also have representation from civil society represented by the Dalit District Coordination Committee, Janajati District Coordination Committee, and NGOs representing LRP's implementing partners.

The primary function of the DLCC will be to support LRP by providing information on and coordination with similar or complementary projects in the district supported by other donors, GoN, or INGO. It will support LRP to link with other livelihood, community development and peace

building initiatives in the district in general and with GoN’s Local Governance and Community Development Programme in particular. DLCC will also facilitate LRP to interact with political parties in the district. DLCC will guide the Project Management Unit of LRP in the preparation of the annual work plan and support PMU with information on conflict/disaster-affected communities and households. As LRP will constantly keep DLCC informed of its progress, partnerships, and linkages, DLCC will support LRP to strengthen synergy with other projects operational in the district. DLCC will also monitor LRP through field monitoring visits and periodic review of progress reports.

DLCC will also support LRP by creating a forum to support the DDC in doing evidence-based planning. As LRP will produce VDC-wise livelihood profiles and will be undertaking other data intensive analytical work, DLCC will ensure that these data and information are utilized by DDC and district line agencies in their annual work planning exercises.

If there are similar multi-sectoral coordination mechanisms already in place at the district level, those will be utilized instead of creating yet another new committee. Whenever possible, the Project will avoid creating parallel structures to the existing government and other structures, and utilize existing partners and service delivery agents for the delivery of project activities.



Project Management Unit: A Project Management Unit (PMU) will be established in one of the project districts to ensure effective delivery mechanism for livelihood and recovery initiatives and to ensure operational field presence and outreach. PMU will be responsible for the overall management, coordination and implementation of the project. Given the various components of the project, it will be the PMU's responsibility to ensure effective coordination between the multiple partners LRP will be engaged with for implementation. PMU will be responsible for developing the work plans, implementing the project, providing technical backstopping and oversight to implementing partners, and overall monitoring of the project. As this is an integrated and comprehensive support to livelihood, PMU will ensure proper sequencing of support to the communities and households.

The overall project management will be delegated to a National Project Manager (NPM) who will report to the Assistant Resident Representative (ARR) of the Pro-Poor Policy and Sustainable Livelihood Unit of UNDP Nepal Country Office. The National Project Manager will be responsible for the overall management and implementation of the entire project and will be supported by a team of professional and support staff. The ARR will provide substantive oversight, guidance, and advice to ensure that LRP is on track to achieve the stated results.

The NPM will be supported initially by an international Livelihood and Recovery Advisor (LRA) to provide strategic and technical inputs for the implementation of this Project especially in the areas of resource mobilization, linkages with donor-funded programmes, and technical quality assurance of various studies including baseline studies. The LRA will have an advisory function and will work closely with the NPM and other technical staff. The NPM and the LRA will liaise with the Resident Coordinator's office on UN coordination issues for livelihood and recovery.

As an extended part of the PMU, a District Project Coordinator (DPC) hired by LRP will be fielded in each project district to coordinate with implementing partners (e.g. GoN, NGOs, other UNDP projects, etc.) and to oversee the implementation of project activities in the district. The District Project Coordinator will support the DLCC and will work closely with the DDC in overall planning and coordination of LRP. If possible, the DPC will be housed in DDC. The DPC will work closely with the DDC to ensure that local communities' needs for livelihood recovery identified by LRP are addressed in local government's annual plans and budgets, and that effective coordination is maintained between LRP and other projects in the district including LGCDP through the District Livelihood Coordination Committee.

LRP Coordination Committee in UNDP: As this project is cross-sectoral and partnerships between UNDP projects under different portfolios are sought, a coordination mechanism across thematic units in UNDP Country Office will be established if necessary.

4.3 Implementation Arrangements and Principles of Fund Flow

As mentioned in the above section, this project will establish partnerships with government, non-government, private sector, other UN agency-supported projects, and other UNDP projects to implement its various activities. As some Ministries will be members of the Project Board, they will be responsible to provide guidance, advice, and strategic direction to the Project as well as be responsible for the overall achievement of stated results. Furthermore, given the specific mandate and comparative advantages of Ministries represented in the Project Board, they will be given

additional responsibilities of facilitating, coordinating, and monitoring specific outputs and activities of LRP.

Activities under ***Output One*** (“Communities are mobilized for improved social cohesion, local peace building, and livelihood choices for individuals, households and communities”) will be implemented through local NGOs from the project districts selected through a competitive process with their scope of work clearly defined. All VDCs in the project districts will be divided up into smaller clusters of adjoining VDCs in the following manner: Mahottari will be divided into 2 clusters, Sarlahi will be divided into 3 clusters, and Rautahat will be divided into 3 clusters. One local NGO will be identified for each cluster to carry out the mobilization work.

NGOs’ work will involve intensive engagement with the communities and households for their social and economic empowerment and local peace building through their staff hired as Peace and Livelihood Facilitators (PALs). LRP will provide orientation to the PALs on mobilization for peace and livelihood promotion. They will also be provided with training for their capacity development in specific themes such as livelihood recovery, conflict-sensitive community development, gender and social inclusion sensitization, and conflict mediation. One Peace and Livelihood Facilitator will be assigned to one VDC.

Before awarding the contract to the selected NGOs, a capacity assessment will be conducted to ensure that they have the necessary capacity to carry out the functions required of them. Once the NGOs are contracted out by LRP, fund will be released as an advance, and additional funds will not be advanced until 80% of the previous advance is liquidated.

The Ministry of Peace and Reconstruction’s support will be needed for effective targeting and outreach by utilizing its data base on areas and communities where conflict is either ongoing or that have suffered from the past conflicts or the ongoing conflict and security situation in the Tarai. MoPR’s guidance will also be needed to LRP to increase development space, to do conflict-sensitive development, and to develop district/local indicators to measure peace.

Implementation of activities under ***Output Two*** (“New community infrastructures built and damaged and degraded ones rehabilitated to benefit the entire community and create employment,” specifically under 2.1 “Designing new community infrastructure and rehabilitating old ones to generate short-term employment”) will be implemented utilizing the following options:

- i) The Local Development Board (LDF) under the DDC will be the main partner to provide the technical services needed to support community infrastructure in the project districts if it is found to be eligible based on capacity assessment. The extensive experience and technical capacity of the LDF in this area is an asset. Under this mechanism, the local government itself will be a major implementing partner of LRP. Annual and quarterly work plans for each project district will be developed based on the needs collected by the PALs through a participatory process from the communities for micro infrastructure that fall within the livelihood focus and scope of this project. Funds will be advanced by the project to the LDF through the District Development Fund (DDF) as per the approved work plans. LDF will be supported to manage this fund, to provide technical inputs in infrastructure design and monitoring, and to report quarterly as per UNDP’s requirements. Unless 80% of the previous advance is liquidated, new advance will not be released. The District Project Coordinator hired by the project will

work closely with the DDC and LDF to ensure that there is strong coordination between the NGOs hired to carry out the mobilization work at the community level and LDF's work to support the construction of community infrastructure. The Ministry of Local Development's support will be critical in facilitating this partnership with the DDC/LDF and providing guidance as well as monitoring DDC/LDF's performance.

- ii) Another option is for LRP to identify local partners (i.e. local firms and NGOs) with the relevant technical capacity such as designing community infrastructure, technical monitoring and supervision, and producing/verifying bill of quantities.

Activities under **Output Two** that are about the **Youth Environment Corps (YEC)** will be handled by the project in close coordination and partnership with the District Forest Office as the focus is on alleviating poverty and building peace by involving youth on rehabilitating the environment including forest, water sources, biodiversity, and land. Local youth clubs and other local youth groups will be mobilized for this activity. Partnership with UN Volunteers and/or with the National Development Volunteers Service and relevant academic institutions will be explored to implement YEC (see Annex for details on YEC's implementation mechanism). The Ministry of Forests and Soil Conservation's support will be needed to coordinate with other projects on forests and land rehabilitation, biodiversity, and wetland conservation in the project districts. MoFSC's support will be critical in facilitating LRP's interactions and partnership with the District Forest Office, District Forest Coordination Committee, and other stakeholders working in the forestry sector including donors. MoFSC will also have a critical role to provide guidance and oversight to the DFO and LRP's other partners for YEC's environment related activities.

Activities under **Output Three** ("The poorest and the most vulnerable individuals and households have improved assets for better livelihood") will be implemented utilizing one of the following options depending on what is possible and effective in a project district:

- i) Developing a costed work package and transferring the required funds to UNDP-supported Micro-Enterprise Development Project (MEDEP) from LRP based on an MOU between MEDEP and LRP;
- ii) Sharing the work between MEDEP and LRP whereby LRP will continue to support specific aspects such as equipment support and construction of community workshops, fish ponds, distribution centers, storage facilities, and MEDEP will continue to provide the required trainings for income generation or micro-enterprise development, development of business plans, business counseling, market linkages, value chain development, access to micro-finance, etc. This will require an MOU between MEDEP and LRP on a parallel funding mechanism with agreed upon shared roles and responsibilities.
- iii) If Micro-Enterprise Development Fund (MEDF) is already established at DDC in the project districts and is effectively functioning, then LRP can opt to channel funds through this fund based on an agreed upon work plan with the DDC whereby the activities will be implemented through the BDSPOs subcontracted by the DDC. As these BDSPOs are implementing partners of MEDEP, this mechanism will essentially mean partnering with MEDEP's implementing organizations.

Support for income generating activities will be either handled by the project directly through community groups or included in the package given to MEDEP as mentioned above. Vocational training and other short-term skill training programmes will be handled by the project directly by

engaging public or private training institutions in the region, and by establishing linkage with the private sector for on-the-job training and internship-type placements.

Activities under **Output Three** that are about improving living conditions at the household level will be implemented utilizing one of the following options:

- i) Developing a costed work package related to providing energy services and transferring the required funds to REDP from LRP based on an MOU between REDP and LRP;
- ii) Sharing the work between REDP and LRP whereby LRP will continue to support specific aspects such as improving cooking stove, bio-gas, and bio-briquette for household level support through local NGOs whereas REDP focuses on larger rural electrification type of intervention only. This will require an MOU between REDP and LRP on a parallel funding mechanism with agreed upon shared roles and responsibilities.
- iii) Channeling funds from LRP through the District Energy Fund (DEF) that is managed by the DDC with support from the District Energy and Environment Section (DEES) based on an agreed upon work plan. DEES will implement the work plan using its own procedures and partnering with local service providers.
- iv) Identifying local partners who have the capacity to provide energy related services, and contracting them to implement these activities.

Activities under **Output Four** (“Women’s empowerment enhanced and gender equality promoted”) will be implemented directly by the project in close coordination with the Women Development Office (WDO) and projects of other UN agencies such as UNFPA, UNIFEM and UNICEF in the areas of gender-based violence. Local women’s groups and youth groups will be supported directly by the project to build their expertise on specific themes related to women’s empowerment and gender equality. If certain aspects of this output can be implemented by the WDO, then funds will be transferred to WDO based on an LOA and an approved work plan.

Activities under **Output Five** (Capacities of VDCs, municipality, district and national level key institutions strengthened to respond to communities’ livelihood recovery needs) will be implemented directly by the project as this includes conducting policy review and analysis work as well as building the capacity of government agencies and orienting other stakeholders like political parties, civil societies, and private sector about the project. If possible, partnership will be explored with academic institutions when conducting policy analysis studies and producing other knowledge products.

As per UNDP’s procedures, all implementing partners receiving more than \$100,000 will have to undergo a micro assessment to assess their capacity before a contract can be awarded. UNDP’s rules and regulations will be applied for project implementation. Other details on possible partnerships, processes to ensure transparency and participation, public accountability, etc., will be outlined in a separate Project Implementation Guidelines.

The project will be audited as per the corporate audit requirements of UNDP.

5.0 MONITORING AND EVALUATION

An extensive monitoring and evaluation framework will be developed (see Annex I) and refined especially after the assessment findings become available.

In order to assess progress in the Livelihood Recovery for Peace project implementation, monitoring tools will be developed to track specific indicators included in the Results and Resources Framework (RRF). Upon completion of the various assessments in the project implementation locations (mentioned under Output One), the monitoring and evaluation framework that appears in the annex will be further detailed and refined.

As is the custom within UNDP Nepal, this monitoring and evaluation framework consists of: Outcomes and Outputs, Indicators, Baseline, Targets, Sources and Means of Verification, Data/Information gathering methods, Responsibility and Timing. The indicators that appear in the RRF are, therefore, indicative for now and are subject to revision when the Monitoring and Evaluation Framework is fully developed by the implementation team with support from UNDP Nepal Country Office. Also, a household survey will be conducted in all project locations to establish baselines against which the findings of an endline survey will be juxtaposed to measure the change brought about by this project to the communities and households. All data will be disaggregated into sex and social groups as per UNDP's Gender and Social Inclusion sensitive Monitoring Information System (GSI-MIS). For socio-economic status of households, well-being ranking will be done during the assessments.

The Project will have a monitoring and evaluation specialist who will develop the monitoring system, tools, and guidelines in order to collect the right data to track the indicators, and who will monitor the project implementation through frequent field visits. All other professional staff will also be responsible to monitor implementation in their respective areas of responsibilities. The District Livelihood Coordination Committee along with the Project Board will monitor the overall project to ensure that it is on track and the stated results will be achieved. UNDP Nepal Country Office will also monitor this Project through its field offices.

Close monitoring is essential to (i) ensure that selection of beneficiary communities is transparent and according to the criteria established in this document; (ii) ensure that within communities intended beneficiaries, including women and men from the most disadvantaged groups, are participating in and benefiting from the interventions; (iii) ensure that delivery is according to the work plans; (iv) assess immediate impacts and potential sustainability of the interventions; and (v) ensure that throughout the process, interventions are fostering peace and harmony and not creating new tensions.

In accordance with the UNDP programming policies and procedures, this Project will be monitored through the following:

Within the annual cycle:

- ***Quarterly Progress Report:*** On a quarterly basis, a quality assessment shall record progress towards the completion of key outputs, based on quality criteria and methods to be developed by UNDP and GoN. Based on the above information, a Quarterly Progress Report (QPR) shall be submitted by the Project Manager to the Project Board and to UNDP.
- ***Quarterly meeting of the Project Board:*** The Project Board will meet in the beginning of each quarter to review quarterly progress and to endorse the quarterly work plan of the following quarter. The Project Board will provide overall guidance and oversight to the PMU, and monitor the overall performance.

- *An Issue Log* shall be activated in ATLAS and updated by the Country Office and Project Manager to facilitate tracking and resolution of potential problems or requests for change.
- *A Lesson-learned Log* shall be activated and regularly updated to ensure on-going learning and adaptation within UNDP and to facilitate the preparation of the Lessons-learned Report by the end of the second year.
- *Field monitoring reports* by UNDP Country Office staff, UNDP's Field Monitors, LRP Monitoring and Evaluation Specialist, other LRP staff, and District Livelihood Coordination Committees will be fed to the Project implementation teams in order to learn from the findings of the monitors.

Annually:

- *Annual Progress Report.* An Annual Progress Report shall be prepared by the Project Manager and shared with Government entities, UNDP and other UN agencies. As a minimum requirement, the Annual Progress Report shall consist of the ATLAS standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.
- *Annual Review:* Based on the above report, an annual review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of this Project and appraise the Annual Work Plan (AWP) for the following year. This review will be driven by the Project Board and may involve other teams/units within the Government of Nepal (GoN) and UNDP Nepal Country Office as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

Mid-term Review:

A mid-term review will be planned during the third year of implementation to track progress and to make adjustments to the Project as per the recommendations of the review.

Endline Survey:

Based on the progress made towards achievements of intended results, exit from a project location may happen during the fourth year or the fifth year since the implementation started. Hence an endline survey will be conducted to monitor the results obtained against the baseline.

6.0 RISK AND ASSUMPTIONS

The project implementation is beset with some risks and assumptions related to geographical areas of focus as well as the overall political situation in Nepal. A number of risks are foreseen, linked, in some cases, to on-going conflict in the Tarai. This is also exacerbated by the political instability related to the implementation of the comprehensive peace agreement by all political parties in Nepal.

Of particular concern are the following, although, there are discrepancies in the levels of insecurity reported in the Tarai regions:

- i) Security:
 - Political conflict and armed groups in Tarai

- Ethnicity-based conflict (i.e. Tharu movement although currently low impact in central Tarai)
 - Madhesi vs Pahadi tensions escalating
 - Criminal groups (extortion, abduction, etc.)
 - Disaster: flood and landslide, possibility of earthquakes drought, bird flu, swine flu and other epidemics
 - Sudden bandhs, strikes, vandalization,
 - “Hijacking” of projects by contractors with support from criminal groups
- ii) Transparency/corruptions
- Institutionalized corruption; forced donations by criminal groups; politicization of project site selection and planning and implementation processes; transparent procurement and fund disbursement procedures; fiduciary risks with implementing partners;
- iii) Issues:
- VDC Secretaries are not in their duty stations; many VDC Secretary positions are vacant leading to the difficulty of involving the VDC in Project planning, coordination and monitoring.
 - Due to security situation in the Tarai, Local Development Officers, who are currently also the chair of the DDC, are also away from the duty stations for extended periods which delays implementation at times.

After an analysis of these risks, the Country Office is setting up effective risk measures which include the following:

- i) Ensuring that the project commences with hazard and conflict mapping as part of the livelihood analysis. This will identify the root causes of disasters and conflicts and help to design resilient livelihood strategies – which are both disaster risk and conflict sensitive. The ‘do not harm’ principle will underpin the programming process in addition to all the other guiding principles for sustainable livelihood recovery. This process is also important as it will identify community priorities in a more participatory manner.
- ii) A community driven and participatory approach will be followed throughout the development of the project with youths and women’s groups being the main targets. The mobilization process is led by experienced facilitators who will ensure that project participants and others come together to reach consensus on their community development/recovery priorities. The area based development approach adopted in the project strategy will ensure that a number of all important priorities are addressed not only through this project but by linking with other projects and UN agencies. These will range from community driven disaster risk management to small and medium enterprises/businesses.
- iii) As part of community driven recovery, community contracting will be practiced on key infrastructure development and rehabilitation initiatives. Community contracting will enhance social dialogue and hence social cohesion within communities/groups involved in the contracting.
- iv) National ownership: UNDP will ensure that the project has full participation by local government authorities. Where local authorities are unavailable, UNDP will ensure that a solution is reached with the government, in particular the MLD, on short term measures to fill

the positions in the districts. In addition, local authorities, CSOs' and CBOs' capacity will be enhanced to ensure that the concept of sustainable livelihood recovery for peace building is replicated widely in other districts as this will increase employment creation and income generation as well as promote local peace.

- v) Youth programmes: Specific youth programmes are being planned in addition to vocational and short cycle skills training linked to the demand in the labour market. Involvement of youth groups will address unemployment and under employment of the youths and leave them with fast visible peace dividends and hence minimize the possibility of banditry, extortion and violent bandhs.
- vi) Link to Local Peace Committees: The project will work closely with the established LPCs to enhance social cohesion and peace in project areas.
- vii) To prevent corruption and other un-procedural handling of project funds, Standard Operating Procedures (SOPs) will be developed as part of the Project Implementation Guidelines and monitoring of implementation put in place at the local level. UNDP will disburse funding based on receipts and quick audit of tools/equipment purchased where necessary with support from UNDP Operations Division.
- viii) A caveat to development projects: if the peace process breaks down temporarily or for a period of years, in this case the project strategy and contingency plans should give flexibility and re-position to work in a conflict/complex environment.

In designing this project, however, UNDP Nepal assumes that the above measures will be effective and the security concerns highlighted above will be manageable. In addition, it is assumed that the political situation will not deteriorate further.

7.0 LEGAL CONTEXT

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the SBAA and all CPAP provisions apply to this document.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) Assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document”.

8.0 RESULTS AND RESOURCES FRAMEWORK

Government Goal as defined in the Interim Plan: Prepare a basis for economic and social transformation for building a prosperous, modern and just Nepal with a view to realizing changes in the life of people by reducing poverty and existing unemployment and establishing sustainable peace.

UNDAF outcome:

Peace Building, Recovery, and Reintegration: National institutions, processes and initiatives strengthened to consolidate peace.

Sustainable Livelihood: By 2010, sustainable livelihood opportunities expanded, especially for socially excluded groups in the conflict-affected areas.

CPAP Outcome 1.2: Programmes, strategies, policies and systems that promote post conflict recovery.

Outcome Indicators: this set of indicators as well as those for outputs appearing below will be revisited based on the livelihood assessments and survey

% of boys and girls completing fifth grade (can draw from the Education Management Information System)

% of HHs with access to toilets

% of HHs with access to drinking water

% of HHs that are vulnerable to natural disasters

% of HHs who think that the security situation has improved since the beginning of the project period

% of HHs who think that capacities of their community have enhanced to resolve conflict/disputes at local level

of VDC secretaries operating from their respective VDC

CPAP Outcome 3.1: Employment and income opportunities and access to financial services enhanced, especially for youth and excluded groups and PLWHA in partnership with the private sector and CSOs.

Outcome indicators: this set of indicators as well as those for outputs appearing below will be revisited based on the livelihood assessments and survey

% of HHs below the poverty level

Average HH income % of women who think that gender based discrimination has reduced since the beginning of the project period

% of Dalit who think that caste based discrimination has reduced since the beginning of the project period

Average income level of women

% of women who say that they are making decisions about household expenditures

of individuals employed after vocational training is completed

Applicable Key Result Area (from 2008-11 Strategic Plan):

CPR: *Restoring the foundations for local development*

Partnership Strategy:

UNDP will work with the Government of Nepal to ensure the success of this area-focused livelihood recovery for peace project. Key government ministries include the Ministry of Local Development, Ministry of Peace and Reconstruction, and Ministry of Forest and Soil Conservation. Local government along with relevant district line agencies in the project districts will be involved in planning, coordinating and monitoring functions. Partnerships with the local government, sectoral district line agencies, NGOs and CBOs in the project districts, and other UNDP projects will be developed to implement the project.

A number of assessments (including comprehensive livelihood, market, conflict and hazard mapping, labour, etc.) will be conducted including capacity assessment as the first set of activities of this project so that concrete activities and initiatives would be informed by the findings of these assessments. Assessments, baseline surveys, and qualitative analyses would be conducted through partnership with national institutions (including academic institutions). At the local level too, partnerships will be built, whenever possible, with other agencies (national and UN) that are working in the areas to support better access to basic services such as education, water and sanitation, agriculture and in the area of gender-based violence. Where not possible, UNDP will lead the process as the provider of the last resort. Capacity development of local partners and authorities to effectively plan and implement livelihood initiatives will be one of the key focus areas of the project, which will promote participatory and inclusive decision-making processes.

Project title and ID (ATLAS Award ID): Livelihood Recovery for Peace (LRP); 00057322

CPAP Output: 1.2.1: Support provided to the Government to facilitate the implementation of the CPA. *(to be replaced by a new CPAP output)*

Intended Outputs	Output Targets for (years)	Indicative Activities	Responsible Parties	Inputs (US\$)
<p>Output 1: Communities are mobilized for improved social cohesion, local peace building, and livelihood choices for individuals, households and communities.</p> <p><u>Indicators</u></p>	<p>2009 Livelihood assessment (including analysis of the vulnerability context and conflict and hazard mapping) initiated in at least one project district</p> <p>Village livelihood profiles completed in at least 25 VDCs and results shared with stakeholders</p>	<p>1.1 Understanding local livelihood strategies as the basis for planning, designing and implementing livelihood recovery packages</p> <p>1.1.1 Undertake i) livelihood assessments/analysis of project VDCs and targeted communities, ii) market development assessments, resource analysis, and value chain analysis, and iii) rapid labour market analysis.</p> <p>1.1.2 Qualitative analyses of social issues and relations – identify a number of socio-cultural issues on gender, exclusion, discrimination, harmful cultural practices, etc. and analyze their relationship with</p>	<p>UNDP</p>	<p>Output 1: US\$ 3,350,000</p> <p>Assessments (livelihood, market analysis, labour market, value chain) including conflict/hazard mapping:</p> <p>Mobilization approach for peace and</p>

<p># of VDCs' livelihood profiles prepared</p> <p># of socially mobilized HHs</p> <p># of youth become "local resource persons"</p> <p># of new cooperatives supported by LRP</p> <p># of household that become member of new cooperatives</p>	<p>Mobilization approach for peace and livelihood developed and 104 Peace and Livelihood Facilitators trained</p> <p>Mentorship program on mobilization for peace and livelihood developed and initiated.</p> <p>2010</p> <p>Livelihood assessment (including analysis of the vulnerability context and conflict and hazard mapping) completed in all project districts</p> <p>Village/district profiles completed for all 271 VDCs/districts and results shared with stakeholders</p> <p>Peace and Livelihood Facilitators trained for the remaining 167 project VDCs/Districts</p> <p>Peace and Livelihood Facilitators trained on conflict mediation, management, and transformation areas for conflict-sensitive community development</p>	<p>local tensions/conflicts in select program VDCs through partnership with academic institutions</p> <p>1.1.3 Document, share, discuss and use the results of the assessments for livelihood/local level economic planning with district, VDC, and community level stakeholders.</p> <p>1.1.4 A management information system designed and populated with assessment data and findings</p> <p>1.2 Mobilization for collective action on peace, social cohesion, and livelihood recovery</p> <p>1.2.1 Establish and/or strengthen community organisations and target groups (the socially excluded and marginalised groups, poor/women/youth/user groups, etc.) operating in the project areas.</p> <p>1.2.2 Capacity building of community organisations and target groups (leadership training, organizational development, literacy, numeracy, basic accounting and book keeping, etc.) and mentorship to youth on mobilization for peace and livelihood through the NGOs.</p> <p>1.2.3 Establish participatory planning and decision-making platform that brings VDC, local NGO, community organizations and target groups together to determine community needs and prioritize them, and to identify households for targeted livelihood packages.</p> <p>1.2.4 Capacity building of Peace and Livelihood Facilitators on conflict mediation, negotiation and transformation skills and overall conflict-sensitive community development.</p>	<p>livelihood developed, Peace and Livelihood Facilitators trained and mobilization undertaken:</p> <p>Mentorship programme on mobilization for peace and livelihood for local youth:</p> <p>Qualitative studies on socio-cultural issues:</p> <p>Printing/publication and dissemination of various reports and knowledge products:</p> <p>Various trainings to the community organizations for their organizational development:</p> <p>Preparation and dissemination of various multi-media information packages for advocacy and information:</p> <p>Training on social</p>
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<p>Multi-media information packages for advocacy and information prepared</p> <p>Capacity of community organizations built on organizational development</p> <p>Community conversations conducted to promote social dialogue and cohesion</p> <p><u>2011</u> Mobilization for peace and livelihood intensifies in all project VDCs</p> <p>Assessment conducted in a different cluster of districts (if project is to be expanded to new districts in 2012.)</p> <p>Community conversations through facilitated dialogues continues for social cohesion</p> <p><u>2012</u> Exit Strategy finalized with an action plan</p> <p>Leaders of selected community groups trained on cooperatives and their operations and</p>	<p>1.3 Develop local capacity on social cohesion and train community groups</p> <p>1.3.1 Select local individuals and/or local institutions such as youth groups or women’s groups and Government entities trained on social cohesion, dispute resolution, and reconciliation.</p> <p>1.3.2 Youth groups trained to function as facilitators of community conversations</p> <p>1.3.3 Community conversations regularly organized on issues of conflict, common issues of concern to the community, social ills, etc. through facilitated discussions and social dialogue by youth groups</p> <p>1.3.4 Advocacy packages prepared on peace and social cohesion through local media and mobilizers</p> <p>1.3.5 Preparation of various information packages and orientations for the communities on services provided by the central and local governments (e.g. for education, health, HIV/AIDS, disability, elderly, etc.).</p> <p>1.4 Community groups form cooperatives and professional organizations</p> <p>1.4.1 Community groups oriented on the concept of cooperatives and professional service providing organizations and on relevant legal rules and regulations</p> <p>1.4.2 Training to potential managers of cooperatives and professional organizations on various aspects of organizational management</p> <p>1.4.3 Supporting community groups to go through formal registration processes</p> <p>1.4.4 Capacity building support provided to start functioning as a cooperative or professional</p>		<p>cohesion, dispute resolution and reconciliation:</p> <p>Training of Trainers to youth on facilitating community conversations:</p> <p>Conducting community conversations:</p> <p>Meetings to establish a platform for coordination, collaboration and partnership building:</p> <p>Information management system developed and operationalized:</p> <p>BCPR technical support:</p> <p>Orientations and training to community groups on Cooperatives and cooperative management:</p> <p>Capacity building of</p>
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	<p>management</p> <p>At least one local organization (NGO or private firm) per project district created out of youth groups formed by this Project as a professional organization with technical expertise in a specific area</p> <p><u>2013</u> Number of cooperatives formed out of community organizations supported by this Project (especially those that have been supported from 2009)</p> <p>Phasing out from selected VDCs initiated</p> <p><u>2014</u> Phasing out from remaining VDCs</p>	<p>service providing organizations</p>		<p>community groups to register as cooperatives and/or become established as professional organizations:</p>
<p>Output 2: New community infrastructures built and damaged and degraded ones rehabilitated to benefit the entire community and create employment</p>	<p><u>2009</u> 100 new community infrastructure built or rehabilitated to enhance livelihood assets</p> <p>Identify and develop activities for first stage of YEC</p> <p><u>2010</u> 521 number of new community</p>	<p>2.1 Designing new community infrastructure and rehabilitating old ones to generate short-term employment</p> <p>2.1.1 Financial and technical support to community infrastructure design and development/rehabilitation (e.g. drinking water, rural electrification, irrigation, community buildings, disaster mitigation structures and natural infrastructure) that creates short-term jobs.</p> <p>2.1.2 Public audit of all community infrastructure supported</p>		<p>Output Two Total: US\$ 8,850,000</p> <p>Community infrastructure support:</p> <p>Public audit:</p> <p>Youth Environment Corps:</p>

<p><u>Indicators</u></p> <p># of community infrastructures built</p> <p># of HH benefited from community infrastructure</p> <p># of person days employed</p> <p># of youths involved in YEC initiatives</p> <p># of HHs that have access to energy services</p> <p># of HHs that have access to institutional credit</p> <p># of HH that have access to safe drinking water</p> <p># of HHs with access to toilet</p> <p># of HH benefiting from disaster</p>	<p>infrastructure built or rehabilitated to enhance livelihood assets</p> <p>Public audit conducted for all community infrastructure projects</p> <p>100 YEC members trained in team building and leadership.</p> <p>100 YEC engaged in disaster mitigation, energy services, and other environment related activities (as per YEC guidelines)</p> <p>50 YEC members graduate to phase two of YEC programme</p> <p><u>2011</u> 699 number of new community infrastructure built or rehabilitated to enhance livelihood assets</p> <p>Public audit conducted for all community infrastructure projects</p> <p>100 number of new youth enter into phase one of YEC and trained in team building and</p>	<p>2.2 Employment Opportunities for Youth: Youth Environment Corps</p> <p>2.2.1 Mobilization of youth into youth groups, and on-the-job training on environment rehabilitation and protection related work that builds community and district natural assets</p> <p>2.2.2 Training for youth on team building, conflict mitigation, leadership, etc.</p> <p>2.2.3 YEC longer-term capacity building for environmental jobs, micro-enterprises or other vocational occupations.</p>		
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mitigation structures	<p>leadership.</p> <p>100 number of YEC engaged in disaster mitigation, energy services, and other environment related activities (as per YEC guidelines)</p> <p>2012: 306 number of new community infrastructure built or rehabilitated to enhance livelihood assets</p> <p>Public audit conducted for all community infrastructure</p> <p>Others same as 2011</p> <p>2014: Exit strategy implemented</p>			
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CPAP Output 3.1.1: Policies designed and initiatives developed to expand employment opportunities for poor youths, women and individuals from socially excluded groups in selected districts.

Activity Results	<u>Output Targets for (years)</u>	Indicative Activities	Responsible Parties	Inputs (US\$)
<p>Output 3: The poorest and most vulnerable individuals and households have improved assets for better</p>	<p>2009 500 HHs have access to improved sources for cooking and other energy use.</p> <p>200 individuals benefit from start-up grants, appropriate</p>	<p>3.1 Improved livelihood diversity, capabilities and empowerment at the household level</p> <p>3.1.1 Provide training for income generation and micro-enterprise creation focusing on target groups (youth, women, Dalits, poor, vulnerable and conflict-affected HHs and individuals)</p> <p>3.1.2 Provision of start-up grants, appropriate technology</p>		<p>Output Three Total: US\$ 4,050,000</p> <p>Trainings/orientations (including income generation, micro-enterprise, skills,</p>

<p>livelihood</p> <p>Indicators</p> <p># of persons trained on IG skills</p> <p><i># of entrepreneurs created (60%women)</i></p> <p><i># of enterprises established</i></p> <p># of person who have received vocational trainings</p>	<p>technology, equipments, etc. to generate income.</p> <p>2010 2000 micro-entrepreneurs created out of targeted HHs</p> <p>2000 HHs have access to improved sources for cooking and other energy use</p> <p>2000 HHs provided inputs for income generation (e.g. IG training, seeds, equipments, technology, etc.)</p> <p>5000 children have access to after school tutorial support</p> <p>Partnership arrangements for joint or complementary programmes on local economic recovery established with different UN agencies</p> <p>2011: 4000 HHs provided inputs for income generation (e.g. IG training, seeds, equipments, technology, etc.)</p> <p>2000 HHs have access to improved sources for cooking</p>	<p>and equipment (tools, seed/seedlings, leasehold land, livestock, fishing nets, etc.)</p> <p>3.1.3 Establish linkages to micro-finance services</p> <p>3.1.4 Vocational training as per labor market demand</p> <p>3.1.5 Marketing of products</p> <p>3.2 Provision of inputs for improved living conditions at the household level</p> <p>3.2.1 Access to improved sources for cooking and other energy use</p> <p>3.2.2 In partnership with the Government and development partners, link target households with essential health services, including preventive health counseling;</p> <p>3.2.3 In partnership with the Government and development partners, link target households to literacy and education services—if no linkage is possible, LRP will provide the services</p> <p>3.2.4 Engage educated youth, especially women, from the local community to provide after school tutorial support to the children.</p>	<p>vocational):</p> <p>Grants and appropriate technology:</p> <p>Value chains created for specific products:</p> <p>Vocational training:</p> <p>Linkage to micro-finance services:</p> <p>Market linkages:</p> <p>Support for improved sources for cooking and fuel (e.g. biogas, ICS, etc.):</p> <p>Capacity building of partner institutions:</p> <p>Partnerships development with other agencies:</p> <p>BCPR technical support:</p>
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	<p>and other energy use</p> <p>4000 additional individuals become micro-entrepreneurs</p> <p>5000 children have access to after school tutorial support</p> <p><u>2012 and 2013</u> Same as in 2011</p> <p><u>2014</u> Exit strategy implemented</p>			
<p>Output 4: Women’s empowerment enhanced and gender equality promoted</p> <p><u>Indicators:</u> Analytical reports on gender and exclusion issues published</p> <p># of women trained as trainers on specific thematic issues to function as local resource persons</p>	<p><u>2010</u> Analytical report on gender issues in the program districts published</p> <p>Gender training to VDC/Municipality/DDC, line agency, and partner NGO personnel with a focus on planning, budgeting and monitoring</p> <p>30 women and men trained to become trainers on gender sensitization and training</p> <p>Community level campaign against GBV designed and launched in at least one district</p>	<p>4.1 Disaggregated data collected and analyzed and training provided on gender responsive livelihood recovery programming</p> <p>4.1.1 HH survey data, data from the community/VDC assessment and qualitative studies used to understand gender dynamics and issues in the project districts</p> <p>4.1.2 Undertake training of project staff, government partners, CSOs, and implementing partners on gender responsive planning, budgeting and monitoring</p> <p>4.2 Training and orientations on women’s empowerment and protection of women’s rights</p> <p>4.2.1 Select groups of local women and men trained as trainers (through Training of Trainers and/or mentorship arrangements) on gender sensitization and training</p> <p>4.2.2 Local trainers provide training on gender (couples training, gender sensitization to community groups, youth groups, etc.)</p> <p>4.2.3 Women’s community groups sensitized on women’s rights, human rights, civil rights, traditional practices</p>		<p>Output Four Total: US\$: 400,000</p> <p>Gender analysis:</p> <p>Training on gender and social inclusion responsive early recovery planning and programming</p> <p>Training of trainers to women on specific themes for empowerment</p> <p>Preparation of information, education and communication materials on GBV and services available in</p>

<p>At least two groups set up in each target VDC to act as GBV focal points</p>	<p>Advocacy materials on GBV prepared and disseminated</p> <p>30 women and men from project VDCs trained as trainers on GBV sensitization</p> <p>Local trainers on GBV conduct training and orientation on GBV in their communities</p> <p>GoN personnel from VDC/Municipality/DDC sensitized on GBV</p> <p><u>2011</u></p> <p>Local trainers on GBV conduct training and orientation on GBV in their communities</p> <p>Focal groups on GBV established to cover 100 project VDCs and their capacity built</p> <p>Community level campaign against GBV continued</p> <p>20 women become local trainers on two key additional thematic areas (not GBV and gender)</p> <p>GoN personnel from VDC/DDC sensitized on GBV</p>	<p>harmful to women, girls and Dalits, etc.</p> <p>4.2.4 Women trained in two thematic areas through TOTs and mentorships (theme selected depending on the community need for awareness raising)</p> <p>4.2.5 Women trainers provide training in the community especially to women’s groups for women’s empowerment.</p> <p>4.3 Community campaign against GBV</p> <p>4.3.1 Community campaign designed with a detailed work plan</p> <p>4.3.2 Preparation and dissemination of information and advocacy materials (in local languages, through media, songs, street theatres, etc.) on GBV, on services available to GBV victims and on relevant legal provisions, and linkage with other programmes supporting GBV (e.g. UNFPA, Enhancing Access to Justice, UNICEF, etc.)</p> <p>4.3.3 TOT on GBV prepared and select group of local young men and women trained as trainers on GBV, and trainers conduct orientations in communities, to Government personnel, etc.</p> <p>4.3.4 Establish a group with the responsibility to cover four-five VDCs to act as a focal point on GBV and build its capacity to carry out this function</p>	<p>local languages</p> <p>Training of Trainers on GBV to local men and women</p> <p>Sensitization orientations on GBV to community groups</p> <p>Local group established as a focal point for GBV in each VDC and their capacity built</p>
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	<p>Study on micro-macro linkages initiated</p> <p><u>2012</u> Training of DDC/Municipality/VDC, LPC, and partner NGOs conducted on conflict-sensitive development</p>			
Project Support Cost for 5 years (including an international advisor for 1year)				Total: US \$1,200,000
Grand Total				US \$ 18m

	<p>Linkage with other projects established to strengthen a multi-sectoral response to GBV</p> <p><u>2012</u> Capacity of local women trainers on thematic areas built further</p> <p>Focal groups on GBV established to cover additional 100 project VDCs and their capacity built</p> <p>Additional 20 women and men from project VDCs trained as trainers on GBV sensitization</p> <p><u>2013</u> Focal groups on GBV established in additional 100 project VDCs and their capacity built</p> <p><u>2014</u> Support provided to trained women to form service providing organization</p>			
Output 5. Capacities of VDC, municipality,	<u>2009</u> Orientation on LRP to national and district level stakeholders including concerned ministries,	5.1 Policy analysis undertaken to enhance micro-macro policy linkages for livelihood recovery 5.1.1 A stocktaking of existing policies to identify policy gaps, and support for necessary policy developments.		Output Five Total: 150,000 Policy analysis:

<p>district and national level key institutions strengthened to respond to communities' livelihood recovery needs</p> <p><u>Indicators:</u></p> <p># study reports on micro-macro linkages</p> <p># of individuals from various service providers trained</p>	<p>DDCs, DFO, WDO, other district line agencies, LPC, NGO partners, and political parties.</p> <p><u>2010</u> Report on stock taking of existing policies conducted and policy gaps identified.</p> <p>Orient DDC/municipality/VDCs on livelihood framework and its implementation</p> <p>Mapping of local service delivery agents and their outreach in at least one project district</p> <p>Capacity assessment of local government entities and relevant agencies conducted</p> <p>Training of DDC/Municipality/VDC, LPC, and partner NGOs conducted on conflict-sensitive development</p> <p><u>2011</u> Two knowledge products produced and disseminated</p>	<p>5.1.2 Knowledge products produced: documents on lessons learned, effective and ineffective practices, and effective implementation approaches.</p> <p>5.2 Capacity development of government and non-government partner organizations to deliver livelihood services</p> <p>5.2.1 Capacity assessment conducted and capacity building activities supported in project DDC and VDC to enhance their institutional capacity to plan, budget, monitor, and coordinate livelihood programmes</p> <p>5.2.2 Mapping of local service delivery agents (private, PPP, CBO, NGO, user groups, etc) and their outreach to determine 'forgotten' areas and households that are not being covered by the services offered in Project districts</p> <p>5.2.3 Supporting the DDC to coordinate programmes that focus on livelihood, and to monitor them effectively</p> <p>5.2.4 Supporting the LPCs to monitor LRP and other community-based projects to ensure that they are reaching to conflict-affected households and communities and that they are creating "connectors" to promote cohesion in the community</p>		<p>Policy development:</p> <p>Various knowledge products prepared, published and disseminated:</p> <p>Mapping of livelihood service delivery agents and their outreach at the local level:</p> <p>Capacity development of partner organizations including central and local government entities and partner NGOs:</p>
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Annual Work Plan

Nepal - Kathmandu

Award Id: 00057322

Award Title: Livelihood Recovery for Peace (LRP)

Year: 2009

Report Date: 10/8/2009

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget				
			Start	End		Fund	Donor	Budget Descr	Amount US\$	
00070763	Recovery for Peace Building	1.Communities mobilization			UNDP	26941	UNDP	71300	Local Consultants	35,000.00
					UNDP	26941	UNDP	71600	Travel	3,300.00
					UNDP	26941	UNDP	72100	Contractual Services-Companie	144,000.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	4,500.00
		2.Building Comm.infrastruct			UNDP	26941	UNDP	71300	Local Consultants	3,000.00
					UNDP	26941	UNDP	72100	Contractual Services-Companie	480,000.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	5,000.00
		3.Programme Support Cost			UNDP	26941	UNDP	71200	International Consultants	21,410.00
					UNDP	26941	UNDP	71400	Contractual Services - Individ	42,184.00
					UNDP	26941	UNDP	72200	Equipment and Furniture	91,800.00
					UNDP	26941	UNDP	72400	Communic & Audio Visual Equip	5,880.00
					UNDP	26941	UNDP	72800	Information Technology Equipm	30,620.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	56,296.00
TOTAL									922,990.00	
00071973	Sustainable Livelihoods	Assets for better livelihood			UNDP	26941	UNDP	72100	Contractual Services-Companie	64,000.00
					UNDP	26941	UNDP	72600	Grants	60,000.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	1,120.00
		Capacities of VDC strengthe			UNDP	26941	UNDP	71300	Local Consultants	5,000.00
TOTAL									130,120.00	
GRAND TOTAL									1,053,110.00	



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Year: 2010

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget				
			Start	End		Fund	Donor	Budget Descr	Amount US\$	
00070763	Recovery for Peace Building	1.Communities mobilization			UNDP	26941	UNDP	71300	Local Consultants	70,625.00
					UNDP	26941	UNDP	71400	Contractual Services - Individ	1,875.00
					UNDP	26941	UNDP	71600	Travel	18,720.00
					UNDP	26941	UNDP	72100	Contractual Services-Companie	447,272.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	50,250.00
		2.Building Comm.infrastruct			UNDP	26941	UNDP	71300	Local Consultants	29,000.00
					UNDP	26941	UNDP	72100	Contractual Services-Companie	2,000,000.00
					UNDP	26941	UNDP	72600	Grants	125,000.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	12,000.00
		3.Programme Support Cost			UNDP	26941	UNDP	71400	Contractual Services - Individ	425,655.00
					UNDP	26941	UNDP	74500	Miscellaneous Expenses	86,603.00
		TOTAL								
00071973	Sustainable Livelihoods	Assets for better livelihood			UNDP	04000	UNDP	72100	Contractual Services-Companie	962,728.00
					UNDP	04000	UNDP	74500	Miscellaneous Expenses	376,000.00
		Capacities of VDC strengthe			UNDP	04000	UNDP	71300	Local Consultants	16,000.00
					UNDP	04000	UNDP	71600	Travel	4,000.00
					UNDP	04000	UNDP	74500	Miscellaneous Expenses	10,312.00
		Women empowerment enha			UNDP	04000	UNDP	71300	Local Consultants	5,600.00
					UNDP	04000	UNDP	71600	Travel	360.00
					UNDP	04000	UNDP	74500	Miscellaneous Expenses	125,000.00
		TOTAL								
GRAND TOTAL									4,767,000.00	

Annualized Project Budget
Livelihood Recovery for Peace (LRP)

		<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Activity Result 1. Communities are mobilized for improved social cohesion, local peace building, and livelihood choices for individuals, households and communities							
Action: a	Understanding local livelihood strategies as the basis for planning, designing and implementing livelihood recovery packages	76,800	328,500	57,500	7,500	7,500	0
Action: b	Mobilization for collective action on peace, social cohesion, and livelihood recovery	110,000	438,000	810,500	810,500	8,000	0
Action: c	Develop local capacity on social cohesion and train community groups	0	58,970	46,970	46,970	46,970	3,000
Action: d	Community groups form cooperatives and professional organizations	0	6,000	47,000	65,000	65,000	0
Activity Result 2. New community infrastructure built and damaged and degraded ones rehabilitated to benefit the entire community and create employment							
Action: a	Designing new community infrastructure and rehabilitating old ones to generate short-term employment	483,000	2,025,000	3,588,000	2,013,000	1,000,000	155,896
Action: b	Employment Opportunities for Youth: Youth Environment Corps	5,000	141,000	131,876	131,876	6,876	0
Activity Result 3. The poorest and most vulnerable individuals and households have improved assets for better livelihood							
Action: a	Improved livelihoods diversity, capabilities and empowerment at the household level	71,000	522,000	489,181	489,181	0	0
Action: b	Provision of inputs for improved living conditions at the household level	53,000	574,000	504,000	504,000	4,000	0
Activity Result 4. Women's empowerment enhanced and gender equality promoted							
Action: a	Disaggregated data collected and analyzed and training provided on gender responsive livelihood recovery programming	0	0	0	0	0	0
Action: b	Training and orientations on women's empowerment and protection of women's rights	0	123,360	9,235	9,235	9,235	0
Action: c	Community campaign against GBV	0	7,600	35,200	35,200	35,200	0
Activity Result 5. Capacities of VDC, municipality, district and national level key institutions strengthened to respond to communities' livelihood recovery needs							
Action: a	Policy analysis undertaken to enhance micro-macro policy linkages for livelihoods recovery	0	13,000	13,000	13,000	13,000	0
Action: b	Capacity development of government and non-government partner organizations to deliver livelihood services	6,120	17,312	6,340	6,340	6,340	0
Activity Result 6. Programme Support							
Action: a	Programme Support	248,189	512,258	607,045	128,250	128,250	84,725
Grand Total	18,000,000	1,053,109	4,767,000	6,345,847	4,260,052	1,330,371	243,621

ANNEXES

ANNEX I: M & E FRAMEWORK

Project Title: Livelihood Recovery for Peace (LRP)

Atlas Award ID: 00057322

Outcomes, Outputs and Activity Results	Indicator(s)/ Quality Criteria	Baseline(s)	Target(s)	Source(s)/ Means of Verification	Timing	Tracking		
						Current status	Last date of measurement	Remarks on progress
<p>National Priority as defined in the Interim Plan: Prepare a basis for economic and social transformation for building a prosperous, modern and just Nepal with a view to realizing changes in the life of people by reducing poverty and existing unemployment and establishing sustainable peace.</p> <p>UNDAF outcome:</p> <p>Peace Building, Recovery, and Reintegration: National institutions, processes and initiatives strengthened to consolidate peace.</p> <p>Sustainable Livelihood: By 2010, sustainable livelihood opportunities expanded, especially for socially excluded groups in the conflict-affected areas.</p>								
CPAP Outcome 1.2: Programmes, strategies, policies and systems that promote post conflict recovery	% of boys and girls completing fifth grade	To be drawn from EMIS 2009	To be set by end of 2009	EMIS, Ministry of Education	annually			
	% of HHs with access to drinking water				2014			
	% of HHs with access to toilets				2014			
	% of agriculture land with irrigation facility				2014			
	% of households that are vulnerable to natural disasters	To be established by HH survey in 2009/2010	To be established	HH survey	2014			
	% of HHs who think that the security situation has improved)	To be established by HH survey in 2009/2010	To be established	HH survey	2014			
	% of of HHs who think that capacities of their community have enhanced to resolve the	To be established by HH survey in 2009/2010		HH survey	2014			

	conflict/disputes at local level							
	# of VDC secretaries staying in their respective VDC (or operating from respective VDCs	To be established after livelihood assessment		Project records	Annually			
CPAP Output 1.2.1 : Support provided to the Government to facilitate the implementation of the CPA. (to be replaced by a new CPAP output)								
Activity Result 1 Communities are mobilized for improved social cohesion, local peace building, and livelihood choices for individuals, households and communities.	# of VDC livelihood profile prepared	0	271	Project records	Annual			
	# of socially mobilized HHs			Project records	Annual			
	# of youth become “local resource persons”			Project records	Annual			
	# of new cooperatives supported by program			Project records	Annual			
	# of Household that become member of new cooperatives			Project records	Annual			
Activity Result 2 New community infrastructures built and damaged and degraded ones	# of community infrastructures built			Project records	Annual			
	# of HH benefited from community infrastructure			Project records	Annual			
	# of person days			Project records	Annual			

rehabilitated to benefit the entire community and create employment	employed							
	# of youths involved in YEC initiatives			Project records	Annual			
	# of HHs that have access to energy services			Project records	Annual			
	# of HHs that have access to institutional credit			Project records	Annual			
	# of HH that have access to safe drinking water			Project records	Annual			
	# of HH with access to toilet			Project records	Annual			
	# of HH benefiting from disaster mitigation structures			Project records	Annual			
CPAP Outcome 3.1: Employment and income opportunities and access to financial services enhanced, especially for youth and excluded groups and PLWHA in partnership with the private sector and CSOs.	% of HHs below the poverty level	To be established by HH survey in 2009/2010	To be established	HH survey	End line in 2014			
	Average HH income	To be established by HH survey in 2009/2010	To be established	HH survey	2014			
	# of individuals employed			Project records	Annually			
	% of women who think that the gender based discrimination has reduced than two year ago	To be established by HH survey in 2009/2010		HH survey	2014			
	% of Dalit who think that caste based discrimination/untouchability has reduced than two	To be established by HH survey in 2009/2010		HH Survey	2014			

	year ago							
	% of women who say that they are making decisions about household expenditures	To be established by HH survey in 2009/2010		HH survey	2014			
CPAP Output 3.1.1: Policies designed and initiatives developed to expand employment opportunities for poor youths, women and individuals from socially excluded groups in selected districts.								
Activity Result 3	# of persons trained on IG skills			Project records	Annual			
The poorest and most vulnerable individuals and households have improved assets for better livelihood	# of entrepreneurs created (60%women)			Project records	Annual			
	# of enterprises established			Project records	Annual			
	# of person who have received vocational trainings			Project records	Annual			
Activity Result 4	Analytical reports on gender and exclusion issues published			Project records	Annual			
Women's empowerment enhanced and gender equality promoted	At least two group set up in each target VDC to act as GBV focal point			Project records	Annual			
	# of women trained as trainers on			Project records	Annual			

	specific thematic issues to function as local resource persons							
Activity Result 5 Capacities of VDC, municipality, district and national level key institutions strengthened to respond to communities' livelihood recovery needs	# of study reports on micro-macro linkage			Project records	Annual			
	# of individuals from various service providers trained			Project records	Annual			

Note: This M&E Framework will be refined based on livelihood assessment/surveys.

ANNEX II: UNDP'S EIGHT-POINT AGENDA FOR WOMEN'S EMPOWERMENT & GENDER EQUALITY IN CRISIS PREVENTION AND RECOVERY

1. Strengthen Women's Security in Crisis

Work to end personal and institutional **violence against women**. Strengthen the **rule of law**. Increase the gender responsiveness of **security institutions**, disarmament, demobilization and **reintegration**, and small arms reduction initiatives.

2. Advance Gender Justice

Increase women's access to justice. Ensure the protection of women's economic, social, political and cultural rights. Bring a gender perspective into transitional justice, constitutional, electoral, legislative, judicial, institutional and security sector reforms.

3. Expand Women's Citizenship, Participation and Leadership

Build women's skills and confidence. Support women's representation in the social, political, and economic spheres. Develop women's networks and institutions for conflict prevention, disaster risk reduction, peacebuilding, and post-conflict/post-disaster reconstruction.

4. Build Peace with and for Women

Ensure women's meaningful participation in formal and informal peace processes. Bring a gender perspective to the design and implementation of peace missions and peace agreements.

5. Promote Gender Equality in Disaster Risk Reduction

Incorporate **gender analysis** in the assessment of disaster risks, impacts and needs. Address women's unique needs and value women's knowledge in disaster reduction and recovery policies, plans and programmes. Strengthen women's networks and organizations to facilitate women's active engagement.

6. Ensure Gender-Responsive Recovery

Infuse gender analysis into all post-conflict and post-disaster planning tools and processes. Ensure recovery efforts provide equal economic opportunities for women including access to assets, such as land and credit. Promote social protection and sustainable livelihood. Prioritize women's needs in key sectors such as transportation, shelter and health care.

7. Transform Government to Deliver for Women

Build capacities and promote accountability within government institutions and processes. Engage women and men to foster gender-equitable relations within these institutions. Ensure gender-sensitive resource mobilization, aid coordination, budgeting and funds allocation.

8. Develop Capacities for Social Change

Build the skills and the will of men and women to: prevent and respond to violence; reduce vulnerability to natural hazards; achieve equitable post-crisis reconstruction; and build social cohesion.

Achievement of this Eight- Point Agenda will require:

- Supporting full implementation of Security Council Resolution 1325;

- Incorporating gender equality priorities into advocacy and strategic planning in the development, humanitarian, peace, and security spheres;
- Strengthening human resources, policies and programmes to ensure responsiveness and accountability on gender issues;
- Building partnerships to maximize impact on gender priorities;
- Developing gender-responsive funding mechanisms and resource mobilization strategies;
- Supporting data collection that counts women, counts what women value, and values what women count; and
- Advancing intellectual leadership, knowledge management, monitoring and evaluation on gender and CPR issues.

**ANNEX III: THE NEPAL YOUTH ENVIRONMENT CORPS (YEC): CREATING
EMPLOYMENT OPPORTUNITIES FOR YOUTH
(a sub-programme within the Livelihood Recovery for Peace Project)**

YEC concept and implementation guidelines

June 2009

Introduction and Brief Background

This is a sub-programme within the Livelihood Recovery for Peace (LRP) project under the second component: “New community infrastructures built and damaged and degraded ones rehabilitated to benefit the entire community and create employment”. As the Youth Environment Corps is a specific concept which has to be implemented stage-wise, this note is meant to give clarity on the concept as well as steps to be followed for implementation.

The context for YEC

In Nepal today there are around 6.2 million young men and women between the ages of 15 and 29, and this number is expected to rise to 7.8 million by 2020. Over the next 12 years, more than 300,000 new jobs a year will be needed simply to employ the many youth joining the labour market. Providing work for its citizens in the post-conflict era is one of the greatest challenges the government faces to usher in a period of sustained peace and prosperity. Young men and women remain disproportionately affected, with a large and increasing number of them neither employed nor engaged in acquiring the education or skills needed to gain employment. This continues to contribute to disenfranchisement of the very people who should hold the greatest hope for the future and who should feel the most a part of it. Indeed statistics show that when youth fail to find work, they are more likely to become socially excluded and fall into a cycle of poverty and crime, which history shows ultimately foments discord and violent conflict. For example, during this conflict nearly 13,000 people died, 3500 families were displaced and 1000 people are assumed to be missing and over NPR 5 billion worth of physical structures were damaged. At the same time, the harsh consequences of unemployment experienced by today’s Nepalese youth are likely to be aggravated by accelerated environmental degradation, climate change and the current global economic downturn.

Yet these daunting challenges and crises provide the very opportunities to generate substantial employment by putting poor young Nepalese men and women to work rehabilitating and maintaining the environment and mitigating and adapting to climate change. That is what the Youth Environment Corps will do.

The Youth Environment Corps (YEC) is a new global initiative jointly championed by UNDP, UNEP, ILO, IUCN and the Office of the Special Representative of the Secretary General on Children and Armed Conflict, and will be initiated in three model countries: Nepal, Nicaragua and Angola. The objective of the Youth Environment Corps is to alleviate poverty through the creation of both short-term employment and longer-term, permanent environmental jobs and micro-enterprises for youth while simultaneously rehabilitating Nepal’s natural assets (forests, water, land, biodiversity). The focus in Nepal is on youth of employable age in its post conflict, peace-building phase.

Consultative process and demand-driven approach

In laying the foundation for this initiative, Nepal expressed a strong interest in the YEC and indicated its interest in being considered as the first YEC model focussed on peace building. Indeed addressing youth employment is seen by many as the lynchpin to the prospects of peace and prosperity in Nepal. Results of a feasibility assessment conducted in early 2008 indicated that the necessary conditions for maximizing success of the initiative existed in Nepal, and thus it was selected as one of only three countries in the world where the YEC is to be initiated in 2009. With assistance from UNDP and other donors, each of the three model

countries has undertaken to design their YEC initiatives to address their environmental priorities and to fit within their own development agenda and approach.

This Project Brief describes the Nepal YEC initiative in general terms, and is a result of broad consultations undertaken with the Ministry of Forests and Soil Conservation, Ministry of Industry, the NGOs and Youth Panel, National Planning Commission, Ministry of Peace and Reconstruction, Ministry of Youth and Sports, the Nepal Young Entrepreneurs Forum and the Federation of Nepalese Chamber of Commerce and Industry and others involved with youth, employment and environment in the country. The project brief was discussed with the key entities, including those described above, participated, and in which consensus was achieved regarding the broad design of the Nepal YEC. The intent is to share this brief with those donors and private sector entities who expressed interest in the concept when first contacted during the feasibility assessment and to secure sufficient initial financing for the first five years of operation.

Rationale for YEC

Political and peace-building rationale: Nepal is emerging from the shroud of a decade long internal conflict triggered by the exclusion of large numbers of Nepalese from political, economic and social processes. For example, unemployment and under employment, especially among the rural youth - a sizeable and particularly vulnerable section of population – fuelled frustration and provided a fertile breeding ground for the conflict in the past. As a result many youths took part in a decade long people’s movement waged against the then political system. Following the Historic People’s Movement in 2006, a Comprehensive Peace Accord was signed between the Government of Nepal and Nepal Communist Party (Maoist) in 2006. The Interim Constitution has been promulgated in 2006 and the election of constituent assembly has been successfully held in April, 2008. The peace-building process nevertheless hangs in the balance, and the biggest challenge now is how to heal the damaged social relations and recoup the development momentum lost due to conflict - utilizing the energy of the youth in the development of the country is considered a vital pathway.

Poverty and employment rationale: More than 31 percent of the population in Nepal lives below the poverty line⁸, and in rural areas the number is even higher at 35 percent. At the same time, inequality in the country has risen considerably, particularly between urban and rural areas as well as along caste and ethnicity lines. The population of youth between the age of 15 and 29 is 6.2 million accounting for 26.5 percent of the total population out of which 83 percent of the youth live in rural areas. The percentage of unemployed youth is 11.4 percent, almost three times the national average (3.8 percent) and yet this figure masks the massive under employment problem in the country (48 percent of the youth). The government has is actively trying to address the problem and provide prospects for the 300,000 predominantly youth entering the labour market every year. Indeed in some Terai districts of Eastern Nepal, youths are still falling prey to various conflict groups and are waging various activities threatening the law and order situation of the country. It is vital to tap the energies of Nepalese youth by providing both short-term employment and the necessary skills and education for longer-term, permanent employment, and thereby diminish the likelihood of conflict and prolonged poverty.

⁸ In the NLSS (2003/04), the national poverty line is defined at NPR 7,696 per year.

Capacity building rationale: Nearly 800,000 youths have migrated to foreign countries as the opportunities to find adequate jobs in the domestic labour market have been limited. Due to the mismatch between demand for competent human resources for overseas and the education being provided to them, the number of unemployed youth is increasing as many youth cannot access such opportunities due to poverty and lack of necessary skills. It has also been a challenge to rehabilitate, reconcile and extend education and livelihood support for the conflict affected youth. Access to skills training is limited, especially for the poor, women, *Dalits* (low caste), and disadvantaged, and the quality of skills training is variable and often not linked to market needs. The YEC programme combines on-the-job work experience, learning good work ethics, organizational and collaborative skills with options for youth for longer-term specialised, micro-enterprise or vocational training.

Environmental rationale: At the same time, urgent labour-intensive environmental work – watersheds, forests, land, water bodies and river banks need to be rehabilitated and maintained to improve economic benefits and avoid damaging costs to lives and the economy - with potential for engaging large numbers of youth is both possible and essential. Nepal relies heavily on its natural resources (forests, water, land, etc.) for economic growth and poverty reduction, for example, around 38 percent of GDP comes from agriculture alone and represents only the tip of the iceberg. Degradation of natural resources, for example floods in the Terai, is increasingly resulting in tangible losses to the economy. Equally important, the way out of the current economic downturn at the national level will be largely dependent on employment creation - to meet short-term and longer-term needs of the people – to protect the poor and stimulate economic growth. This can be done while rehabilitating and maintaining the very natural resource base so vital for the prospects of economic growth and poverty reduction in Nepal.

- **Enabling policy & legislative framework rationale:** Nepal's Interim Plan 2007-2010 – as a means to set in motion the prospects for peace and development in the interim – identifies youth employment and mobilisation as a key priority and dedicates considerable attention to the policies and programmes envisioned. Youth employment is particularly high on the public agenda, and the National Planning Commission has recently developed a National Action Plan for Youth Employment (2008-2015) which will be in effect soon after its endorsement. National policies to expand business, micro-enterprises and the provision of capacity building and training for youth have been developed.

- **Relation to the Country's UNDAF/CPAP rationale:** YEC falls squarely within the UNDAF Outcome C, which states “Sustainable livelihood opportunities expanded, especially for socially excluded groups in conflict affected areas.” Under outcome C, the UNCT response is clustered under four sectors, namely:

1. To improve policies, institutions and programmes for poverty reduction
2. To improve household food security (including employment and income-generation)
3. To improve equitable access to energy and environmental services
4. To be prepared for natural disasters

The YEC programme resonates across all four sectors. Equally important, supporting livelihood and employment is a priority as stated in its three-year Country Program Action Plan (CPAP) for 2008-2010.

Relevant Ongoing, Recently Completed & Planned Initiatives

Ongoing employment, micro-enterprise (including micro-credit) & livelihood enhancement programmes in the country include:

- ✚ **Micro-Enterprise Development Programme (MEDEP)** is executed by the Ministry of Industry, Commerce and Supply with technical and financial support from UNDP. MEDEP provides training opportunities - particularly the excluded social groups and increasingly the youth - to set-up and run micro-enterprises.
- ✚ **Nepal Youth Business Foundation (NYBF)** is a joint programme of Nepal Young Entrepreneur Forum (NYEF), a youth wing of the Federation of Nepalese Chamber of Commerce and Industries (FNCCI). NYBF supports the development of skills for entrepreneurship.
- ✚ **Livelihood and Forestry Programme** is a bilateral programme of DFID and the Government of Nepal. LFP's purpose is to enhance the assets of the rural communities by promoting more equitable, efficient, and sustainable use of forest and other natural resources. LFP operates in 15 districts of Nepal.
- ✚ **FAO and ILO joint youth employment programme** focuses on promoting youth employment in rural areas as a way to promote peace and social cohesion, as well as providing productive alternatives to violence to the youth in the post-conflict process of reintegration.
- ✚ **Skills for employment project** is funded by the Asian Development Bank, and aims to increase access to quality demand-driven skills development training. Proposed project components include (i) capacity strengthening to facilitate the delivery of skills development training (including policy development) and (ii) delivering demand-driven skills training.
- ✚ **Regional rural development banks** provide cost effective micro-finance services to the poorest of the poor and thereby seeks to raise their socio-economic condition.

Ongoing programmes and projects related to the conservation and rehabilitation of the environment and access to modern energy services include:

- ✚ **Western Terai Landscape Complex Project** is executed by the Ministry of Forests and Soil Conservation and aims to ensure conservation and sustainable use of biodiversity in the Nepal's Western Terai Landscape.
- ✚ **Conservation and Sustainable Use of Wetlands** is executed by the Ministry of Forests and Soil Conservation and aims to ensure maintenance and enhancement of wetland biodiversity and environmental goods and services for improved local livelihood of Nepal.
- ✚ **Terai Arc Landscape Programme** implemented by the Department of Forests (DoF) and Department of National Parks and Wildlife Conservation (DNPWC) of Ministry of Forests and Soil Conservation (MFSC) and WWF Nepal Program in collaboration with the local communities and NGOs. The programme aims to conserve the biodiversity, forests, soils and watersheds of the Terai and Churia Hills in order to ensure the ecological, economic, and socio-cultural integrity of the region.
- ✚ **Alternative Energy Promotion Centre** implements programs promotes the use of renewable energy technology to raise living standards of rural people, protects the environment and develops commercially viable alternative energy industries in the country. APEC is also the executing agency for Rural Energy Development Programme, which is financially and supported by a UNDP and World Bank partnership. APEC is also implementing the Energy Support Programme financed by DANIDA and Norway. Finally APEC also implements the Renewable Energy Project

supported by the European Commission. The various projects listed have broad coverage across the country.

- ✚ **National Trust for Nature's Conservation** (NTNC) pursues the promotion, management and conservation of nature in all its diversity in Nepal by ensuring a balance between human needs and the environment to guarantee long-term sustainability. Currently, the projects of the Trust are divided into three geographical areas - the lowlands, the mid-hills (Kathmandu valley) and high mountains.

Ongoing peace-building programmes include:

- ✚ **Nepal Peace Trust Fund** (NPTF) was established as a collective financing mechanism for peace building. NPTF finances initiatives where the UN can add value in thematic areas, particularly through cross agency support, and by piloting innovative approaches. Youth Employment is one of the thematic areas.
- ✚ **UNICEF and the children associated with armed forces and armed groups (CAFAAG)** - this is a working group of child protection agencies, both international and national, led by UNICEF, which are currently supporting the government develop a national plan of action for the reintegration of children affected by armed conflict including the children currently in the cantonments. UNICEF and other members of CAAFAG working group are currently supporting the reintegration of 7500 children who have been associated with armed forces and armed groups in 58 districts across the country. It's a community-based reintegration program, which allows young people to reintegrate back with their families and communities and this support comprises of educational and vocational opportunities, income generating activities and apprenticeships. It also allows these children and young people to participate and engage in peace building and reconciliation opportunities. Building on this existing reintegration program, UNICEF and UNDP together with UNMIN have developed reintegration and discharge plans for orderly release of the 2,975 identified minors from the cantonments. There are currently over 60 existing vocational and micro enterprise options which will be tailored to the specific needs, aspirations and interests of each discharged minor.
- ✚ The UN Secretary General has appointed a person as his **Special Representative for Peace in Nepal**
- ✚ **The International Crisis Group** focuses on Nepal's new political landscape and challenges facing the new republic, security sector reform, and international and regional perspectives on Nepal including ways in which national and international actors can assist in building a lasting peace.

A favorable environment, including an existing foundation on which to build, exists for the YEC programme as there are experienced organizations that work with young people which have had successful experiences and are in a good position to support and complement the YEC programme's objectives listed below.

Objectives & Expected Results

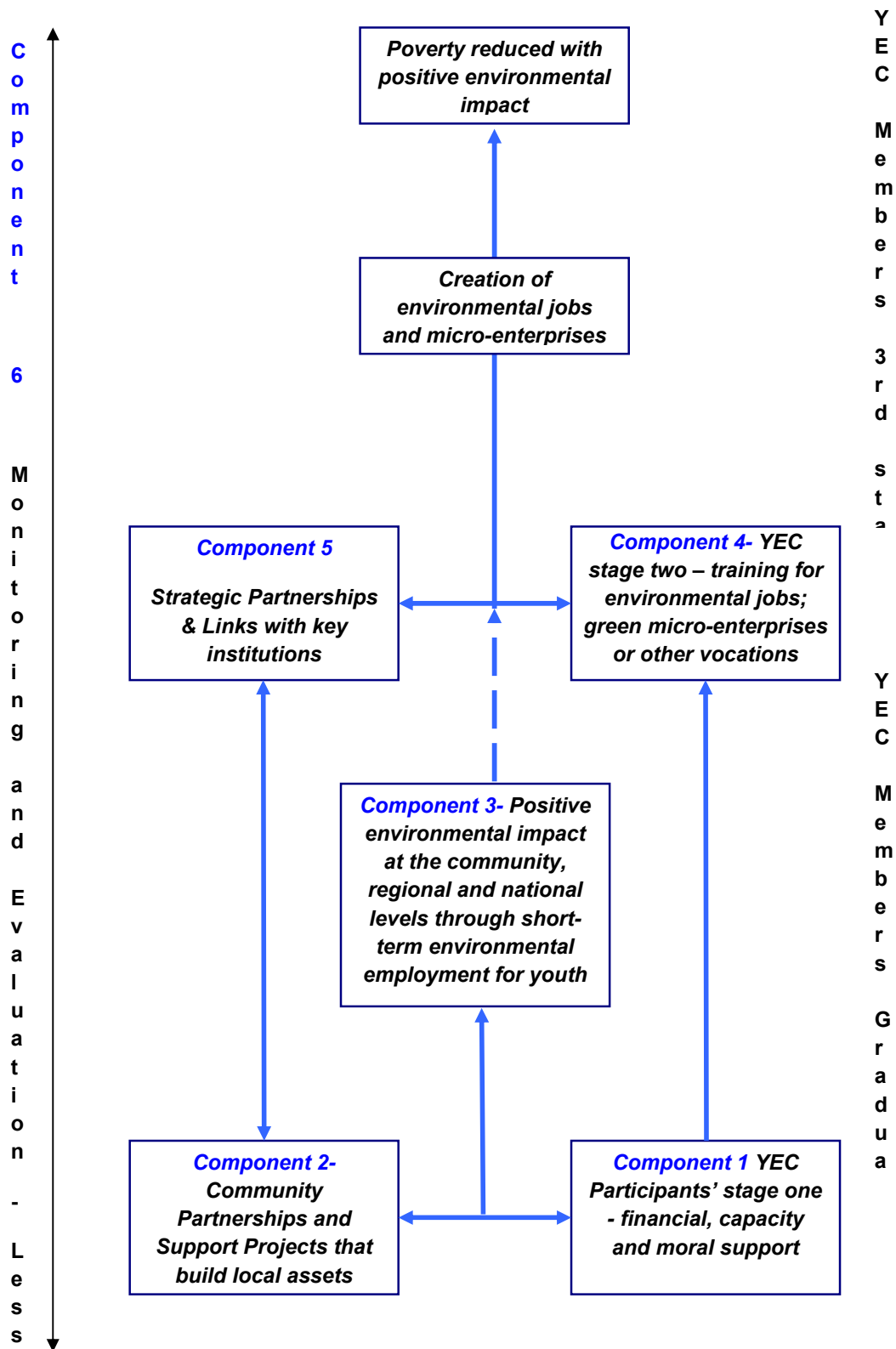
Objectives will be achieved concurrently through the integrated approach adopted by the YEC. As a result of the YEC:

1. Nepalese youth of employable age, will, at a critical juncture in their lives and the nations' peace building, be provided with a positive alternative for gaining an income

while gaining on-the-job work experience and learning good work ethics and helpful organizational and collaborative skills.

2. Degraded public lands will be rehabilitated, improving productivity and reducing the negative impact of future natural disasters.
3. Healthy lands and waters will be conserved so that these can provide the environmental services needed to ensure their continued productivity, reduce negative impact of natural disasters when these occur, and help mitigate for climate change.
4. Poverty will be reduced, especially in the segment of the population which represents the future leadership of Nepal and which is one of the most affected by poverty in terms of life choices.
5. Awareness of environmental problems and of practical solutions to these problems will be enhanced.

Project Framework and Strategy



This initiative will, over a five year period and at a minimum, provide 5,000 poor, marginalized and conflict affected Nepalese youth between the ages of **15 to 24** with work opportunities related to environmental rehabilitation and maintenance in the Central Tarai districts (see **map showing this region here**). Through YEC youth work together in groups under expert supervision, to perform a variety of urgent environment rehabilitation actions such as reforesting degraded watersheds, engaging in other environmental activities that could reduce natural disasters and mitigate and adapt to climate change including installing and maintaining solar panels and other renewable energies in rural schools and clinics, and conducting energy audits in public buildings and retrofitting them to make them more efficient.

Starting with 360 in the first year and reaching more than 1800 in 5 years are the number of youth expected to “graduate” annually from the YEC “field experience” stage one with newly acquired work skills, work experience, environmental knowledge, a healthy self-esteem, and with concrete plans for their next life step (**Component 1**). The environmental impact of their activities will be positive, significant and visible (**Component 2**). Approximately 20% of youth may leave the YEC at this point and either pursue further training/education (**Component 4**) at one of the institutions participating in the YEC voucher system (**Component 5**), or find immediate employment/livelihood. A small percentage 20% of the top performers who pass aptitude assessments will continue with specialized training as YEC Contract Crews (**Component 4**) that will be contracted through the YEC by private sector or government for labour-intensive environment-related activities that are of short duration and require specialized training and equipment which is not normally cost-effective for government or private sector entities to maintain on their own (**Component 5**). Specialized fire-fighting teams, search and rescue teams, building energy efficiency and retrofitting teams, are a few illustrative examples of the types of YEC Contract Teams that may be established. Another 60% of those completing the field experience stage of the YEC are expected to continue with the YEC into the “micro-enterprise preparation programme” (**Component 4**) where they will be involved in acquiring the necessary technical and managerial skills required to form new “green” micro-enterprises or to be hired by private companies requiring employees with such training, and with whom *a-priori* agreements have been reached regarding employment of YEC graduates (**Component 5**). Regular market analyses will be conducted throughout the five year project to assess market demands in the private and public sector, and viability of identified green micro-enterprises.

Although the YEC stage one will prove for many a turning point in the lives, lessons learned from work creation initiatives around the world suggest that creating follow-on opportunities and safely linking participants to their next life step is critical. In this regard, the YEC will not only monitor graduates, but will accompany each individual thru their transition out of the YEC and into their next life step (**Component 6**), whether this be linking them with micro-credit institutions (whose eligibility requirements YEC participants are prepared to meet upon graduation), supporting their transition into private companies that hire YEC graduates, or accompanying them through the process of enrolling in continuing vocational education or other training opportunities using YEC vouchers.

Main Programme Components

Component # 1: YEC stage one - financial, capacity and moral support

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- ✚ Provide on-the-job environment rehabilitation and conservation-related work experience for YEC members
 - ✚ Impart YEC members with life skills such as good work ethics, organizational and collaborative skills.
 - ✚ Mentor a select group of future YEC youth leaders

Component # 2: Community Partnerships & Support Projects

- ✚ Involve community leaders in local YEC project decision-making
- ✚ Use existing institutions to recruit youth
- ✚ Buy locally and using local services as much as possible to fulfil YEC needs
- ✚ Community-based support projects such as playgrounds and other recreational areas for local communities; rural infrastructure maintenance and construction, ***particularly those damaged by conflict***, with environmentally sustainable materials and approaches (retrofitting rural schools and clinics with renewable energy, maintaining roads which serve communities while at the same time reducing erosion, landslides, negative consequences from extreme weather)

Component # 3: Positive Environmental Impact

- ✚ Necessary equipment, materials, supplies, supervision and housing (where appropriate) for YEC members to engage successfully in these activities.
- ✚ Contribute significantly to environmental rehabilitation and conservation through any number of environmental impact activities such as: *Conservation work in and around protected areas, and in public forests (national, regional, communal), Rehabilitation of degraded watersheds, Preservation of historical and cultural sites, Wildlife conservation projects, Physical delimitation of protected areas, Construction of ranger stations for parks and national forests, Construction of campgrounds for protected areas, Stream, lake and river bank protection, Efforts directed at adaptation to, and mitigation of, climate change, Natural disaster preparedness, prevention and response, Monitoring of plant and animal communities, Exotic species control, Soil erosion control projects, Construction of educational trails in protected areas, Recycling and waste management projects, Range revegetation, Tree & plant disease control, Construction of YEC remote camps.*

Component # 4: YEC stage two - capacity building that generates environmental jobs and micro-enterprises

- ✚ Provide specialized technical training including for micro-enterprise development for those YEC members who follow the specialised training and micro-enterprise pathways (e.g. training in installation and maintenance of solar panels, training in search and rescue or fire control, training in energy audits and retrofitting of buildings for energy efficiency, training in handicrafts related to biodiversity conservation initiatives, etc.)
- ✚ Provide training and practical information on micro-enterprise management (how and where to access micro-credit, what you need to qualify for micro-credit, developing a business plan, etc.)
- ✚ Provide access to educational and vocational training with participating institutions through a voucher system

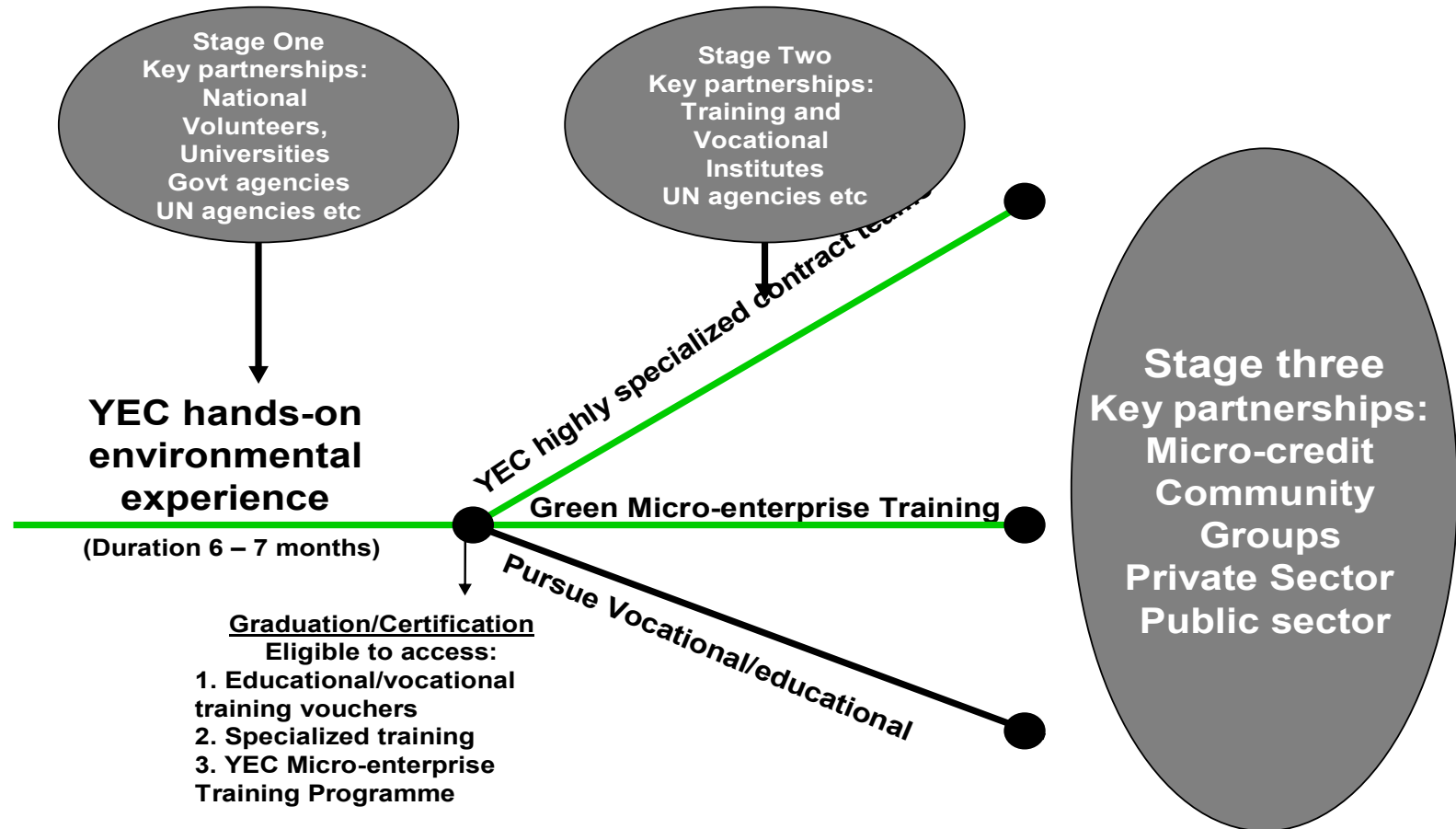
Component # 5: Strategic Partnerships & Links

- ✦ Establish links with micro-credit institutions to facilitate access to micro-credit and other forms of microenterprise support for YEC graduates
- ✦ Establish links and agreements with educational and vocational training institutions participating in the YEC voucher system
- ✦ Establish links and agreements with private companies to hire YEC graduates
- ✦ Establish links with government entities to encourage the hiring of YEC graduates
- ✦ Where appropriate, establish links with the United Nations Volunteers (UNV) to encourage hiring of YEC graduates as National UNVs
- ✦ Establish links with UNEP and IUCN to facilitate inclusion of YEC graduates in environmental networks and continued receipt of environmental materials and support following their graduation from the YEC.

Component # 6: Monitoring and Evaluation

- ✦ Periodic audits
- ✦ Monitoring of environmental impact.
- ✦ Monitoring of employment/livelihood impact.
- ✦ Dissemination of lessons learned.

YEC – Project Model



Description of the Project Area

Considering the challenges of addressing poverty, youth unemployment, and environment as well as contribution or being relevant to the peace building process in Nepal, YEC will be implemented in one district (or select areas of all of the three programme districts) of Mahottari, Sarlahi and Rautahat (depending on findings of the assessment). District is proposed as the initial geographic area of focus for the YEC programme. Over time, and based on lessons learned and availability of funds, the programme will be scaled up to other areas.

Description of Project Beneficiaries

Beneficiaries of YEC will be selected from the communities and households that LRP will mobilize. See Section 2.2 of the LRP project document for details.

How will YEC Participants be Selected

YEC Participants will be selected by representative, apolitical committees associated with municipalities or other local-level government entities according to the agreed upon criteria outlined below. The selection criteria and recruitment process will be transparent and monitored by the project to ensure that policies and procedures are closely adhered to.

Because there will be a continual flow of YEC participants throughout the various stages of the YEC experience, new YEC participants will periodically be admitted into the programme as others “graduate” from it. The existence of the YEC will be broadly advertised using radio and other media both at the launching of the initiative and at every opportunity when new YEC participants are to be recruited. Table 1 (below) describes the criteria for selecting YEC participants.

Table 1. Criteria for Selecting YEC Participants

EDUCATION LEVEL	40% At least a high school education (diploma)
Note: As the YEC matures and as its reputation is solidly established, there will be a tendency to include a greater percentage of less educated youth.	60% At least a 6 th grade but less than 12 years level of education
AGE RANGE	18-29
INCOME LEVEL OR OTHER GAUGE OF ECONOMIC WELLBEING	20% Low to medium income levels 80% Low income level (as defined in Nepal)
GENDER BALANCE	At least a 50:50 ratio. Can vary up to 60% female:40% male
ETHNIC BALANCE	Reflective of the actual ratios of ethnicities which currently exist in the project area
COMMUNITIES OF ORIGIN	Between 75% - 100% of the YEC participants

must come from the project area.

Project Implementation and Partnership Arrangements

Key “suggested” coordination mechanisms and actors, and “suggested” partners for this initiative are based on initial consultations and are as follows:

Overall coordination

As YEC is being implemented as a part of the Livelihood Recovery for Peace (LRP) project, the management arrangement for LRP will provide the overall coordination for YEC as well. If additional partners from both government or non-government are needed in the future, appropriate amendments will be made to the current management arrangements outlined in this project document.

At the national level, the YEC programme is closely related with mandates of various Ministries such as the Ministry of Environment, Science and Technology, Ministry of Forest and Soil Conservation, Ministry of Agriculture and Cooperatives, Ministry of Labour and Transport, Ministry of Industry and Ministry of Education. These Ministries can be instrumental in supporting YEC in policy matters, exploring and securing funds for YEC and solving problems encountered during implementation. Ministry of Forest and Soil Conservation (MoFSC) can provide technical backstopping on watershed management, soil conservation, and biodiversity conservation related activities. Ministry of Environment Science and Technology can provide support on activities related to alternative energy. Ministry of Labour and Transport and Ministry of Education can support YEC in providing various technical and vocational skills. Ministry of Industry can help YEC members in establishing enterprises through micro enterprise development project. Partnerships with various government and non-government institutions will be developed to implement YEC as and when necessary.

Key YEC Stage-one Partners

NDVS for National Field Crew Leader (from Tribhuvan University, Purbanchal University, and Kathmandu University) The idea would be to engage NDVS to enlist national volunteers that can act as field crew leaders from the youth groups. The universities listed offer master degree courses in environmental science and engineering. Institute of Forestry under Tribhuvan University offers master degree course in forestry. University graduates of these universities can act as Field Crew Leaders (crew supervisors) for YEC programme.

The United Nations Volunteers programme (UNV) has been an active partner in the development of Nepal for nearly 30 years. More than 300 UN Volunteers have served on a large number of projects, delivering technical expertise in sectors ranging from climatology to small, micro-enterprises, from cultural heritage to community mobilization. UNV can provide the Field Crew Leaders for the YEC field groups. This would be facilitated by engaging recent university graduates in the fields of environmental sciences, engineering and forestry from Universities in Nepal (see above), which can be recruited as national UNVs. Use of university graduates is cost-effective and helps fulfil the requirement that many employers demand of prospective employees, i.e., actual work experience. This experience is difficult for recent university graduates to obtain and prevents many from gaining employment at the critical time in their

career pathway (i.e., the beginning). By offering recent university graduates this possibility, they not only gain relevant work experience which serves to fulfil the requirement demanded from prospective employers, but they also earn an income during this time, gain actual field experience in the environment that complements their academic learning, and work together with youth for whom they can serve as good role models.

Government line agencies (Soil and Water, Forests, Environment, Energy, etc.) working at the local level can be engaged to provide staff for relevant short-term training to YEC members. Possible links with the on-going programmes of these government line agencies will be further investigated during assessments.

NGOs, both national and international, were consulted during the process of developing this Project Brief. These NGOs, such as NTNC, WWF, expressed support for the YEC concept and its applicability in Nepal. All of these NGOs have programmes of relevance either related to youth or to the environment (or both), and possible links with these on-going programmes will be further investigated.

Potential key YEC Stage-two Partners

Micro-Enterprise Development Programme (MEDEP) pursues the objective of providing low income families with an integrated package (market analysis; entrepreneurship training and entrepreneurial competency development; skill training and technology transfer; credit if required; appropriate technology and product development; quality control and compliance to rules and regulations; and market promotion and business counseling) to develop and sustain micro-enterprises. MEDEP now has considerable experience in natural-resource based micro-enterprise development, including 197 bio-briquette entrepreneurs employing more than 400 people in six districts, and can be a key partner for YEC in cost-effective and cost-sharing arrangement.

Alternative Energy Promotion Centre (AEPC) implements programs promotes the use of renewable energy technology to raise living standards of rural people, protects the environment and develops commercially viable alternative energy industries in the country. AEPC can provide specialised training for employment in the private sector.

The Council of Technical Education and Vocational Training (CTEVT) is a national autonomous body committed to the development of human resources for Nepal. It offers basic and middle level technical and vocational education. It provides diploma and TSLC level programs as well as short-term technical and vocational training of different duration through its technical schools and private technical schools. Skill for employment project is under implementation with the loan money of Asian Development Bank (\$20 million) and Nepal Government's fund (\$ 5million) for 6 years. It aims to train 80,000 people with 55,000 at central level and 25,000 at community level. Ministry of Education is the executive agency and CTEVT is the implementing agency. There are 19 technical schools under CTEVT which provide TSLC for test pass and SLC pass and diploma for SLC pass on agriculture, automobile, civil, mechanics, electronics, refrigerators, health, cooking, baking etc.

Ministry of Labour and Transport provides various types of skills and vocations mainly for youth. There are 13 Vocational and Skill Development Training Centres under this ministry, and

plans to train 20000 youth this year. YEC members can also take part in vocational and skill development training from these training institutions.

The Industrial Enterprise Development Institute (IEDI) is a national level autonomous resource organization committed to entrepreneurship and business development through training, research, and enterprise education. It provides inclusive business development services for the capacity building of potential entrepreneur.

Nepal Youth Business Foundation – a joint initiative of NYEF and FNCCI – provides youth with start-up finance and mentoring for entrepreneurs. Consultations with the foundation resulted in interest in collaborating with YEC.

Private Companies: numerous private companies, through NYEF, FNCCI AEPC – can provide specialized training for YEC participants in partnership with the YEC. This is not only a cost-effective approach to offering training opportunities for YEC participants, but also serves to forge important links with the private sector and maximize opportunities for YEC graduates to be hired by these companies once they leave the YEC.

Sustainability Considerations

Several factors have been given careful considerations as these have important implications for the sustainability of the programme. These include:

- ✚ Financing for the initiative over the long term that is not solely donor-dependent
- ✚ Ensuring that the YEC remains apolitical
- ✚ Ensuring that market analyses are regularly conducted so as to respond to market demands effectively and to create markets as appropriate

Next Steps - Specific design and implementation aspects related to the Nepal Youth Environment Corps

This short note is produced to provide details of specific design, informed by the livelihood assessment, and implementation arrangements related to the Nepal Youth Environment Corps. The note proceeds with a series of sequenced steps and highlights all issues that need to be covered. The note is based on the insights gained through consultations and meetings with key partners, and enlists follow-up action required and pending things to resolve.

Key YEC related questions/issues integrated into the sustainable livelihood assessment framework – the results of the assessment should provide clear guidelines to the following

1. Determine the initial area - within the livelihood project area - or specific district/VDCs/communities who will be involved in the start-up phase of the YEC. (for example, we can start within one district, covering a few VDCs/communities, and expand over the five year period as results are demonstrated and financing secured). The criteria for selecting the livelihood project area (potential to generate livelihood in the context of promoting peace) and YEC initial area should overlap considerably with the only difference (if it all) is the focus on youth.

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2. Determine environmental conservation/rehabilitation activities in which the YEC will be involved during stage 1. The livelihood assessment will generate this information. What needs to be determined is whether YEC members only work with rehabilitating environment for their communities only or other communities too or a combination of the two? Overall the questions to be answered are: What will YEC field crews do, where will they do it, how many YEC participants will be involved in each of the activities described, who will be the crew leaders, what inputs (particularly equipment and technical assistance) are required to realize these activities, who can provide these inputs, what is the expected environmental impact of each of the activities described.
 3. Market analysis, as undertaken for the livelihood project, will also identify: 1) environmental job opportunities and, 2) viable environmentally-related micro-enterprise opportunities for YEC participants.
 4. Design of the educational component of YEC stage 1. What types of education will be offered, who will provide this, and when. For example, YEC members will have access to literacy (reading and writing) and basic math classes in the evenings after their day work is finished. In cases where YEC field crews are home-based, these classes will be offered at the local school under an agreement with the school to use said premises after their normal hours. We also discussed the idea of using community learning centers.
 5. Design of the stage 1 “bare foot” vocational training component of YEC. What types of practical skills will be offered, who will provide this training and when. YEC members, for e could be offered basic training in carpentry, welding, auto mechanics, driving, typing, sewing, cooking. As with the educational classes, these will be offered in the evenings. A basic orientation including some training in the most relevant of these vocational areas will, however, be provided to all YEC members during their initial orientation to the YEC.

Key YEC related issues/questions to resolve through livelihood analysis as well as consultations with key partners:

1. Criteria for selecting YEC participants. Finalize the criteria for selecting YEC participants based on the findings of the livelihood assessments.
2. The form and amount of the living stipend which YEC members will receive during stage 1 (keeping in mind comparison with the minimum wage in the country or other indicator of average earnings for first-time job holders). *Recommendation: YEC members could be paid for the hard work they do but their exact stipend needs to be further discussed. YEC members could be paid after completion of each environmental activity completed (rather than per month) based on time spent on completing the activity and the minimum wage of Nepal (so the period of their training is not counted in payments).*
3. Number of YEC participants that can be involved in the programme during each of the first 5 years of YEC, and specifically accounting for the first two years, taking into

account and specifying the number graduating out every year and into either stage 2 YEC programmes or leaving the YEC altogether. *Recommendation: start with 100 youth.*

4. Describe the voucher system and consult with and negotiate the involvement of the various technical and vocational institutions that will participate in this system. What institutions will participate in the voucher system, what are the requirements of each of these institutions to ensure that the vouchers are usable in these institutions?
Recommendation: CTEVT seems to be the most promising institute for this purpose, and the institute has already developed partnerships with UNDP programmes/projects.
5. **Key potential partners for stage 3-** Potential employers of youth emerging from specialised environmental training need to be consulted and have agreements developed with. These could include: community groups, public sector, private sector and NGOs. For those setting up micro-enterprises, a key consideration will be partnerships developed with micro-finance institutions. For this purpose, MEDEP is one option but there could be others. Finally, for those engaged in vocational education, key partners could be identified and consulted on possible employment placements.

Answers to specific questions

1. Who will be the field crew leaders?

Meeting with UNV to discuss collaboration and provision of Field Crew Leaders which can be recruited as national and international UNVs for the YEC field groups

Field crew leaders will supervise crews of 10-12 YEC members each under the direction of technically qualified staff from one of several district or central/federal agencies depending on the nature of the project. These might typically include staff from regional/district offices of the Ministry of Environment, Ministry of Forests, Infrastructure Development, and (sometimes) in conjunction with staff from UNDP's environment and energy projects. There is great interest on the part of UNV to collaborate and provide Field Crew Leaders, which can be recruited as both national and international UNVs for the YEC field groups. An MOU between UNDP and UNV will be required for the partnership on this programme. To recruit national UNVs a TOR will have to be developed and the positions advertised in local newspapers and websites to attract university graduates in the fields of environmental sciences, engineering and forestry from Universities in Nepal and other prominent universities. The standard annual inclusive cost of a national UNV is NPR 600,000. The standard annual inclusive cost of an international UNV is US\$ 45,000. It is estimated that about 2 months time will be required in the process of recruiting national/international UNVs. ***Need to brainstorm on the appropriate mix of NDVS, national and international UNVs in the pilot district.***

Meeting with NDVS to discuss collaboration and provision of Field Crew Leaders which can be recruited as national and local NDVSs for the YEC field groups

There is great interest on the part of NDVS to collaborate and provide Field Crew Leaders, which can be recruited as both national and local NDVSs for the YEC field groups. An MOU or contractual arrangement between UNDP and NDVS will be required for the partnership on this programme. If we are to recruit national and local NDVSs, a TOR will need to be developed and the positions advertised in local newspapers and websites to attract university graduates in the

fields of environmental sciences, engineering and forestry from Universities in Nepal and other prominent universities. The standard annual inclusive cost of a national NDVS is about NPR 120,000. The standard annual inclusive cost of a local NDVS is NPR 60,000. It is estimated that a minimum of 2 months time will be required in the process of recruiting national/local NDVSs. ***We need to brainstorm on the appropriate mix of NDVS, national and international UNVs in the pilot district.***

2. Who will provide natural resource based micro-enterprises training and development?

Meetings with MEDEP, Nepal Youth Business Foundation and other key programmes/institutes on developing partnerships for the provision of technical and managerial training on natural resource based micro-enterprises.

Meetings were held with MEDEP. MEDEP is a nationally executed project of UNDP under the MoICS. It provides entrepreneurship and technical skills training opportunities and micro finance access - particularly to the excluded social groups and increasingly the youth - to set-up and run micro-enterprises, and there are many examples of natural resource based and energy access micro-enterprises set up and operationalised by young dalit and janjati men and women. MEDEP is open to collaborating with YEC specifically and the broader livelihood recovery project, and provides an easy link for the youth emerging from YEC stage one. A partnership with MEDEP could entail cost sharing as well as a link to the many established partnerships that MEDEP has developed including CTEVT. More formal agreement, perhaps through joint workplanning, will be needed to secure commitment on both sides. ***This might include specific number of YEC graduates that MEDEP agrees to assist per annum based on a certificate or voucher system. There is a need to follow-up with the Nepal Youth Business Foundation through MEDEP to see how we can engage them or other key programmes/institutes.***

3. What institutions will participate in the voucher system, what are the requirements of each of these institutions to ensure that the vouchers are usable in these institutions?

Consultation and negotiation with the Alternative Energy Promotion Centre (AEPC), the Council of Technical Education and Vocational Training (CTEVT), Ministry of Labour and Transport and other key technical and vocational training institutions

The purpose of these engagements is to gain understanding and some level of negotiation on who is more appropriate to participate in the vocational/educational voucher system and what are the requirements of each of these institutions to ensure that the vouchers are usable in their institutions. There were no direct meetings with these institutes. However, key UNDP projects that YEC will partner with have already developed partnerships with AEPC, CTEVT and others including those that provide specialized technical education for highly specialized jobs related to environment and energy. These projects will be used as entry points into securing agreement(s) with key institutes.

There is a need for further consultations with REDP, QIPSI and other UNDP projects with experience of engaging CTEVT. There will also be a need to design the vocational/technical education training package being offered to youth and agreement on the use of vouchers.

ANNEX IV: TERMS OF REFERENCES

1. Post Title:	National Project Manager (NPM)
Proposed Level:	SB 5
Project:	Livelihoods Recovery for Peace (LRP)
Duty Station:	A Central Tarai District with frequent travel to other project districts
Duration:	Service contract issued annually

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihoods assessments, strategy development, and implementation processes. Livelihoods recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes on health and education being developed and/or implemented. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

Duties and Responsibilities

The National Project Manager (NPM), in close consultation with and guidance from the Assistant Resident Representative of Pro-poor Policy and Sustainable Livelihoods Unit of UNDP Nepal, shall be required to plan, implement, and manage the entire project. The NPM will also be responsible for providing technical expertise related to programme implementation, for designing implementation plans, for guidance and supervision to project staff, for overall monitoring of the project, and for liaising with key government, non-government, and development partners. More specifically, the NPM shall be responsible for the following areas.

Planning and Implementation:

- Ensure that the agreed upon strategy for project implementation is implemented.
- Prepare detailed annual and quarterly work-plans and budget and get them approved in a timely manner.
- Implement the approved annual and quarterly work plans in a timely manner, and monitor and supervise the activities implemented for the achievement of intended outputs
- Prepare detailed plans and procedures for programme monitoring, review, reporting and evaluation.
- Prepare timely reports for UNDP, donors, the Government, and other stakeholders.
- Apply principles of gender equality and social inclusion as cross cutting issues and mainstream them in all project activities.
- Ensure that targeting strategies prioritizes women, Dalits, conflict-affected, the poor, and youth, and that these stakeholders actively participate in project activities.
- Promote the integrated approach to sustainable livelihoods and recovery model for peace building through a communication strategy to the government, donors, and civil society.

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- Promote identification and synthesis of best practices and lessons learned from the project for organizational sharing and learning, and to contribute to micro-macro linkages
 - Manage and monitor identified project risks and update the status of these risks;
 - Ensure that all project recruitment and contracting is done in accordance with standard criteria and procedures as worked out for the project and be directly responsible for their recruitment, contracting and management of national staff as well as contractors involved in the implementation of the project;
 - Supervise and guide all project staff.
 - Carry out other assignments as required by the project from time to time.

Financial Management

- Ensure accountability of the use of project funds;
- Manage and monitor financial resources and accounting to ensure accuracy of financial reports;
- Ensure strict and consistent application of UNDP rules and regulations
- Ensuring the integrity of financial system and, overseeing the administrative, financial and budgetary aspects of the project activities.

Partnership Building

- Build and strengthen partnerships with other projects supported by UNDP, other UN agencies, Government and development partners that support livelihoods and peace in the project areas for better coordination and collaboration.
- Foster partnerships with local authorities, private sector, and CSOs.
- Participate in all internal and external (coordination) meetings representing the project;
- Support resource mobilization including development of promotion materials for the programme.

Qualifications and Experience

The candidate will have Master's Degree in Rural Development, Agriculture, Forestry, Applied Anthropology, Development Economics, Natural Resource Management, Sociology, or any other field directly relevant to rural livelihoods in Nepal. Doctoral degree in the relevant field will be preferred. The candidate should have the following experiences and competencies:

- The candidate should have Master's degree with more than 7 years experience or Ph.D. with 5 years experience in project management and proven ability to implement and coordinate complex development projects, especially in the area of livelihoods;
- A sound understanding of the sustainable livelihoods framework
- Sound knowledge of conflict mediation, peace building, post-conflict, post-disaster, and/or risk management strategies;
- Proven analytical and conceptual skills to think and plan strategically and the ability to translate this into practical and feasible operational programme planning;
- Proven ability to manage and supervise a team with individuals from different national and cultural backgrounds, including networking across professional, thematic and organizational boundaries;
- Proven ability to prepare and administer large and complex work plans, budgets, multiple partnerships;
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset;
- Experience with fund raising and program marketing and advocacy in national and international level would be an asset.
- Ability to work under pressure and meet strict deadlines;
- Excellent interpersonal, communication and representational skills;
- Results oriented, forward thinking, and problem solving skills;
- Ability to deliver in a complex and hardship environment.

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- Knowledge of ATLAS and Results Based Management methodologies would be an asset.

Language: Excellent written and spoken English and Nepali. Ability to speak at least one of the languages spoken in the Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required.

2. Post Title: Social Mobilization Specialist
Proposed Level: SB 4
Project: Livelihoods Recovery for Peace (LRP) Project
Duty Station: A Central Tarai District with frequent travel to other project districts
Duration: Service contract issued annually

Duties and Responsibilities

Under the supervision and general guidance of the National Project Manager (NPM), the Social Mobilization Specialist (SMS) will be responsible for providing oversight to the social mobilization for peace and livelihoods component of LRP. More specifically, the SMS shall be responsible for the following areas.

- Identify implementing partners to undertake social mobilization to promote peace and livelihood.
- Providing oversight and guidance to partner NGOs undertaking social mobilization
- Designing training materials on social mobilization for peace and livelihoods and training the partner NGOs
- Design and deliver training/orientation on other themes like gender and social inclusion, conflict-sensitive community development, conflict mediation, etc. for partner NGOs in collaboration with other thematic specialists in LRP.
- Developing training/orientation packages to build the capacity of community groups with the objective of helping them become self-governing entities
- Monitor the partner NGOs' overall work and provide them feedback.
- Ensure that partner NGOs apply conflict-sensitive and gender and social inclusion sensitive approaches when reaching out to the communities and households, helping them to identify their needs and prioritize them, and supporting them to build their capacity.
- Working with LRP's other thematic experts, assist PMU in the design and sequencing of community support projects based on the identified community needs.
- Ensure proper and effective delivery of support provided to the mobilized communities.
- Providing guidance to partner NGOs sub-contracted for social mobilization to also conduct mentorship programme to mentor local youth volunteers to build their capacity as community mobilizers to promote peace and livelihood.
- Designing training/orientation packages for the mentorship programme participants.
- Liaising with other UNDP, UN, donor funded projects, and GoN programmes to ensure synergy and avoid duplication.
- Ensuring that partner NGOs report to LRP on time and with quality.
- Assist PMU in the design and conduct of Livelihood Assessments

Qualifications and Experience

- Masters degree in Sociology, Anthropology, Political Science, or Economics.
- The candidate should have at least 7 years experience in community level development work with strong social mobilization components.
- Proven ability to develop training packages in social mobilization
- A sound understanding of the sustainable livelihoods framework
- A sound understanding of socio-cultural, political and economic issues of the project districts, and ability to analyze them

- Excellent interpersonal and communication skills.
- Past experience of working in the project districts would be an added advantage.
- Past experience of mentoring would be an added advantage.
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset.

Language: Excellent written and spoken English and Nepali. Ability to speak at least one of the languages spoken in the Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required.

3. Post Title: **Community Infrastructure Development Specialist**
Proposed Level: **SB 4**
Project: **Livelihoods Recovery for Peace (LRP) Project**
Duty Station: A Central Tarai District with frequent travel to other project districts
Duration: Service contract issued annually

Duties and Responsibilities

Under the supervision and general guidance of the National Project Manager (NPM), the Community Infrastructure Development Specialist (CIDS) will be responsible for providing oversight to the community infrastructure development component of LRP. More specifically, the CIDS shall be responsible for the following areas.

- Providing guidance to the partner NGOs undertaking the social mobilization especially in the identification of community infrastructure needs
- Working with LRP's other thematic experts to ensure proper and effective sequencing of support provided to the community vis-à-vis support to community infrastructure and other needs
- Assist in the standardization of technical designs and manuals to ensure consistencies across the project districts and maintain coherence with those of the practices of other development partners in the districts
- Assess and build capacities of the Local Development Fund (under DDC), NGOs and other agencies entrusted by the Project to implement community infrastructure works
- Assist PMU in the selection of projects and/or identification of criteria for selecting projects for funding
- Undertake monitoring visits to ensure quality and timely completion of community works
- Undertake regular assessment of the efficiency and effectiveness of the technical service delivery mechanism and recommend improvements

Qualifications and Experience

- The candidate will have degree in civil engineering.
- The candidate should have more than 7 years experience in rural infrastructures and having worked full time with duty station in districts.
- A sound understanding of the sustainable livelihoods framework
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset;
- Excellent interpersonal and communication skills;
- Results oriented, forward thinking, and problem solving skills;
- Ability to deliver in a complex and hardship environment.

Language: Excellent written and spoken English and Nepali. Ability to speak at least one of the languages spoken in the Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required.

4. Post Title: **Monitoring and Evaluation Specialist**
Level: SB 4
Duty Station: Central Tarai district with frequent visits to other programme districts
Project: Livelihoods Recovery for Peace (LRP)
Duration: Service contract will be issued annually.

Duties and Responsibilities

Under the supervision of the National Project Manager, the Monitoring and Evaluation Specialist (MES) will be responsible for the development and implementation of monitoring and evaluation plans. More specifically, MES will be responsible for the following:

1. Prepare monitoring processes and guidance notes for the project staff.
2. Develop disaggregated indicators for the effective implementation of the project and support in the development of annual and quarterly work plans especially in relation to setting the targets and indicators.
3. Supervise and provide guidance to the Management Information System Associate on designing the MIS system for the project as well as populating it.
4. Develop tools and formats, in collaboration with the Management Information System Associate, to collect data from the field so that all activities supported by the project are well documented and inputs and beneficiaries continuously tracked to measure results.
5. Prepare formats for field visit reports for project staff.
6. Collect data and provide inputs to prepare progress reports from program districts, partner organizations, and project staff as per UNDP's requirements; work closely with the Communications Specialist to finalize reports (i.e. progress reports, donor reports, etc.)
7. Support the National Project Manager and other staff by providing updated data and information.
8. Train project staff on monitoring and orient them on UNDP's requirements on data collection, sex and social group disaggregation, and reporting requirements.
9. Provide inputs to finalize the Monitoring and Evaluation Framework for the project with support from UNDP.
10. Assist other professional staff in preparing the monitoring indicators in relation to objectives, outputs and activities as defined in the project's Monitoring and Evaluation Framework.
11. Oversee the preparation and implementation of baseline studies, VDC and community level participatory assessment, data analyses, report preparation, and proper dissemination of these reports to stakeholders.
12. Draft TORs for review, evaluations, assessments, etc. as well as draft TORs of consultants for these tasks as per the need of the project to track results, and ensure that the evaluations, reviews, assessments are conducted properly and the reports are of good quality.
13. Monitor the project activities from gender and social inclusion perspective and provide timely feedback to all staff and partner organizations.
14. Coordinate with VDCs and DDCs to ensure that the data collected by this project is fed to the VDC and DDC level planning processes.
15. Undertake field monitoring visits frequently
16. Prepare quarterly analysis of all field monitoring reports submitted by project staff or forwarded from UNDP to highlight key issues
17. Supervise and support the MIS Associate and analyze data from all project districts and for all project outputs on a quarterly basis to feed into the progress reports
18. Perform any other duties assigned by NPM as per need of the project.

Education

- Masters Degree in Rural Development, Sociology, Anthropology, Agriculture, Forestry, Economics, Statistics, and other relevant field.
- Must have sound knowledge and proven skills of quantitative and qualitative data analysis.

Experience:

- 5 years of experience in project monitoring and evaluation,
- Proven experience of developing monitoring systems for development projects.
- Proven ability to produce analytical reports with quantitative data analysis
- Proven ability to organize and present information in an effective manner
- Familiarity with sustainable livelihoods issues and conflict-sensitive development approaches needed
- Sound knowledge of gender and social inclusion issues and analysis
- Good writing skills.

Computer Skills: S/he must be well versed in MS Word, Excel, Access, PowerPoint and Nepali language typing.

Language: S/he must be fluent in both spoken and written Nepali and English languages. Knowledge of at least one of the local languages spoken in Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu and other languages) is required.

5. Post Title: Communications Officer

Level: SB 4

Duty Station: Central Tarai district with frequent visits to other programme districts

Project: Livelihoods Recovery for Peace (LRP)

Duration: Service contract will be issued annually.

Duties and Responsibilities

Under the supervisions of the National Programme Manager, the Communications Specialist will be responsible for the development and implementation of communications strategy and plans. More specifically, the Communications Specialist will be responsible for the following:

1. Prepare annual communications plan for the project and oversee its implementation.
2. Manage the production of audio/video materials, photo gallery, facts and figures on project in collaboration with project colleagues,
3. Design, oversee and update the project website in consultation with UNDP's Communications Officer,
4. Document lessons learned on a continuous basis for proper documentation and communication of the project's inputs, processes, and results,
5. Prepare brochures, manuals, information booklets, posters, best practices, and other knowledge products in Nepali, English, and local languages, if needed, and to effectively disseminate information on project's objectives, focus, approaches and achievements,
6. Support the NPM and other professional staff in the area of communications, dealing with the press, organizing communications events, etc.,
7. Engage with the local, national and international media (print, radio, television, internet) to disseminate information about the project and its achievements,
8. Prepare all reports—including progress reports, annual reports, donor reports—with support from the M&E Specialist and other professional staff, and disseminate them,

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9. Support professional staff when preparing materials and events for advocacy, information, education, and communication in themes supported by this project
 10. Liaise with the Communications Officer in UNDP Country Office to ensure that UNDP's policies related to communications are properly followed.

Qualification and Competencies

- Bachelor's degree in any social sciences or humanities
- At least 4 - 6 years of experience in journalism, report writing, editing
- Proven ability to write good quality reports in English
- Proven ability to put together brochures, newsletters, posters, and other communication materials in English and Nepali
- Good knowledge about Nepal's media
- Fluent in English and Nepali (oral and writing skills is a must)
- Excellent public relations skills
- Excellent translation skills
- Good photography and editing skills (able to handle camera, video camera)
- Ability to use design softwares such as Pagemaker/Publisher, Powerpoint, Photoshop, to supervise the design of project website, and to update/manage the website.
- Able to work effectively in a multi-cultural and diverse team
- Ability to communicate in languages spoken in the Tarai will be an added advantage

6. Post Title: Administration and Finance Officer (AFO)
Proposed Level: SB 4
Project: Livelihoods Recovery for Peace (LRP) project
Duty Station: A Central Tarai district with frequent travel to programme districts
Duration: Service contract will be issued annually with possibilities of extension.

Duties and Responsibilities:

Under overall guidance and direct supervision of the National Project Manager (NPM), the AFO will be responsible for all following administration and finance functions for the implementation of the project:

1. Oversee the overall financial and administrative management of the project
2. Maintain complete set of books of account according to the principle of accounting and update it on daily basis. Also keep record of the disbursement made from UNDP on behalf of the project. Ensure accuracy of supporting documents.
3. Follow up on the activities and monitor advance balances of resource disbursed, verify availability of funds for project activities and recommend for changes in budget line if needed. Draft budget for budget revision.
4. Prepare vouchers and process payments for all the financial transaction and also process payment request to UNDP country office.
5. Prepare and submit periodic financial reports to UNDP
6. Provide support to prepare annual and quarterly work plans and budgets in consultation with the NPM and other project team members
7. Verify Combine Delivery Report (CDR) for Certification.
8. Manage annual audit exercise, prepare audit follow-up action plans, and ensure that the action plan is implemented.

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9. Conduct analysis of project budget allocation and expenditure from a gender and social inclusion perspective under the guidance of the NPM and Gender and Social Inclusion Specialist
 10. Oversee the financial and administrative management of district programmes, including internal audit (if needed).
 11. Prepare monthly shadow budget for tracking the delivery of the programme.
 12. Oversee the contracts with implementing partners including governmental, non-governmental, and community-based organizations as well as with service providers for the project.
 13. Ensure the compliance of all the provisions of guidelines regarding personnel management, procurement, sub contract and financial management
 14. Provide logistical support to organize Project Board meetings, Procurement and Recruitment Committee meetings, workshops, trainings, seminars, etc.
 15. Prepare annual human resources and procurement plans and implementing them.
 16. Keep completed personnel files and records such as leave record, attendance record and contracts.
 17. Backstop, monitor and provide training to the field based programme and finance/administrative staff as well as implementation partners in the areas of financial and administrative arrangements, monitoring and reporting.
 18. Draw up specifications for the equipment required for procurement as per guidelines; maintain and update an inventory and ensure proper operation, maintenance and appropriate distribution of such equipment
 19. Keep records on non-expendable equipments (NEE), conduct physical verification at least once a year and prepare annual physical verification report of NEE to be submitted to UNDP CO.
 20. Manage all correspondence related to administration and finance
 21. Conduct frequent field visits for monitoring and supervision.
 22. Provide technical assistance to implementing partners including government agencies, NGOs and CBOs in financial management.
 23. Oversee the usage and maintenance of all equipments including vehicles.
 24. Supervise other support staff (Secretary, Office Assistant, Messengers, Drivers, Guards, etc.).
 25. Carry out any other responsibility assigned by the NPM and support other activities as required by the project management.

Qualifications and Experience

- a) Masters degree in business administration, finance, accounting with 3 years of relevant experience.
- b) Hands-on experience with UN or similar development programme or reputed private organization.
- c) Should possess an excellent financial accounting including auditing and reporting as well as exposure in administration of project.
- d) Must have excellent skills in computers (Windows, Word, Excel, Power Point); should be able to operate financial packages independently.
- e) Must have independent auditing skills.
- f) Must have excellent written and spoken command of English and Nepali.
- g) Knowledge of languages spoken in the Tarai would be an asset.
- h) Knowledge of ATLAS and experience of having used it would be an asset.
- i) Knowledge of UNDP's rules and regulations related to administration and finance as well as other business processes would be an advantage.

7. Position: Management Information System Associate (MISA)

Project: Livelihoods Recovery for Peace (LRP)

Proposed Level: SB 3

Duty Station: A Central Tarai district

Duration: Service contract will be issued annually

Duties and Responsibilities:

Management Information System Associate will report to the Monitoring and Evaluation Specialist under the overall guidance of the National Project Manager.

1. Design and upgrade an MIS system for LRP with guidance and inputs from the Monitoring and Evaluation Specialist and in line with UNDP's Gender and Social Inclusion sensitive Monitoring Information System (GSI-MIS).
2. Develop a User Guide/Manual for the database with guidance from M&E Specialist.
3. Conduct orientation on MIS database to all project staff responsible for project implementation.
4. Assist the M&E Specialist to develop appropriate formats and tools for implementing partners to collect and report data to LRP.
5. Assist the M&E Specialist too orient implementing partners on formats, data needs, data compilation from the field, etc.
6. Populate MIS with data from the field on regular intervals.
7. Monitor, evaluate and follow up the use and results of MIS system at all levels as regular technical support.
8. Provide data and information to the M&E Specialist, NPM and other professionals for producing monthly, quarterly, and annual reports including donor reports as per the need of the programme.
9. Provide regular updated facts and figures in table, graphs, and charts as per need to feed into the project website, brochures, booklets, newsletters, and presentations.
10. Prepare softwares to create a database for the data collected from the household survey, VDC level participatory assessments, and district level secondary data.
11. Work closely with teams hired by the project to conduct surveys, assessments, reviews, and evaluations.
12. Review specifications for hardware procurement, software programming, installation, training, operating manuals and maintenance.
13. Develop different softwares as per the need of the programme.
14. Design an Intranet for all major programme documents, reports, manuals, communications and knowledge products produced by the project in coordination with Monitoring and Evaluation Specialist.
15. Assist the Monitoring and Evaluation Specialist to oversee the development of project website and update it regularly.
16. Provide technical support in computer systems to all project staff.
17. Perform any other duty assigned by project management.

Qualification and Experience

- Bachelors degree in Information Technology.
- Five years of strong professional experience in management information system
- Experience working in development projects required.
- Experience in livelihoods related project would be an advantage.
- Typing skills in Nepali language would be essential.

Language

Fluency in both spoken and written Nepali and English languages is required. Knowledge of languages spoken in the Central Tarai would be an advantage.

8. Post Title: District Programme Coordinator (one in each project district)

Level: SB 3

Duty Station: One of the Central Tarai Districts (Mahottari, Sarlahi or Rautahat)

Project: Livelihoods Recovery for Peace (LRP) Project

Duration: Service contract will be issued annually.

Duties and Responsibilities

Under the supervision of the National Project Manager and guidance from thematic specialists, the District Programme Coordinator (DPC) will be responsible for providing oversight and coordination over the implementation and facilitation of LRP activities in the district. As there will be a handful of implementing partners (both government and non-government) in a district, DPC will be responsible to ensure that they implement the activities on time, with quality, and follow the procedures properly. More specifically, the District Programme Coordinator will be responsible for the following:

- Facilitate the implementation of the entire program in the district by working very closely with the implementing partners, thematic specialists in the Project Management Unit (PMU), and stakeholders at district, VDC and community levels.
- As the focal point for all the implementing partners (e.g. NGOs, district line agencies, etc.) in the district, coordinate the different activities of these diverse agencies and provide a platform for bringing synergy and knowledge sharing,
- Liaise with the respective thematic specialists at PMU for their guidance and technical oversight,
- Support PMU in the formulation of district work plans in consultation with DDC and other relevant district stakeholders
- Function as the member secretary of (or Project's representative in) the District Livelihoods Coordination Committee convened by the DDC chair
- Assist in identifying implementing partners for various activities in the district.
- Disseminate data, information and reports LRP generates within the project district.
- Establish and maintain effective networks with all stakeholders including the District Development Committee (DDC), partner district line agencies like District Forest Office (DFO), District Agriculture Office (DAO), Women Development Office (WDO), political parties, NGOs, the media, UN agency-supported projects, and other livelihoods projects in the district.
- Assist the Office of the District Development Committee (DDC) to use the data and information generated by LRP on livelihoods in the development of its periodic plans and annual plans.
- Support the DDC board in prioritization of livelihoods project proposals.
- Support the DDC in coordinating with the Local Governance and Community Development Programme (LGCDP) and other GoN programme in order to avoid duplication and to strengthen complementarity between LGCDP, other GoN programmes and LRP.
- Provide technical support wherever possible in the areas of community mobilization, assessing community needs, and designing interventions for the communities (e.g. community infrastructure, energy services, income generating activities, etc.).
- Ensure and facilitate public audits at the communities as a way of participatory monitoring of LRP activities especially for community infrastructure projects but also other types of support.
- Conduct monitoring visits and provide feedback to the PMU.
- Assist in conducting capacity assessments of DDCs and VDCs as well as mapping of existing service providers and their extent of outreach in the project district in the area of livelihoods.
- Collect and compile reports from all implementing partners on a quarterly basis and report to PMU
- Assist PMU in preparing lessons learned and best practices documents, annual reports, donor reports by providing inputs from district's activities.

Qualifications and Experience:

- Bachelors degree required in Rural Development, Sociology, Anthropology, Economics, Political Science, and other relevant areas.
- At least 5 years of work experience in community development work.
- Proven ability to facilitate multiple partners and liaise with stakeholders at all levels
- Proven skills in establishing and maintaining networks and good relations with government, non-government and political entities
- Good knowledge of the socio-economic, political and cultural context of the project districts.

Languages: Ability to speak at least one of the local languages (Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required. Good written and spoken English and Nepali.

9. Post Title: Livelihood and Recovery Advisor
Proposed level: P4 International
Project: Livelihood Recovery for Peace (LRP) Project
Duty Station: A Central Tarai District with frequent travel to other project districts
Duration: One year

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihood assessments, strategy development, and implementation processes. Livelihoods recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

Duties and Responsibilities

The Livelihood and Recovery Advisor (LRA) will work closely with the National Project Manager (NPM) and the entire Project Management Unit (PMU) on a day-to-day basis and report to the Assistant Resident Representative of the Pro-poor Policy and Sustainable Livelihood Unit of UNDP Nepal Country Office.

The Livelihood and Recovery Advisor (LRA) will be responsible for providing technical advice especially in designing effective livelihoods interventions, carrying out policy analysis, and in setting up strong result-based monitoring systems for LRP. More specifically, LRA will be responsible for the following:

Livelihoods Assessment/Evaluation and Capacity Building

- Designing the baseline survey including identifying the quantitative survey methods to be applied, designing the sample and questionnaire, and providing technical oversight when this survey is conducted,.
- Providing technical inputs to designing the database for the survey data with support from the Management Information System Associate of LRP,
- Analyzing the survey data and writing reports on baseline survey for all project districts,
- Developing indicators for the baseline survey as well as other livelihood assessments to be carried out by LRP,
- Supporting the Monitoring and Evaluation Specialist for LRP to develop a strong monitoring and evaluation system so that LRP will be able to track and report on results,
- Setting up a good base that will support mid-term evaluation as well as an end line survey of LRP so that project's outputs, outcomes and impacts can be evaluated and results documented with quantitative as well as qualitative evidence,
- Build capacity of UNDP's Pro-poor Policy and Sustainable Livelihood Unit, the Monitoring and Evaluation team in UNDP, and the LRP team on designing baseline and end line surveys, carrying out assessments, and setting up mechanism at project level to track results and do results-based reporting.

Policy work and innovative initiatives

- Supporting LRP to design and conduct the micro-macro linkage studies and stocking of policies that affect livelihood.
- Providing technical advice to the NPM and other thematic specialist in designing appropriate and innovative livelihood and community development initiatives to respond to the needs identified by the livelihood assessments
- Sharing best practices from around the world in livelihood.
- Supporting the National Project Manager to coordinate with other donor-funded projects in the project districts

Resource Mobilization

- Developing a resource mobilization strategy for LRP
- Mobilizing resources for LRP

Qualifications and Experience

- Ph.D in Economics, Sociology, Agriculture, or other fields directly related to livelihoods
- Strong and proven skills on designing and conducting surveys, assessments, and evaluations that require quantitative analysis,
- Strong and proven skills and knowledge of statistical and econometric techniques used in evaluation,
- The candidate should have at least 10 years experience in livelihood related research, advisory work on project formulation and/or community development project implementation.
- At least 2-3 years of work experience in the South Asian context is required; experience in Nepal preferred.
- Proven ability to provide training in the area of baseline and evaluation using quantitative data.
- Proven ability to mobilize resources for development projects.
- Proven ability to work both at policy and field level.
- Excellent interpersonal and communication skills.
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset.

Language: Excellent written and spoken English. Ability to communicate in Nepali would be a strong advantage.

10. Post Title: Agriculture Specialist
Project: Livelihood Recovery for Peace (LRP)
Duty Station: A Central Tarai District with frequent travel to other project districts
Duration: Service contract issued annually

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihood assessments, strategy development, and implementation processes. Livelihood recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes on health and education being developed and/or implemented. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

Duties and Responsibilities:

Under the supervision of the National Project Manager, the Agriculture Specialist (AS) will be responsible for supporting LRP to effectively respond to communities' agriculture-based livelihood needs. More specifically, the Agriculture Specialist will be responsible for the following:

- Supporting the communities and households to identify their livelihood needs related to food security and agriculture-based income generation.
- Pilot organic farming in select areas within the district through the involvement of farmers' groups and gradually promote organic farming to a larger area;
- In liaison with district agricultural offices, and ensure use of high value superior germplasm of major crops
- Ensure mechanism to engage poor and the landless farmers into cash crop farming or vegetable cultivation in lease lands
- Support to establish community seed banks to store superior quality seeds of the local varieties and proven hybrids that can be used for normal planting or re-planting during emergencies such as floods and droughts
- Liaison with the district livestock and veterinary offices to design and implement livestock promotion activities for income generation and ensure effective veterinary services provided to protect them from diseases

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- Ensure community extension and awareness activities carried out with follow up implementation of livestock promotion, organic farming, control of common livestock diseases,
 - Liaison with appropriate research institutions and government agencies to aware the local community about incidence of epidemics and method of control and promote use of local varieties of crops and animals.
 - Designing income generating and micro-enterprise development activities that are based on agriculture and livestock, poultry, bee-keeping, seri-culture, fishery etc.
 - Exploring and supporting larger scale agriculture-based enterprise activities such as herb cultivation and processing, fisheries, commercial farming of crops and vegetables, etc.
 - Work with district line agencies such as agriculture and irrigation offices to identify areas of irrigated and non-irrigated land currently under agriculture practices, and develop plan to extend various irrigation schemes/facilities to the reach of the farmers, particularly the poor farmers;
 - Designing and supporting agriculture-based livelihood activities feasible along the river flood plains where soil conditions are relatively poor, to be done by communities living along the rivers/rivulets to help them generate additional income while becoming resilient to flood damages through plantation, etc..
 - Providing training/orientation to communities and households on sustainable agriculture-based income generation, appropriate technology, new techniques, agricultural inputs, etc.
 - Identifying agriculture-based products that have market potential within and outside the project districts and providing inputs to produce and promote those products.
 - Find ways to increase agricultural productivity through developing farmers' co-operatives
 - Develop appropriate models of agro-forestry to increase on-farm income in both short and long terms as well as provide safety to the farmlands from possible damage of floods and landslides;
 - Work with line agencies and other partners to ensure quality extension services and agricultural inputs are provided to the farmers on priority basis
 - Identifying effective local partners to implement agriculture-based income generation and other activities.
 - Identify local agro-biodiversity resources; develop and implement plan for in-situ conservation and marketing the products.
 - Promoting local women and youth and their community-based organizations as local experts/resources to provide technical support to communities/households in agriculture and livestock.
 - Building linkages and coordinate with the Ministry of Agriculture and Cooperatives, the District Agriculture Development Office, other UN agency and donor-supported projects that support agriculture-based livelihood in the project districts.
 - Conducting field visits to monitor LRP's support in agriculture and livestock.
 - Providing guidance and support to the District Project Coordinator in the area of agriculture-based livelihood support from LRP.
 - Documenting LRP's work in this area with support from the Communications Officer.
 - Working closely with other thematic specialists in the project team to ensure that there is proper sequencing of LRP's support to the communities and households given the identified needs.

Qualifications and Experience

- Masters degree in Agriculture.
- The candidate should have at least 5-7 years experience in agriculture and livestock related work in rural Nepal, preferably in the Tarai.
- Proven ability to develop training packages in agriculture-based income generating activities.
- Proven ability to design and implement agriculture-based income generating and micro-enterprise initiatives to both land-holding and landless families.

- Sound knowledge of appropriate technology, farming practices and patterns, support systems and their availability,
- Sound understanding of the sustainable livelihoods framework.
- Solid understanding of socio-cultural, political and economic issues of the project districts, and ability to analyze them would be an asset
- Excellent interpersonal and communication skills.
- Past experience of working in the project districts would be an added advantage.
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset.

Language: Excellent written and spoken English and Nepali. Ability to speak at least one of the languages spoken in the Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required.

11. Post Title: Environment and Natural Resource Management Specialist (ENRMS)
Proposed Level: SB 4
Project: Livelihood Recovery for Peace (LRP)
Duty Station: A Central Tarai District with frequent travel to other project districts
Duration: Service contract issued annually

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihood assessments, strategy development, and implementation processes. Livelihood recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes on health and education being developed and/or implemented. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

Duties and Responsibilities

Under the supervision of the National Project Manager, the Environment and Natural Resource Management Specialist will be responsible for supporting LRP to effectively respond to communities' environment and natural resource-based livelihood needs. More specifically, the Environment and Natural Resource Management Specialist will be responsible for the following:

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- Supporting the communities and households to identify their livelihood needs related to environment and natural resources.
 - Exploring, designing and supporting larger scale environment and natural resources-based activities such as managing existing forests, rehabilitating degraded environmental resources, river training and plantation activities to mitigate flood, reforestation, and watershed management, with the objective of protecting the environment while creating short-term and long-term employment.
 - Identify critical forest and wetland ecosystems, biological corridors, conservation areas and seed production areas across the landscape, and develop and implement plan to conserve them.
 - Provide guidance to LRP in design of income generating and micro-enterprise development activities based on sustainable use of forests and natural resources;
 - Identify priority energy schemes at the district level (or across the districts) and work together with DDCs/DEES to plan and implement such schemes.
 - Develop linkages with district line agencies and DDC to support develop environment friendly infrastructure projects; and ensure sustainable harvest of natural resources;
 - Support LRP to identify communities' and households' energy needs, and design appropriate initiatives to increase their access to alternate and clean energy sources.
 - Overseeing the Youth Environment Corps for youth employment initiative within LRP;.
 - Build linkages with academic institutions, training institutions, NGOs, and other government and non-government organizations for effective implementation of environment conservation activities creating short-term employment and building skills in local youth.
 - Providing training/orientation to communities and households on sustainable natural resource management, alternative energy promotion, and disaster risk reduction.
 - Identifying forests and natural resource-based products that have market potential within and outside the project districts and providing inputs to produce and promote those products.
 - Promoting local women and youth and their community-based organizations as local experts/resources to provide technical support to communities/households in environment, natural resource management, and disaster risk reduction.
 - Building linkages with the district level institutions - government line agencies such as district forest office, soil conservation offices, and other actors such UN Agencies, I/NGOS and others and develop synergistic partnership with them in implementation of various soil conservation, community and private plantations, watershed and forest management activities
 - Identify opportunities for north-south linkages along the main river/sub-river basins and collaborate with government and other non-government partners to develop and implement plan for sustainable river management, and risk reduction activities
 - Identify vulnerable communities and infrastructure at risk from landslide and flood hazards; and develop and implement plan to mitigate the risks
 - Co-ordinate with the Ministry of Environment, Ministry of Forestry and Soil Conservation, UN agency and other donor-supported projects and programmes that support environment-based livelihood promotion activities in the project districts.
 - Conducting field visits to monitor LRP's support in promoting environment and natural resource based livelihoods.
 - Providing guidance and support to the District Project Coordinator in the area of environment and natural resource based livelihoods support from LRP.
 - Documenting LRP's work in this area with support from the Communications Officer.
 - Working closely with other thematic specialists in the project team to ensure that there is proper sequencing of LRP's support to the communities and households given the identified needs.

Qualifications and Experience

- Masters degree in Forestry, Environmental Science, Environmental Engineering, Soil Science, Natural Resource Management, and other related fields.
- The candidate should have at least 5-7 years experience in environment and natural resource based related work in rural Nepal, preferably in the Tarai.
- Proven ability to develop training packages in environment and natural resource based income generating activities.
- Proven ability to analyze environmental issues and problems and design sustainable interventions
- Proven ability to co-ordinate with district line agencies, DDC, UN Agencies and other partners
- Sound knowledge of environmental issues of the central Tarai
- Sound knowledge of natural disaster issues of central Tarai and ways to mitigate them
- Sound understanding of the sustainable livelihoods framework.
- Solid understanding of socio-cultural, political and economic issues of the project districts, and ability to analyze them would be an asset
- Excellent interpersonal and communication skills.
- Past experience of working in the project districts would be an added advantage.
- Experience and knowledge of UNDP policies and procedures and experience from previous UN assignments and/or multilateral banks and bi-lateral aid organizations would be an asset.

Language: Excellent written and spoken English and Nepali. Ability to speak at least one of the languages spoken in the Tarai (e.g. Maithali, Bhojpuri, Awadhi, Tharu, etc.) is required.

12. Post Title: Programme Associate
Proposed level: SB 3
Project: Livelihood Recovery for Peace (LRP) Project
Duty Station: Kathmandu
Duration: Contract issued annually

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihood assessments, strategy development, and implementation processes. Livelihoods recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

As the PMU will be located in one of the project districts, there is a need to have a support staff in Kathmandu to support LRP and UNDP in facilitating the administrative and financial processes related to procurement, recruitment, logistics, Atlas related work, etc.

Duties and Responsibilities

The Programme Associate will report to the National Project Manager but will work closely with the Programme Officer at UNDP Country Office on a day-to-day basis to facilitate various administrative, financial, and programme implementation related operational and logistical processes. More specifically, the Programme Associate will be responsible for the following:

Support for project management and implementation:

- Assist the National Project Manager (NPM) and the project team in the development of project work-plans including Annual and Quarterly Plans with particular attention to Human Resource and Procurement plans;
- Support the timely and effective implementation of HR and procurement plans by preparing all necessary documents as per UNDP rules and supporting the HR and Procurement units at UNDP,
- Undertake quality assurance of project procurement i.e. technical bids, financial bids, proposals and contracts;
- Provide support to resource mobilization by analyzing information on donors, preparation of donors' profiles and their country strategy papers,
- Support in gathering information on other donor-funded or UN agency projects that are potential partners for LRP,
- Support the NPM to update various logs in Atlas and to keep the project dashboard updated,

Administrative and logistical support:

- Support in drafting internal and external correspondence especially related to procurement, recruitment, resource mobilization, partnership building, etc.
- Support in organizing workshops, seminars, trainings including arrangement for venue, logistics, transportation and documentation of events if they are organized in Kathmandu;
- Arrange external and internal meetings (including the meetings of government and donors) for LRP in Kathmandu with government, non-government, academia, donors, NGOs, UN agencies, and other potential partners and stakeholders, and maintain minutes of all project related meetings;
- Provide logistical support in organizing the Project Board meeting if and when they are organized in Kathmandu.
- Ensure all project related materials are properly documented and easily accessible;
- Maintain a filing system for LRP in Kathmandu.

Financial management support:

- Assist in drafting Letter of Agreements, Memorandum of Understandings, Cost-sharing agreements, Contracts with implementing partners, and other such documents as per UNDP's rules, regulations, and formats.
- Assist in managing the various contracts with implementing partners—government entities, NGOs, UN agencies, etc.
- Provide training to implementing partners in UNDP's rules and regulations related to financial management, audit, reporting, and project implementation.
- Assist in doing budget revisions as and when required

- Assist in preparing quarterly financial reports and entering them into Atlas
- Provide support to monitor budget expenditures as per approved budget
- Assist in preparing for project audit and in responding to audit queries, UNDP CO and Government queries related to project budget, financial resources and expenditures;
- Provide backup to project Administration and Finance Officer as and when required,
- Undertake other financial and administrative tasks assigned by the supervisor.

Qualification and Experience

- Bachelors degree in management, finance, accounting, administration, or human resource management.
- At least 7 years of work experience in administration and finance.
- Proven ability to work with multiple partners such as the Government, NGOs, local government, UN agencies, etc.
- Knowledge of project planning, project finance, and project management procedures that UNDP follows will be a strong asset.
- Experience in working with UN/UNDP is a strong advantage.
- Knowledge of Atlas will be a distinct asset.
- Ready to work independently, under pressure and tight deadlines.
- Good understanding of the socio-economic, cultural and political contexts of project districts (Mahottari, Sarlahi, Rautahat)l.
- Excellent knowledge of computer including Ms Office, spreadsheets.
- Proficiency in English both reading and writing is essential.

13. Post Title: **Administrative and Finance Assistant**
Proposed Level: **SB 2 or 3 (to be classified)**
Project: **Livelihood Recovery for Peace (LRP) project**
Duty Station: A Central Tarai district
Duration: Service contract issued annually

Background

The overall objective of this integrated, area-focused, project is to contribute to local peace building and restoring the foundations for sustainable livelihoods initially in Central Tarai districts. The focus is on improving household/community livelihoods and local economic recovery, enhancing social cohesion, strengthening VDC and district level local government and non-government institutions for supporting livelihoods initiatives, and empowering women. Because of the negative impacts of disasters and conflicts in Nepal, the programme pursues its goal through a disaster risk and conflict prevention lens, whereby conflict and hazard mapping are at the core of the livelihoods assessments, strategy development, and implementation processes. Livelihoods recovery initiatives will be used to create platforms to bring communities together to promote social harmony and peace.

The programme will target mainly women, youth, conflict-affected, poor, and other socially excluded and disadvantaged communities and households. It will link and complement other UN and UNDP projects on micro-enterprise development, rural energy services, community-based disaster risk management, conflict mediation, and other related programmes on health and education being developed and/or implemented. It will also complement and build linkages with GoN's Local Governance and Community Development Programme. The project activities shall be implemented in collaboration with local government, relevant district line agencies, NGOs, CBOs, and community organizations in the form of youth clubs, women's groups, user groups, etc. and monitored and administered by a team of technical experts.

Duties and Responsibilities:

Under the overall guidance of the National Project Manager (NPM) and under the direct supervision of the Administrative and Finance Officer (AFO), the Administrative and Finance Assistant will be responsible for all following functions:

- Assist the AFO to prepare vouchers and process payments for financial transactions and also process payment request to UNDP country office.
- Assist in preparing for annual audit exercise
- Assist the AFO to manage the contracts with implementing partners including governmental, non-governmental, and community-based organizations as well as with service providers for the project.
- Assist the AFO to manage petty cash
- Provide logistical support to organize Project Board meetings, Procurement and Recruitment Committee meetings, workshops, trainings, seminars, etc.
- Keep completed personnel files and records such as leave record, attendance record and contracts.
- Maintain and update an inventory and ensure proper operation, maintenance and appropriate distribution of such equipment
- Assist in keeping records on non-expendable equipments, conduct physical verification at least once a year and prepare annual physical verification report
- Manage and keep a log of all official correspondence
- Assist the AFO to provide technical assistance to implementing partners including government agencies, NGOs and CBOs in financial management.
- Assist in maintaining all equipments including vehicles.
- Provide secretarial support to the NPM and other LRP staff.
- Manage the front desk.
- Conduct monitoring visits.
- Carry out any other responsibility assigned by the supervisor.

Qualifications and Experience

- Bachelors degree in business administration, finance, accounting with 3 years of relevant experience.
- Should possess a good financial accounting skills.
- Must have excellent skills in computers (Word, Excel, Power Point)
- Must have experience providing administrative and logistical support.
- Must have good written and spoken command of English and Nepali.
- Ability to type in Nepali is required.
- Knowledge of languages spoken in the Tarai would be an asset.

14. Post Title: Driver
Proposed level: SB 1
Project: Livelihood Recovery for Peace (LRP)
Duty Station: A central Tarai district (Mahottari, Sarlahi, Rautahat)
Duration: Service contract issued annually

Duties and Responsibilities:

Under the guidance of the National Project Manager (NPM) and direct supervision of the Administrative and Finance Officer (AFO), the Driver will be responsible for the following:

- Operate and maintain assigned vehicles
- Report all maintenance requirements to concerned staff, and maintain a daily trip log book

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- Assure regular and timely check up and smooth operation of assigned vehicle(s)
 - Assist in renewal of registration and other aspects of official requirements for vehicles
 - Able to perform extra time duty as per the requirement of the office
 - Abide by the guidelines on vehicle use, operation and its security
 - Carry out other tasks as directed by the NPM and other staff of LRP

Qualification and Experience:

- A secondary level education
- Must have at least three years of driving experience in Tarai districts including interior parts
- Must have self-discipline and must be aware of all rules and regulations related to driving and vehicle registration.
- Good knowledge of basic vehicle maintenance is required.
- Priority will be given to drivers who can speak at least of the local languages of the Tarai (Maithali, Bhojpuri, Awadhi, Tharu, etc.)

15. Post Title: Messenger
Proposed level: SB 1
Project: Livelihood Recovery for Peace (LRP)
Duty Station: A central Tarai district (Mahottari, Sarlahi, Rautahat)
Duration: Service contract issued annually

Duties and Responsibilities:

The Messenger will report to the Administrative and Finance Officer and will be responsible for the following:

1. Deliver office documents to other organizations and offices
2. Operate machines such as fax, telephone, photocopier, etc.
3. Handle front desk office.
4. Support with logistics during meetings and workshops.
5. Clean office rooms and maintain sanitation in the office and office premises
6. Perform any other duty assigned by project management.

Qualifications:

- Secondary level or equivalent education
- At least 3 years experience in similar role in an office setting
- Must be able to operate office equipments such as fax machines, phones, photo copying, scanner, etc.
- Must be able to follow instructions.
- Experience in similar capacity at other international agencies will be a special advantage.

Language

S/he should be able to read, write and speak Nepali, and speak one of the languages spoken in the Tarai (Maithali, Bhojpuri, Awadhi, Tharu, etc.).