



Country: Nepal
Advance Authorization Document

UNDAF Outcome(s): National institutions, justice and security systems and local initiatives promote rule of law, reconciliation and inclusive and equitable recovery and reintegration

Expected CP Outcome(s): Programmes, strategies policies and systems that promote post conflict recovery

(Those that are linked to the project and extracted from the CPAP)

Expected CPAP Output(s): Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages

(Those that will result from the project and extracted from the CPAP)

Implementing partner: UNDP

[replace Implementing Partner by Executing Entity for non-CPAP countries]

Responsible Party: UNDP

The UNDP/Support to the Rehabilitation of Verified Minors and Late Recruits Project, the Implementing Partner for the project mentioned below, is hereby authorized to enter into commitments and incur expenditure in accordance with the attached budget.

This advance authorization will be superseded by the project document or revision document after its full signature, which will be accomplished within 60 days of the date of authorization

Programme Period: CPAP 2008 - 2010

CPAP Programme Component: Peace Building, Recovery and Reintegration

Project Title: Support to the Rehabilitation of Verified Minors and Late Recruits.

Atlas Award ID: 00060018

Start date: 3rd June 2010

End Date: 1st August 2010

PAC Meeting Date: Expert Group of UNPF/N discussed on this proposal on 27 April 2010

YYYY AWP budget:	2010
Total resources required	800,251
Total allocated resources:	800,251
• Regular (TRAC)	800,251
• Other:	
o Donor	_____
o Donor	_____
o Donor	_____
o Government	_____
Unfunded budget:	
In-kind Contributions	None

Note: The UN Peace Fund Nepal has agreed to fund this Project US\$ 9,349,660 which will cover the entire cost of the Project starting from 1st April 2010. The TRAC funds of US\$ 800,251 as mentioned above will be reimbursed to the Country Office once the fund is received from UN Peace Fund. The signed copy of the Pro-doc prepared for UNPF/N is attached.

Agreed by UNDP

Annual Work Plan 2010

Award ID: 00060018

Award Title: Support to the Rehabilitation of Verified Minors and Late Recruits

Duration: 1 June 2010 to 30 July 2010

CPAP output: Support provided to the Government to facilitate the implementation of the CPA

Related CP outcom Programmes, policies and systems that promote post conflict recovery

ANNUAL TARGETS	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET				
		Q1	Q2	Q3	Q4		Account code	Budget Description	Unit cost	No. of units	Amount
Discharge and Rehabilitation process of 4008 disqualified Maoist combatants facilitated (additional target)	List all activity results and associated actions (including key M & E actions) Activity Result 1: Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages Action: 1. Prepare individual rehabilitation option packages and offer to participants; 2. Promote access to employment and livelihood opportunities to the discharged combatants; 3. Provide counseling services to the participants; 4. Prioritize gender considerations rehabilitation services; 5. Offer rehabilitation packages to the participants.					UNDP	04000	Project staff salary-International (P4)	15197	2	30,394
		04000	International Consultants	26276	2		52,552				
		04000	Local Consultant	20000	2		40,000				
			Contractual Services-Individual (National Staff Salary)	20677	2		41,354				
			UNV's Salary (5 UNVs)	13500	2		27,000				
			Travel	1000	20		20,000				
			Contractual Services-Companies	99422	1		99,422				
			Materials & Goods	3000	2		6,000				
			Communication & Audio-visual Equipment	20	300		6,000				
			Office Supplies	500	2		1,000				
			Grants	1110	100		111,000				
			Miscellaneous expenses	1000	10		10,000				
										Sub-total	

ANNUAL TARGETS	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET					
		Q1	Q2	Q3	Q4		Sources of Fund	Account code	Budget Description	Unit cost	No. of units	Amount
(Start with CPAP Annual Targets, indicating (CPAP) in parentheses, then add additional Annual Targets)	List all activity results and associated actions (including key M & E actions) Activity Result 2: Communities are engaged in supporting the rehabilitation of the verified minors and late recruits. Action: 1. Public sensitization and information campaign designed and implemented. Action:2. Communities assisted in addressing socio-economic rehabilitation of verified minors and late recruits through engagement in related capacity building projects. Action: 3. Capacity strengthened for vocational training service providers to facilitate sustainable services to the broader community. Action: 4. Special gender considerations regarding the VMLRs and the broader community are prioritized. Activity Result 3: Programme Support					UNDP	04000	61300	International Project staff salary (P3-2 Staff)	27927	2	55,854
		04000	71300	Local Consultant	18500		2	37,000				
		04000	71600	Travel	1000		15	15,000				
		04000	72300	Materials & Goods	2000		2	4,000				
		04000	72400	Communication & Audio-visual Equipment	15		400	6,000				
		04000	72500	Office Supplies	2000		2	4,000				
		04000	72700	Hospitality/Catering	2000		1	2,000				
		04000	73200	Premises Alteration	8000		5	40,000				
		04000	74500	Miscellaneous expenses	2000		8	16,000				
				Sub-total				179,854				
				Local Project Staffs	5000		2	10,000				
				Equipment & Furniture (Other Equipment)	450		10	4,500				
				Equipment & Furniture (Transportation Equipment)	14143		7	99,001				
		Materials & Goods	1000	2	2,000							

ANNUAL TARGETS	PLANNED ACTIVITIES List all activity results and associated actions (including key M & E actions)	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET					
		Q1	Q2	Q3	Q4		Sources of Fund	Account code	Budget Description &	Unit cost	No. of units	Amount
							04000	72400	Communication & Audio-visual Equipment	1000	2	2,000
							04000	72500	Office Supplies	1000	2	2,000
							04000	71600	Travel	1000	6	6,000
						UNDP	00400	72400	Communication & Audio-visual Expenses	20	200	4,000
							04000	72800	Information Technology Equip	1500	2	3,000
							04000	73100	Rental & Maintenance of Premises	16587	2	33,174
							04000	73200	Premises Alteration	1000	5	5,000
							04000	73400	Rental & Maintenance of Other Equipment	400	5	2,000
							04000	74500	Miscellaneous expenses	600	5	3,000
									Sub-total			175,675
									TOTAL			800,251

Prepared by

Shantam Singh Khadka
2 June 2010

Shantam Singh Khadka
National Consultant, PBRU

Date:

Endorsed by

Michael James Brown

Michael James Brown
Head of PBRU

Date: 2 June 2010

Approved by

Anne-Isabelle Deguyse-Blancou

Anne-Isabelle Deguyse-Blancou
Country Director, UNDP

Date:



Annual Work Plan

Nepal - Kathmandu

Award Id: 00060018

Award Title: Support to the Rehab. of Verified Minors & Late Recruits

Year: 2010

Report Date: 1/6/2010

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget				
			Start	End		Fund	Donor	Budget Descr	Amount US\$	
00075334	Support to the Rehab. of Verif	1. Verified minors & late recruit			UNDP	04000	UNDP	61300	Salary & Post Adj Cst-IP Staff	30,394.00
					UNDP	04000	UNDP	71200	International Consultants	52,552.00
					UNDP	04000	UNDP	71300	Local Consultants	40,000.00
					UNDP	04000	UNDP	71400	Contractual Services - Individ	41,354.00
					UNDP	04000	UNDP	71500	UN Volunteers	27,000.00
					UNDP	04000	UNDP	71600	Travel	20,000.00
					UNDP	04000	UNDP	72100	Contractual Services-Company	99,422.00
					UNDP	04000	UNDP	72300	Materials & Goods	6,000.00
					UNDP	04000	UNDP	72400	Communic & Audio Visual Equip	6,000.00
					UNDP	04000	UNDP	72500	Supplies	1,000.00
				UNDP	04000	UNDP	72600	Grants	111,000.00	
				UNDP	04000	UNDP	74500	Miscellaneous Expenses	10,000.00	
				UNDP	04000	UNDP	61300	Salary & Post Adj Cst-IP Staff	55,854.00	
				UNDP	04000	UNDP	71300	Local Consultants	37,000.00	
				UNDP	04000	UNDP	71600	Travel	15,000.00	
				UNDP	04000	UNDP	72300	Materials & Goods	4,000.00	
				UNDP	04000	UNDP	72400	Communic & Audio Visual Equip	6,000.00	
				UNDP	04000	UNDP	72500	Supplies	4,000.00	
				UNDP	04000	UNDP	72700	Hospitality/Catering	2,000.00	
				UNDP	04000	UNDP	73200	Premises Alternations	40,000.00	
		UNDP	04000	UNDP	74500	Miscellaneous Expenses	16,000.00			
		UNDP	04000	UNDP	71400	Contractual Services - Individ	10,000.00			
		UNDP	04000	UNDP	71600	Travel	6,000.00			
		UNDP	04000	UNDP	72200	Equipment and Furniture	103,501.00			
		UNDP	04000	UNDP	72300	Materials & Goods	2,000.00			
		UNDP	04000	UNDP	72400	Communic & Audio Visual Equip	6,000.00			
		UNDP	04000	UNDP	72500	Supplies	2,000.00			
		UNDP	04000	UNDP	72800	Information Technology Equipm	3,000.00			
		UNDP	04000	UNDP	73100	Rental & Maintenance-Premises	33,174.00			
		UNDP	04000	UNDP	73200	Premises Alternations	5,000.00			
		3. Programme Support Cost								



Annual Work Plan

Nepal - Kathmandu

Award Id: 00060018

Award Title: Support to the Rehab. of Verified Minors & Late Recruits

Year: 2010

Report Date: 1/6/2010

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget				
			Start	End		Fund	Donor	Budget Descr	Amount US\$	
		3. Programme Support Cost			UNDP	04000	UNDP	73400	Rental & Maint of Other Equip	2,000.00
					UNDP	04000	UNDP	74500	Miscellaneous Expenses	3,000.00
TOTAL										800,251.00
GRAND TOTAL										800,251.00

UN Peace Fund for Nepal (UNPFN)

Expert Group Meeting Minutes 27 April 2010

Support to the Rehabilitation of Verified Minors and Late Recruits (UNDP, UNFPA, UNICEF, ILO)

Participants:

Expert Group

1. David Wood (Chair) – Senior Peace and Development Advisor, UNRCO
2. Juliet Wattebot O'Brien – Peace Building Advisor, DFID
3. Kamala Bisht – Political and Social Development Advisor, Royal Norwegian Embassy and 1325 Peace Support Working Group
4. Dag Nagoda – Second Secretary, Royal Norwegian Embassy
5. Santosh Bisht – GTZ
6. Diawary Bouare – Acting Country Director, CARE
7. Tina Pihl – Coordination Officer, UNMIN
8. Janardan Nepal – Joint Secretary, Ministry of Education
9. Ratna Kaji Bajracharya - Joint Secretary, Ministry of Women Children and Social Affairs (comments provided in writing)
10. Govinda Khanal, Under Secretary, Ministry of Peace and Reconstruction (comments provided in writing)

UNPFN Executive Committee Support Office

1. Benjamin Reese – Consultant, UNPFN

Implementing Agencies

1. Michael Brown – PBRU Head, UNDP
2. Dr Omar – Project Manager, UNDP
3. Desmond Molloy – Consultant, UNDP
4. Evan Rai – Child Protection Officers, UNICEF
5. Shrutidhar Tripathi – Project Officer, UNFPA

Discussions

UNDP, UNICEF and UNFPA responded to questions from the Expert Group in order to clarify various aspects of the project document. This was followed by a closed door discussion without the agencies present. The Group's conclusions were that:

1. The project was a good example of UN Agency coordination and harmonization and delivering as one. It was also noted that the project responded in a timely manner and flexibly to a key element of the peace process.
2. The Group felt that the budget was suitable and appropriate and welcomed the division into two scenarios which would be determined by the numbers taking up the rehabilitation packages.
3. The Group did recognize the sensitivities but thought the involvement of both the UCPN(M) and the Government was important to build ownership of the program by the key parties to the conflict. The Group felt that GoN engagement and/or involvement in the project should be a priority. Government's increased involvement was also a sensible risk mitigation measure. The document could be clearer on the formal and informal links that already exist with Government agencies.
4. There was some discussion regarding the logframe. The Group felt that it should be more specific in describing what it is delivering at the impact level rather than mentioning general 'key

elements' of the CPA and AMMAA. The Group also felt that the impact indicators could be developed further to clarify what project success would look like.

5. Outcome 2 could be amended to read "communities supported the rehabilitation of VMLR participants" rather than "communities were engaged in supporting". The timetable for this component of the project was also ambitious given the often long-term timeframe required for effective community engagement. The Group was interested to know if this component could be linked to any other longer term projects or programs to ensure the sustainability of community engagement efforts in respect of rehabilitation.
6. The Group noted an apparent assumption that young people had joined the Maoist Army because of the lack of employment opportunities. Whilst recognizing the limitations upon the project, the Group suggested some greater elaboration on how the project attempts to address some of the broader social and political issues originally motivating this group of former combatants.
7. The Group was pleased to learn that the project had been amended on the basis of feedback from those discharged, but also was concerned that there was a lack of formal, systematic and documented consultation with both male and female verified minors and late recruits on their identified needs. This was seen as an important aspect of potential support that may be required to address the future rehabilitation requirements of verified members of the PLA.
8. The 1325 Peace Support Working Group assessment of the project using 1325 guidelines was generally very positive. It also specifically recommended that:
 - a. The gender ratio of project staffing should be considered as a factor in recruitment and this could be reflected in the project document.
 - b. Orientation on UNSCR 1325 and 1820 should take place for all project staff, not just at the community/service provider level.
 - c. Formal consultation with female combatants could be considered to ensure the project is meeting their needs.
 - d. When working with communities on acceptance and reintegration, the project would do well to consider the additional challenges faced by women in relation to inter-caste marriages.(The full 1325 PSWG assessment is attached)
9. The project could also consider whether, within the limited budget for individual support, there was any possibility of creating incentives for trainers to ensure post-training employment (as for example occurs in DFID and SDC's Employment Creation Fund), and/or whether additional support could be provided, following business training, to access micro-credit.
10. The Group also referred to the Executive Committee the question of whether support to UNMIN's JMCC and Taskforce functions should be included in this project, as the rationale for this in the project document was not clear.

The Chair explained that the next step was for UNDP, UNICEF, UNFPA and ILO to consider the views of the Expert Group and decide how they wished to amend the document and then submit a final project proposal to the Executive Committee.

The meeting was adjourned.



**Submission Form to
The Executive Committee of the United Nations Peace Fund for Nepal**

Part A:	
Meeting No. and Date: 12 May 2010	Project Name: Support to the Rehabilitation of Verified Minors and Late Recruits
Item No: 2	Project No: UNPFN/A-7

Part B:	
From: <u>Anne-Isabelle Degryse-Blateau, UNDP Country Director</u> <u>Gillian Mellsop, UNICEF Representative</u> <u>Ian McFarlane, UNFPA Representative</u> <u>Shengjie Lee, ILO Director</u>	Organization(s): UNICEF, UNDP, UNFPA, ILO
Contact: <i>See below</i>	Date of Submission: 7 May 2010
Project Officer: Name: Michael Brown	Officer Contact: Address: UNDP, PBRU, UN House, Pulchowk Telephone: 98510-73791 E-mail: michael.brown@undp.org
Proposed submission, if approved would result in: <input checked="" type="checkbox"/> New project <input type="checkbox"/> Continuation of existing project <input type="checkbox"/> Adjusted project (as per recommendations of the Executive Committee) <input type="checkbox"/> Other (explain)	Proposed submission resulted from: <input type="checkbox"/> National partner initiative within strategic priorities <input checked="" type="checkbox"/> UN Organization initiative within strategic priorities <input type="checkbox"/> Other (explain)
Amount of funds requested for proposed project from bilateral donor funds: Total project cost \$9,349,660 _____ Percentage of indirect cost 7% (\$611,660) <u>An in-principle a maximum budget of \$13,828,680 was approved, but only \$9,349,660 was approved for release. Further releases will be determined following a nine-month review of the project.</u> <u>UNDP BCPR is also contributing \$693,000 towards the project on top of the above figures.</u>	
Priority cluster: Cantonment/Reintegration Request against specific earmarking or unearmarked: Priority will be given to drawing down the \$8,423,537 of earmarked funds provided by the Governments of Norway and the UK for this project.	
Projected Annual Disbursements:	2010 \$7,517,820 2011 \$1,831,840
Projected Annual Commitments	2010 \$7,517,820 2011 \$1,831,840

Annex 4.2

Provide a concise summary evaluation of the proposal against:

Part C: Evaluation of Proposals by the Expert Group
Composition of Expert Group Panel: See attached minutes

Please summarise below how the project was evaluated against the questions under 3.1 to 3.x above.
See attached minutes

Overall Expert Group review of project submission
<input type="checkbox"/> Endorsement as is <input checked="" type="checkbox"/> Endorsement with minor changes <input type="checkbox"/> Endorsement with significant changes <input type="checkbox"/> Not endorsed, need to completely review

Recommendations for Executive Committee
Based on comments from the Expert Group: <ol style="list-style-type: none">1. The extent of the Government involvement in the project was clarified.2. The logframe was tightened.3. Incentives for service providers to find employment for participants was further explored.

Part D: Administrative Review**1. Review by the Executive Committee Support Office**

Date of review: 29 March 2010

Check on Project Proposal Format Contents

- | | | |
|---|---|-----------------------------|
| <input type="checkbox"/> Cover sheet (Annex 2.1) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Project Description (Annex 2.2) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Logical Framework (Annex 2.3) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Budget (Annex 2.4) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Detailed Work plan (Annex 2.5) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Project Summary Form (Annex 2.6) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Progress Report (for supplementary funding only) (Annex 2.1) | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| <input type="checkbox"/> Project Submission Form (Annex 4.1) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

2. Recommendation of the Executive Committee Support Office

The Executive Committee should note that there are insufficient available funds to provide the full requested funding of \$9,451,064. There is only \$9,409,303 in available funds. Based on the Expert Group's comments, it is recommended that the project is approved but with a diminished overall budget that will fit the available funds.

Part E: Decision of Executive Committee**5. Decision of the Executive Committee**

The Executive Committee approved in principle the requested maximum budget of \$13,828,680 for the overall project depending on the numbers participating in the program. Following a nine-month review, the Executive Committee will determine if funds in addition to the below amounts need to be released in the second year of the project. The amount approved by the Committee for expenditure by the committee was \$9,349,660. The funding is to be transferred in two tranches as per below:

	First tranche (immediate transfer)	Second tranche (to be transferred upon completion of a nine-month project review and decision of the UNPFN Ex Com)	Total
UNDP	\$5,020,440	\$1,158,810	\$6,179,250
UNICEF	\$1,552,570	\$403,390	\$1,955,960
UNFPA	\$721,180	\$171,200	\$892,380
ILO	\$223,630	\$98,440	\$322,070
Total	\$7,517,820	\$1,831,840	\$9,349,660

- Approved with modification/condition
 Deferred/returned with comments for further consideration
 Rejected

Reason/ comments/ adjustment requested

The Executive Committee approved the requested overall project budget in-principle but the amount approved by the Committee for expenditure was \$9,349,660. This is less than the requested minimum project costs of \$9,451,064 but was deemed necessary due to limited available funds in the UNPFN. The Committee noted that some project vehicles may be rented and requested the project to purchase these vehicles and then hand over any remaining vehicles to the Ministry of Peace and Reconstruction at the project's completion. The Committee members asked that the Executive Committee Support Office to work with the participating agencies to clarify the budget amendment, and address the vehicle request.

Endorsed by the Executive Committee
Robert Piper
 Chair - UN Resident Coordinator

Signature
 Date


 1 June 2010

Part G: Administrative Agent Review
(To be completed by the Administrative Agent)

1. Action taken by the Administrative Agent: MDTF Office, UNDP

- Project consistent with provisions of the UNPFN Memorandum of Understanding and Standard Administrative Arrangements (SAA/LOU/LOA) with donors.

Bisrat Aklilu,
Executive Coordinator, MDTF Office, UNDP

Signature

Date



**UNITED NATIONS PEACE FUND FOR NEPAL
PROJECT DOCUMENT COVER SHEET**

Participating UN Organization: UNDP, UNICEF, UNFPA and ILO	Priority/Cluster: Cantonment/ Reintegration Nepal PBF Priority area (when appropriate): n/a
Project Manager Name: Address: Telephone: E-mail:	Funding round Strategic Outcome the proposal will contribute towards: n/a
Project Title: Support to the Rehabilitation of Verified Minors and Late Recruits. UN Fund Project Number: _____ UNPFN/A7 _____	Project Location: Nation-wide.
Project Description: To rehabilitate former members of the Maoist army verified as minors or late recruits into civilian life, with potential for sustainable livelihoods.	Total Project Cost: The budget for rehabilitation over two years has been calculated as a range, depending on factors related to the number of participants involved. <i>The budget range for rehabilitation programming is USD 9,349,600 - 13,828,680.</i> Funding available through other sources: Yes, UNDP will provide approximately USD 693,000 to fund certain aspects of the proposed activities, and the budget already reflects this contribution. Total requested from the UNPFN in this submission: <i>Approval-in-principle is sought for USD 13,828,680 with USD 9,349,660 being approved at this stage.</i> Project Duration: 24 months Envisaged start date: 1 April 2010
Goal, immediate objectives and anticipated peacebuilding impact:	
Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of Verified Minors and Late Recruits (VMLRs).	
Outcomes and key activities:	
Outcome 1: Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages.	
Key Outputs are: 1. Individual rehabilitation option packages are prepared and made available to participants.	

2. Access to employment and livelihood opportunities promoted.
3. Project participants have received career and psychosocial counselling.
4. Special gender considerations regarding verified minors and late recruits are prioritized.
5. Individual rehabilitation option packages are implemented.

Outcome 2: Communities are engaged in supporting the rehabilitation of the verified minors and late recruits.

Key Outputs are:

1. Public sensitization and information campaign designed and implemented.
2. Communities assisted in addressing socio-economic rehabilitation of verified minors and late recruits through engagement in related capacity building projects.
3. Capacity strengthened for vocational training service providers to facilitate sustainable services to the broader community.
4. Special gender considerations regarding the VMLRs and the broader community are prioritized.

Executive Committee Support Office Review Date: 29 March 2010


Expert Group Review Date: 27 April 2010

Executive Committee Approval Date: 12 May 2010


On behalf of the Participating UN Organizations:


Signature

LAN KHANLANG, REPRESENTATIVE UNFPA
Name and Title


Signature

SHENGJIE LI, ILO DIRECTOR.
Name and Title



Signature

Anna Isabelle D. Balacau County Director UNDP
Name and Title

Pankaj Mehta
Signature

Dr. PANKAJ MEHTA
Name and Title OIC-Rep - UNICEF.

Endorsed by the Executive Committee
Robert Piper
Chair- UN Resident Coordinator for Nepal

 1 Janu 2010

Signature

Date

Full Project Document - Outline (max. 7 pages)

EXECUTIVE SUMMARY

This project will support the transitional rehabilitation of up to 4,008 individuals who were verified as minors and late recruits (VMLRs) of the Maoist army in late 2007, and discharged from the Maoist army in early 2010. As such, the project will achieve the Peacebuilding Impact of implementing key elements of the Comprehensive Peace Accord (CPA) and the Agreement on Monitoring of the Management of Arms and Armies (AMMAA). Building on the successful interagency efforts that resulted in the discharge of these individuals, an interagency approach to rehabilitation will also be used whereby the expertise of UNDP, UNICEF, UNFPA and ILO will complement each other towards fulfillment of a common goal, thereby maximizing UN collaboration and synergies. In doing this, the rehabilitation elements of three existing UNPFN-funded projects related to discharge and rehabilitation will transition into this interagency project.¹ This project will also be implemented in coordination with a UNPFN-funded monitoring project regarding the disqualified minors that is being implemented by UNICEF and OHCHR.²

The content and activities of this project reflect more than two years of UN experience preparing for the rehabilitation of the VMLRs as well as principles and lessons learned from rehabilitation and reintegration of ex-combatant programmes throughout the world which are documented in the UN's Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS). Given that 74% of the VMLRs were youth at the time of their initial verification and 30% of the VMLRs are girls or young women, the project approach places strong emphasis on youth- and gender-specific needs and relevant special considerations.

The primary objective of this project is to have as many of the VMLRs as possible involved in gainful employment or livelihood opportunities. To achieve this, the project is framed around two complimentary Outcomes: 1) VMLRs were supported in their socio-economic rehabilitation; and 2) Communities were engaged in supporting the rehabilitation of VMLR participants.

The first Outcome focuses on the individuals themselves and involves the preparation of a series of training and education rehabilitation option packages that are made available to the participants. A public information campaign will advertise the availability of these packages and the procedures to be followed for registration. A toll-free telephone number will provide the primary point of first contact for interested individuals and they will be directed to one of five field offices located throughout the country. In each field office, career and psychosocial counselling will be available and the interested participants can register for the rehabilitation option of their choice. The process will prioritize the special needs of girls and young women, as well as youth in general. The rehabilitation packages will be offered in four areas including vocational training, small and micro-enterprise development, health-related vocational training and education (both formal and non-formal). The packages will be offered through service providers that are governmental, semi-governmental and non-governmental in nature. Based on the guidance of a career counsellor, the participants will select a rehabilitation package available in a geographic area of their interest and they will then pursue their training/education. During the training/education period, the participants will receive a monthly stipend and most will receive three meals a day. Provision will also be available for special needs cases including individuals facing very serious health problems. A critical aspect of the programme will be to promote access to employment and livelihood options for the participants. The field offices will provide ongoing monitoring and follow-up to increase the number of individuals who achieve gainful opportunities following their training/education. The programme will coordinate actively with established networks and actors that promote successful livelihood and employment opportunities. As part of this, the programme will establish strategic alliances with relevant private sector, donor, governmental and NGO counterparts who could provide guidance or access to work or livelihood options in any relevant field including in areas of public works.

The second Outcome targets the broader community to promote wider engagement and support for the rehabilitation

¹ The three existing UNPFN-funded projects are: 1) UNDP: *Discharge and Reintegration Assistance to the Maoist Army* (Jan 2009 – Jan 2011, USD 3.2 million); 2) UNICEF: *Programme of Support for Children and Adolescents Formerly Associated with the Maoist Army in Nepal* (Jan 2009 – Jan 2010, USD 1.1 million); and 3) UNFPA: *Support to Female Members of the Maoist Army, among the 4,008 to be discharged, in the divisions and the host communities during the discharge and peacebuilding processes* (Jan 2009 – Jan 2011, USD 1.0 million).

² The project implemented by UNICEF and OHCHR is titled, *Monitoring, Reporting and Response to Conflict-Related Child Rights Violations* (proposed duration of 24 months, USD 2.3 million).

of the individuals. A public information and sensitization campaign will be designed and implemented to promote understanding, acceptance and reconciliation as the individuals transition into civilian life within the broader community. To diminish tensions towards these individuals, and to promote some degree of reconciliation at the local level, a Do No Harm perspective will inform the activities to assist communities in promoting the socio-economic rehabilitation of the VMLRs. Capacity building of vocational training service providers will be prioritized as well as strengthening of local schools in certain communities, as a means of providing support useful to the broader community. Special gender considerations regarding the VMLRs and the broader community will also be prioritized.

Given the complexities and uncertainties associated with an initiative of this nature, the project has been designed to incorporate programming and budgetary flexibility. While a maximum amount is presented for the budget total, the budget is presented in a manner that shows the final budget for rehabilitation activities could come in anywhere between USD 8,758,000 -13,466,000. This range reflects the understandable uncertainties about the total number of participants among other things. To allow real life adjustments over the course of project implementation, a dynamic and participatory monitoring and evaluation strategy will be employed. Importantly, a Special Review will also take place during the ninth month of project implementation, allowing a realistic assessment of programming and staffing needs for the second year of implementation. In the event that it looks as though the programme will process fewer than 2,000 participants, then a reasonable scaling down of budget and staffing costs are anticipated based on the recommendations of the Special Review.

This proposal also seeks funding for USD 380,064, to cover up to two years of UNMIN activities related to the Joint Monitoring Coordination Committee (JMCC) and the monitoring Support Force. When this is combined with the budget for the rehabilitation programme, the total requested under this proposal is in the range of USD 9,350,000 - 13,901,064.

1. Background and problem statement

Background

Following 10 years of conflict, Nepal's main political parties (the Seven Party Alliance – SPA) and the Communist Party of Nepal – Maoist (CPN-M) signed a Comprehensive Peace Accord (CPA) on the 21 November 2006. Subsequently, a document detailing the modalities for the monitoring of the arms and armed personnel of both sides – the Agreement on Monitoring of the Management of Arms and Armies (AMMAA) – was signed by the parties and witnessed by the Special Representative of the UN Secretary General.

Within this context and under the overall guidance of the United Nations Mission in Nepal (UNMIN), the United Nations Country Team (UNCT) – specifically the United Nations Development Programme (UNDP) and the United Nations Children's Fund (UNICEF) - conducted the registration and verification of the Maoist combatants who were located within seven main cantonments and twenty-one satellite sites across the country. As a result of this verification process, the Maoist combatants were categorized in two main groups: a) those verified as regular members of the Maoist army (19,602 individuals); and b) those disqualified (4,008 individuals) on the grounds of being minors (defined in the AMMAA as those born after 25 May 1988) or late recruits (those who joined the Maoist army after the ceasefire of 25 May 2006). Under the AMMAA, both verified minors and late recruits (VMLRs) are not eligible for inclusion in the Maoist army and cannot be kept in the cantonments.

Over the last two years, the disqualified combatants have continued to live in the cantonments together with other verified members of the Maoist army personnel and the discharge and rehabilitation (DR) of these disqualified individuals has come to represent not only a critical element in implementing the AMMAA but also a fundamental step in the overall peace and reconciliation process in Nepal. Under the overall leadership of UNMIN, the UNCT has worked in close collocation with the Government of Nepal (GoN) to develop a framework to provide assistance for the smooth discharge and rehabilitation of the disqualified individuals back to civilian life. This work has been guided by international standards and best practices, and grounded in the contextual realities of Nepal. The technical work in developing the discharge and rehabilitation process has been a collaborative effort between UNDP, UNICEF and UNFPA. On the political front, UNMIN – in close coordination with the United Nations Special Representative of the Secretary-General for Children and Armed Conflict – has been involved in negotiations to determine the conditions for the discharge and rehabilitation of the disqualified.

On 16 December 2009 – after two years of negotiation - a UN Security Council mandated Action Plan for the Discharge of Disqualified Maoist Army Personnel and Related Tasks was signed by the UN, the GoN and the Unified Communist Party of Nepal – Maoist (UCPN-M). The Action Plan lays out the overall framework for the discharge process and makes clear that rehabilitation packages will be available to all disqualified individuals. The discharge process was laid out in the Action Plan and was completed on 8 February 2010, resulting in the discharge

of 60% of the 4,008 disqualified individuals over a 33-day period. The remaining 40% of the disqualified were officially discharged in a Declaration signed by the UCPN-M in March 2010.

With the completion of the discharge process, the UNCT is now focused on providing the required rehabilitation support for the 4,008 VMLRs. The successful rehabilitation of these individuals, through the facilitation of realistic employment and livelihood opportunities is seen as an important step towards bringing a sustainable degree of peace to the country.

The potential challenges to successful implementation of the rehabilitation programme are considerable and should be mentioned. Of greatest significance is the fact that there is no clear national partner to champion the rehabilitation process as it unfolds. In addition, many of the former combatants themselves – as distinct from participants in rehabilitation processes in other countries – seem to have a predisposed aversion to engaging in any rehabilitation support offered by the UN. An additional challenge is that the absorptive capacity of the Nepal economy suggests that, even under the best of circumstances, a significant number of the VMLRs may not find sustainable employment or livelihood opportunities even after receiving rehabilitation support. Furthermore, while levels of participation in and overall effectiveness of the rehabilitation programme risk being less than ideal, the provision of such support comes, nonetheless, at significant cost. This is particularly the case when implementation follows internationally recognised guidelines and established good practice. Indeed, rehabilitation programming (or, more commonly, 'DDR') is not traditional development programming in that it involves significant political and security risks. As a result, substantial staffing and infrastructure must be established to mitigate these risks. This should not be understated given that problems in such a high-profile programme could affect the UNCT's general legitimacy or undermine a critical element of Nepal's overall peace process.

Problem Statement

This project is designed to support the socio-economic rehabilitation of the VMLRs through direct support to the individuals combined with community engagement to support their rehabilitation. The project will promote gainful employment and livelihood opportunities for these individuals.

A New Interagency Project Building on Existing UNPFN Projects

This project proposes a UNCT approach to the provision of rehabilitation support involving UNDP, UNICEF, UNFPA and ILO. Each agency brings relevant experience to bear on specific components of the project and responsibilities are divided accordingly. This interagency approach will maximize UN collaboration and synergies, ensuring efficiency and greater strategic coherence.

This proposed joint initiative builds on existing UNPFN-funded projects related to discharge and rehabilitation that are currently being implemented by UNDP, UNICEF and UNFPA respectively. The rehabilitation elements of these projects, including relevant staff posts, will transition into this new interagency programme. The existing UNPFN-funded projects are:

- UNDP: *Discharge and Reintegration Assistance to the Maoist Army* (Jan 2009 – Jan 2011, USD 3.2 million).
- UNICEF: *Programme of Support for Children and Adolescents Formerly Associated with the Maoist Army in Nepal* (Jan 2009 – Jan 2010, USD 1.1 million).
- UNFPA: *Support to Female Members of the Maoist Army, among the 4,008 to be discharged, in the divisions and the host communities during the discharge and peacebuilding processes* (Jan 2009 – Jan 2011, USD 1.0 million)

It should also be noted that UNICEF and OHCHR will shortly be implementing an UNPFN-funded project regarding the monitoring of the disqualified minors. The monitoring project is complimentary to this proposal, and is as follows:

- UNICEF and OHCHR: *Monitoring, Reporting and Response to Conflict-Related Child Rights Violations* (proposed duration of 24 months, USD 2.3 million).

2. Project approach and expected results

As a Peacebuilding Impact, the project is designed to implement key elements of the CPA and AMMAA through the socio-economic rehabilitation of VMLRs. Building on the successful interagency efforts that resulted in the discharge of these individuals, an interagency approach to rehabilitation will also be used whereby the expertise of UNDP, UNICEF, UNFPA and ILO will complement each other towards fulfillment of a common goal. To achieve the desired impact, the project is framed around two complimentary Outcomes: 1) VMLRs were supported in their socio-economic rehabilitation; and 2) Communities were engaged in supporting the rehabilitation of VMLR participants. These

Outcomes and the Outputs under each are described below. The content and activities of this project reflect more than two years of UN experience preparing for the rehabilitation of the VMLRs as well as principles and lessons learned from rehabilitation and reintegration of ex-combatants programmes throughout the world which are documented in the UN's Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS). Given that 74% of the VMLRs were youth at the time of their initial verification and 30% of the VMLRs are girls or young women, the project approach places strong emphasis on youth and gender-specific needs and special considerations.

The two Outcomes and relevant Outputs are as follows:

Outcome 1: Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages. Key Outputs are:

Output 1.1 - Individual Rehabilitation Option Packages are prepared and made available to participants. A set of four packages that include options for training or education have been prepared, are still being fine-tuned and are being offered to the VMLRs on a voluntary basis. The packages have been designed on the basis of likely job opportunities as well inputs from the disqualified individuals during visits to the cantonments. The packages include options related to: vocational training; micro and small-business start-up; health-related opportunities; and education. The packages have been designed jointly with the GoN, bearing in mind existing government practices and other packages relating to the war-affected. The total value of each individual package is around NPR 100,000.

Output 1.2 - Access to employment and livelihood opportunities has been promoted.

An integrated approach to promote successful employment and livelihood opportunities following the training/education of the participants will be used. The field offices will become increasingly involved in monitoring and follow-up designed to promote gainful opportunities as the first year progresses and this will become a primary focus of the field offices through year two. A network of partnerships will also be established with relevant Nepali actors and service providers to help access and analyze relevant information (i.e., map opportunities) and to facilitate the linkages required to increase employment and livelihood success. Socio-economic opportunity mapping will be undertaken on an ongoing basis to ensure information is up-to-date. Liaison, advocacy, network building and collaboration with existing organizations and initiatives will be central to the strategy. Creative means of finding gainful opportunities for the participants will include full facilitation of linkages for the opportunities directly relevant to their training/education, but other opportunities will also be considered such as seeking linkages public works and private sector initiatives, or establishing arrangements with NGOs and donors to encourage preferential hiring of the participants. Formal and informal means will be used to establish strategic relationships with relevant private sector, donor and governmental actors for this aspect of the programme. Efficient monitoring and career guidance will be ongoing to increase the success rate.

Output 1.3 – Participants have received career and psychosocial counselling. Participants interested in pursuing the rehabilitation packages will receive career counselling, and psychosocial counselling (including psychosocial support for sexual and gender based violence survivors) will also be made available to all VMLRs. This career counselling will be offered through a network of five field offices located throughout the country. The psychosocial counsellors will also be located in the 5 field offices. Due to required expertise, they will be contracted by local service providers.

Output 1.4 - Special gender considerations regarding the verified minors and late recruits are prioritized. In accordance to the provisions in the UN Security Council Resolution 1325 and UN Convention on the Elimination of all Forms of Discrimination Against Women, the programme will recognise gender specific needs, capabilities and potential in the planning and implementation of the rehabilitation programme. To avoid situations in which female participants cannot travel easily to our regional field offices for career counselling and related services as a result of gender-related socio-cultural dynamic which limit their mobility vis-a-vis male participants, mobile teams of counsellors will be sent to access these women in their own communities to provide needed counselling and guidance services. Each regional field office will also have a female psychosocial counsellor available to provide gender appropriate counselling and to assess gender-specific needs, in addition to identifying and providing required psychosocial support to all participants. Additional gender specific support will include: facilitating increased participation of women and men by considering their special needs such as facilitating access to daily child care centres in order to enable their full participation in the training programme; providing other child support as needed and appropriate; and by following up on their daily well being and performance by female social workers. The focus will be to ensure full and equal access of female VMLRs in the rehabilitation programme; to ensure that women have control over their benefits from the rehabilitation programme; and to facilitate additional support to young women who would rather not return to gender-traditional opportunities. As well, the principle service providers and the service providers will be informed about identified gender-specific special needs of trainees and efforts will be made

to address these. Rehabilitation will seek to enhance positive skills that were acquired by women and girls during their association with the Maoist army, such as leadership and community mobilization skills. The establishment of informal networks among discharged women and girls will also be encouraged. The informal networks will be linked to women's NGOs and women's federations to create greater awareness about women's rights and civic responsibility, adolescent sexual and reproductive health, micro-credit and transitional justice mechanisms. Overall the project will ensure that women's and girls rehabilitation is connected with the broader strategies and activities aimed at women's post-conflict participation and empowerment.

Output 1.5 – Individual Rehabilitation Option Packages are implemented. The four categories of training and education rehabilitation packages will be made available to all VMLRs on a voluntary basis and will be implemented through a network of government, semi-governmental and non-governmental service providers. The rehabilitation training/education will be available for any participant to commence within 12 months of their respective discharge date. To ensure constructive and successful participation in the rehabilitation programmes, each participant will sign a written commitment that will establish an acceptable code of conduct, a minimum attendance rate and clarify a series of matters that could otherwise be the source of confusion and potential problems. While attending the training/education, each participant will receive a monthly stipend of NPR 3,000 and the daily meals in most cases will also be covered by the UN; in the case of the education packages there will be a NPR 1,800 monthly stipend to cover commuting expenses. The great majority of the participants will complete their training within 12 months of commencing, although there will be a small number of individuals pursuing the education package for up to four years. As mentioned, individual rehabilitation option package choice is assisted by individual career counselling by specialist programme staff who will mentor and monitor each participant and also liaise with the service provider throughout the training/education period to ensure the educational or vocational needs of each participant is addressed within the bounds of programme criteria and according to the agreed upon code of conduct. In order to support the participation of individuals with children, special needs will be identified and provided for within the context of Paris Principles and UNSCR 1612. Specific, life-threatening health issues which prevent participant engagement in the programme will be addressed on a case-by-case basis, using strict criteria that will be defined, and will receive relevant financial support.

Based on government policy for the war-affected, the packages are all valued around NPR 100,000. The cost of 3 meals a day, and the health insurance, is in addition to the NPR 100,000 value. The four rehabilitation packages are:

Education Support: Education packages will support individuals to pursue both non-formal and formal education. Non-formal education will include bridging courses that allow students to make-up primary, lower secondary or secondary education. Open school options will allow individuals who are unable to attend regular schooling to take Grade VIII and X exams through select centres located throughout the country without attending a regular school. Formal education opportunities of differing duration will also be available for lower secondary, secondary, higher secondary and college. Education will be provided through existing government schools and colleges located across the country and participants will need to have achieved the recognised entry-level requirements for the level of course chosen (e.g. to enrol in Grade VIII, a student must have a certificate of passing Grade VII). The duration of the education support will vary depending on the level involved. Hostel arrangement will be facilitated for girls who have to pursue education away from home.

Micro and Small-Enterprise Development: Packages in this area include technical as well as business training. Specific options may include: food processing; fruit processing; fruit juice preparation; bamboo handicrafts; incense stick making; hair cutting; bio-briquette making; cement block and roof making; tailoring; painting and commercial art; house electrical wiring; driving light vehicles; cycle and rickshaw repairing; fan and water pump repairing; ironworks; catering and tent services; gas and kerosene stove repairing; *mashala* (spice) making; and rope making. In some cases, skills training may involve apprenticeships. Literacy and numeracy bridging support will be offered to individuals who require basic education to qualify for certain options. Limited post-training support to help individuals start their own businesses may include the provision of some start-up tools and machinery or other start-up resources such as support in setting up workshops or the provision of relevant raw materials, provided such assistance does not bring the total value of the rehabilitation option package beyond 100,000 rupees. Training periods can range from two weeks to eight months depending on the course being pursued. Micro-enterprise options will be administered by the joint GoN-UNDP Micro-Enterprise Development Programme (MEDEP). Some of these packages do not require formal educational requirements to enter while others require up to Grade VIII.

Vocational Skills Training: Training in a range of vocational skills will be available to help individuals seek self and wage employment opportunities. This may cover a wide range of vocational work including: welder; electrician; shuttering carpenter; mason; tile fitter; plumber; motorcycle service mechanic; bar bender; scaffolder; Indian and Chinese cook; hotel food and beverage services; hotel house keeper; caregiver; dental lab assistant; junior barber;

nursery assistant; and floriculture assistant. Skills training programme may be available with on-the-job training and limited toolkits may be available in most cases. Bridging courses will be available for individuals who require preliminary support to take up certain options. Post-training support may include advice on how to access micro-financial resources, information about work opportunities and limited support in finding employment. In certain cases, support may be available for individuals interested in overseas employment. Training periods will range from three to eight months depending on the elected option. Depending on the option, training will be available through government, semi-government or private sector service providers. Educational entry requirements range from zero to Grade VIII depending on the option chosen.

Health Services Training: Health sector vocational options will also be available. Opportunities in this area may include: Auxiliary Nurse Midwife (ANM) Community Medical Assistant (CMA), Laboratory Assistant (LA); Community Health Worker (CHW) and Maternal Child Health Worker (MCHW). In some cases, coaching classes will be provided to prepare for relevant national entrance exams organized by the Council for Technical Education and Vocational Training. Post-training support may include help in linking to specific employment opportunities and providing basic tool kits. The training period will vary depending on the specific option involved, but will range from three to eighteen months. The training will be available through a semi-governmental organization with specialized services in this field. The entry requirements for these health-related opportunities range from Grade VIII to a completed School Leaving Certificate.

Outcome 2: Communities are engaged in supporting the rehabilitation of VMLR participants. Key Outputs are:

Output 2.1 - Public sensitization and information campaign designed and implemented. The benefits and facts of the programme will be disseminated broadly to all participants, discharged individuals who have not yet opted for a rehabilitation package (i.e. potential participants), governmental actors, the UCPN-M party and the broader community through a coordinated public information campaign. A conflict, gender and youth sensitive approach will be employed to diminish tensions between participants and the broader community and to facilitate a smoother rehabilitation into civilian life. This programme will employ relevant best practice as outlined in IDDRS and adapted to the Nepali context.

Output 2.2 – The broader community assisted in addressing socio-economic rehabilitation of VMLRs through engagement in relevant capacity building activities. The broader community will benefit from the rehabilitation process through social and economic investment contributing to local reconciliation, stabilization and sustainability. This will be done to diminish tension towards the participants, to create a more positive perception towards them and to foster positive relationships between participants and the broader community where possible. The programme recognises the role that young people could play to promote the peace process as agents for change. Participation of participants in community based activities will be supported through training and social mobilization activities the will focus on conflict resolution, 'Do No Harm' related approaches and the promotion of peace. Community youth groups will engage the participants to facilitate community-level dialogue across different dividing lines and will promote joint implementation of activities to cross divides as well. By doing so, the programme will promote and recognize the leadership skills that they have acquired during their association with Maoists and facilitate the development of VMLRs' stake in the post-conflict social order and the opportunity to participate in constructive activity. For example, particular activities related to gender-based violence, female empowerment and an existing UNFPA initiative called 'Choose Your Future' will be promoted to bring participants and communities together on joint initiatives that will build relations and mutual trust. Community structures such as schools and open school centres will be supported in certain cases to promote wider acceptance of the returning VMLRs, thus contributing to improved rehabilitation and reconciliation. Linkages will also be promoted with ongoing community security, social and economic development wherever appropriate. Accordingly, the focus is on building self-confidence among the VMLRs in a context of strengthening their ties with the communities, whole also helping communities to benefit constructively from the leadership skills of the participants in a way that contributes to a more inclusive society. Linkages will also be promoted with ongoing community security, social and economic development wherever appropriate.

Output 2.3 - Capacity strengthened of vocational training service providers to facilitate sustainable services to the broader community. The vocational training service providers will receive targeted conflict sensitive capacity building in order to strengthen the overall quality and sustainability of their training services as a means of benefiting the broader community. This is another example of an initiative to diminish frustration towards the VMLRs by spreading project benefits through the broader community. In the case of vocational training, ILO will monitor and follow-up on the service providers in coordination with the capacity building, to ensure quality control of the vocational training provided to the VMLRs. Service providers will also participate in training on UNSCRs 1325 and 1820, in order to promote their understanding of gender sensitivity when delivering the training/education packages

and also when disseminating relevant information to trainees.

Output 2.4 – Special gender considerations regarding the verified minors and late recruits and the broader community are prioritized. In order to emphasise the important role of women VMLRs and non-combatants as agents for peace, and to facilitate the acceptance of the women and girls who are returning to the communities, gender-specific considerations and support will be linked with other components of the rehabilitation programme. For example, this will be linked to public information and monitoring and evaluation (M&E), as well as other ongoing UN initiatives designed to prevent and manage sexual and gender-based violence. Specifically, a network of women’s organisations in addition to existing community based groups – for example, paralegal committees - will be mobilised and trained to provide support to women and girls rehabilitation and to minimise stigmatization upon entry into the communities. A special focus will be on the inclusion and empowerment of female participants from socially under-privileged ethnic groups. Media networks will be encouraged to include women’s voices and experiences when programming for community awareness and sensitization; for example female journalists engaged and existing gender-sensitive material that already exists will be used in areas of media advocacy and orientating media people. The overall rehabilitation will be linked to other UN initiatives to provide reproductive health services as well as comprehensive sexual and gender based violence support services (psychosocial and legal) to the broader communities as well as the VMLRs. Female participants, especially those married during their association with the Maoists, will face particular challenges when returning to their family and community. For instance, inter-cast marriages of female discharges will likely hinder family acceptance. To facilitate social reintegration of the participants – especially girls and young women – UNICEF will conduct community sensitization activities through an existing WG network that will include family level mediation and counselling to facilitate social acceptance. Further, linkages will be made with existing Paralegal and Child Protection Committees to address protection and other legal issues which may hinder reintegration of verified female and minors (e.g., issues related to gender-based violence, land ownership, etc.).

Expected Results

Although it is impossible to predict what percentage of the VMLRs will opt voluntarily for socio-economic rehabilitation, this project is designed to manage a scenario whereby the great majority of the 4,008 individuals choose the rehabilitation route. The UN cannot run the risk of being unprepared for a large surge in participants, and a project of this type cannot be scaled up on short notice. The political risk to the overall peace process in Nepal is too high to allow a reduced version of the project design in the first year of implementation; a Special Review during the 9th month of programming will inform implementation and staffing details for the second year. Early success stories of education/training packages will be captured early in the process and disseminated through a communication campaign targeting other potential VMLRs, with the hope of maximizing participation over the first year. The overall goal of the programme is to prepare participants for socio-economic reintegration into the broader Nepali society as constructive law abiding citizens with prospects to find sustainable employment. The community-focused aspects of the project should diminish tensions regarding the VMLRs and foster a greater sense of community acceptance. The gender and youth-specific focus should achieve a higher than average success rate regarding these two target populations that are of particular concern.

3. Analysis of risks and assumptions

The main risks, assumptions and mitigation measures relevant to the project are presented in the following table:

RISKS	ASSUMPTIONS	MITIGATION
Absence of political will on the part of GoN or UCPN-M will cause difficulties during course of project implementation.	By signing the Action Plan, the UCPN-M will demonstrate sufficient political will to at least not obstruct the VMLRs from rehabilitation packages. The GoN will be sufficiently responsible to not obstruct rehabilitation. Neither UCPN-M nor GoN are likely champions of the rehabilitation process.	The risk probability of such scenario appears medium/ high. Advocacy; appropriate public information campaign; a strong coherent programme that does not attract undue criticism of our own making. Engagement with and advocacy to Maoist leadership in addition to their political actors
VMLRs block smooth	VMLRs are prone to organize in	Risk probability is medium.

<p>implementation of the training/education packages.</p>	<p>groups to protest against the rehabilitation work, and they have unrealistically high expectations regarding what they deserve.</p>	<p>Establishing the trust of the VMLRs through consistently respectful treatment, establish realistic expectation through clear provision of information, individualised support and resolve problems quickly and efficiently through.</p> <p>Establishing mechanisms and staff responsibilities to identify potential problems early and send senior staff to resolve problems on the spot.</p> <p>Ensure the security and safety of both counselling premises and staff at all times with clear escalation Standard Operational Procedures.</p> <p>Establishing a code of conduct that must be signed by all participants prior to beginning any training/education package.</p>
<p>Security situation deteriorates disrupting implementation (e.g. Terai and the eastern hills).</p>	<p>The security environment will remain relatively stable.</p>	<p>Risk probability is medium.</p> <p>Advocacy and public information to ensure that programme is not a contributory factor in conflict.</p>
<p>UCPN –M disrupts the process, nationally or locally</p>	<p>UCPN-M will support the process in accordance with its obligations</p>	<p>Risk probability is medium to high.</p> <p>Advocacy for the win/win impact of the process and a focus on their political obligations</p>
<p>VMLRs will be forced to integrate into Youth Communist League (YCL) or other para-military organizations.</p>	<p>There may be attempts at large-scale incorporation of VMLRs into YCL but this should not explicitly prohibit their involvement in rehabilitation.</p> <p>UN monitoring of the Action Plan should diminish risk of forced integration into YCL.</p> <p>Some armed and/or para-military groups will seek to recruit some VMLRs.</p>	<p>Risk probability is medium.</p> <p>Establish close coordination between rehabilitation work and UN monitoring mechanisms under the 1612 Action Plan.</p> <p>Maintain open channels of communication with UCPN-M at highest levels to resolve problems that may arise.</p> <p>Undertake advocacy when required, especially when concerns are raised through UN monitoring mechanism under 1612 Action Plan.</p>
<p>Significant community resentment to the return of VMLRs.</p>	<p>Communities will not disrupt rehabilitation on a large-scale.</p>	<p>Risk probability is medium/low.</p> <p>Community focused initiatives diminish community resentment and opposition to the VMLRs.</p> <p>UNICEF's CAAFAG network will pick up early warning signals of problems allowing an appropriate response from relevant rehabilitation initiatives.</p>

<p>Low levels of Participation.</p>	<p>A significant number of eligible VMLRs will participate if early successes are achieved and communicated widely.</p>	<p>Risk probability is medium.</p> <p>Coherent programme offering good benefits is well sold through the public information campaign.</p> <p>Success stories of recently graduated VMLRs are widely communicated</p> <p>Political discussion with UCPN-M will seek to diminish UCPN-M opposition and promote support of rehabilitation programme.</p>
<p>Interagency coordination slows implementation significantly.</p>	<p>Successful interagency coordination is possible when there is institutional buy-in and commitment at the highest levels.</p>	<p>Risk probability is low.</p> <p>Resident Coordinator and relevant Heads of Agencies will provide full support and backing to project implementation including resolution of any problems that may relate to inefficient or imperfect interagency implementation.</p> <p>Memorandum of Understanding will be designed highlighting roles and responsibilities of all stakeholders involved in the process, including coordination mechanisms at all levels</p>
<p>VMLRs cannot access their desired rehabilitation options and therefore remain associated with the armed group.</p>	<p>Rehabilitation options principal design is not based on a proper market survey but, given limitations is assessing the feasibility of options, they reflect likely job opportunities. Site specific market survey work will be done in specific parts of the country to increase probability of finding work after training/education.</p>	<p>The risk of not meeting participant expectations is high given that expectations are unrealistic due to the political context, there has been no direct consultation with the participants (again due to context) and no detailed market survey was done prior to the design of the packages.</p> <p>Undertake localized market research and broader consultation with participants in order to mitigate this possibility.</p>
<p>Participants fail to find employment post-programme in the depressed labour market</p>	<p>All participants benefit from the rehabilitation option and have enhanced attractiveness to potential employers or have the capacity for self employment. That said, the labour market in Nepal is extremely limited and former Maoists will not be seen as the ideal employee by some potential employers.</p>	<p>Localized market research will inform counselling and mentoring.</p> <p>Post-programme support will be strong and actively focus on identifying opportunities and matching participants to them. This will be achieved through coordination of the regional analysis activities by the Socioeconomic Mapping & Liaison Officer and individual case follow-up after completion of training packages.</p>

4. Partnerships and Management Arrangement

This will be an interagency UN project involving UNDP, UNICEF, UNFPA and ILO. UNDP will be the lead coordinating agency. To promote genuine synergies while ensuring managerial clarity, an interagency Memorandum of Understanding (MOU) will be developed and signed by all relevant heads of agency regarding each agency's

respective responsibility in project implementation, and to clarify matters such as lines of reporting and decision-making. The MOU will be signed within 30 days after the approval of the project by the UNPFN. The MOU will establish a Project Steering Committee and Technical Committee, which will include relevant agencies and may include implementing partners such as the Ministry of Peace and Reconstruction (MOPR) and perhaps UCPN-M. The MOU will also contain an attached detailed workplan clarifying detailed responsibilities and accountability for the relevant participating Agencies through project delivery. The MOU may also establish a regional coordination mechanism.

The existing UNCT Committee Architecture for Discharge and Rehabilitation will also be used initially although project management arrangements will replace most if not all of these existing mechanisms. Regular meetings and coordination with UNMIN will be ensured. The co-location of some project staff members will be considered, if appropriate and efficient.

In addition to possible involvement of governmental implementing partners and UCPN-M on the Project Steering and Technical Committees mentioned above, the current practice of holding meetings with government and UCPN-M – including meetings at the highest levels - will be continued on an as-needed basis. If deemed appropriate, an inter-ministerial advisory committee may also be established that could include governmental representatives from: MOPR, the Ministry of Labour; the Ministry of Education; the Ministry of Local Development; the Ministry of Women, Children and Social Development; and the Council for Technical Education and Vocational Training (CTEVT).

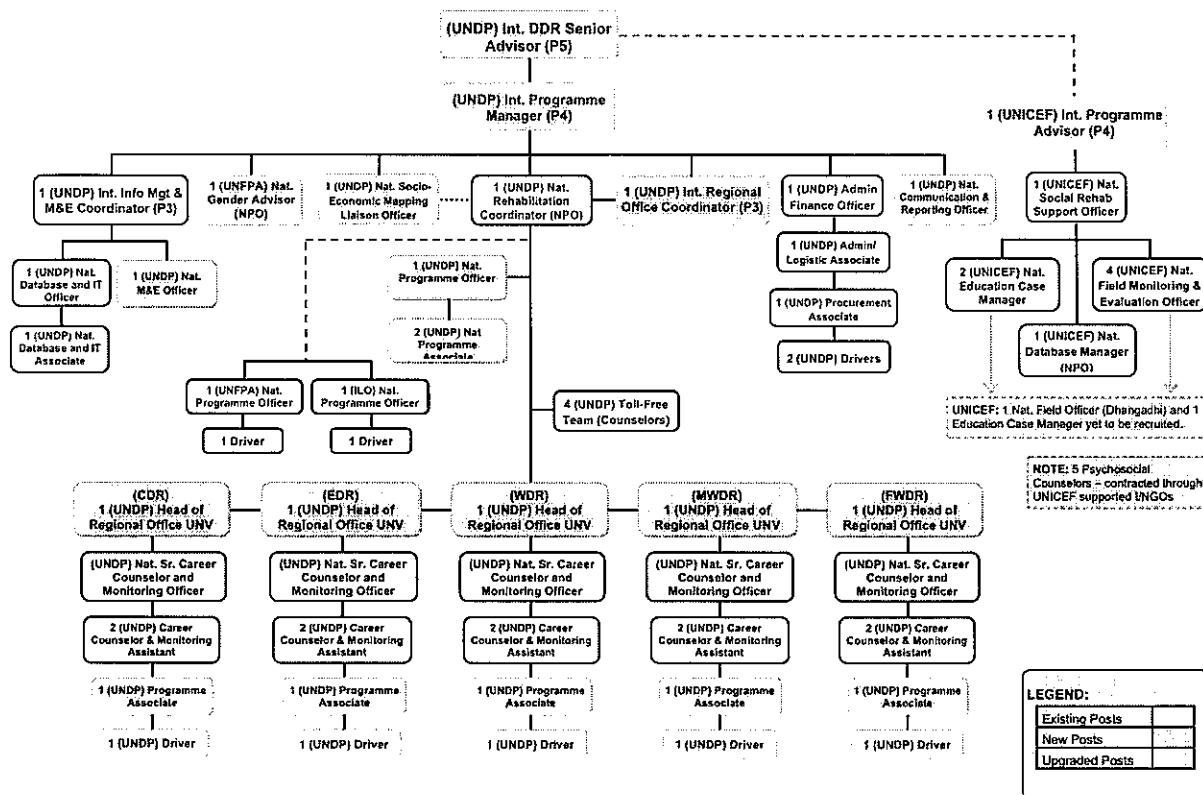
The project will be implemented under the DEX/DIM modality. As the lead coordinating agency, UNDP will have at least a Programme Officer and Programme Assistant/Associate dedicated to the project housed within the Peacebuilding and Recovery Unit to ensure coordination with relevant finance and legal offices, and to ensure fiscal and contractual compliance with UN rules and procedures. The project will also have a full-time administration and finance officer housed within the project.

The monitoring and evaluation mechanism for this project is described below. The workplan and timetable for the project is attached. UNDP will coordinate quarterly reporting and annual narrative reporting to the UNPFN and its Administrative Agent. Participating Agencies will be responsible for individual annual financial reporting.

The programme anticipates an evolving environment and plans for flexibility regarding staffing levels and support, especially if the number of participants is under 2000. An independent Special Review will take place during the 9th month of project implementation in order to ensure realistic and efficient programming through the second year. The Special Review should be led by the Senior Advisor of DDR from UNDP Headquarters in Geneva, perhaps accompanied by a technical rehabilitation expert from UNICEF's headquarters and an expert in employment/livelihoods generation. In the event that fewer than 2000 participants are anticipated at the end of the first year, the Special Review should consider realistic and feasible means of diminishing programme staff appropriately.

The staffing organigramme for year one is presented below, illustrating the interagency nature of the project. It should be noted that each staff member will still have reporting responsibility to their respective agency. It should also be highlighted that the staffing organigramme for year two would be adjusted in line with the recommendations of the Special Review at the end of month 9.

Interagency Rehabilitation Programme Organigram



5. Monitoring & Evaluation

Sound monitoring and evaluation (M&E) procedures and practice - including from a gender-sensitive perspective - will streamline the information gathering process and ensure appropriate data is in a usable form during implementation disaggregated (gender, age group, location, and possibly caste and ethnicity). This will further contribute to effective project planning and on-going adjustment, as well as practitioner/community-of-practice analysis in the longer-term. Programme implementation methods will be subject to dynamic adjustments to address the realities of a changing environment as a result of on-going participatory analysis of Indicators of Achievement (IoAs) that will be done through a process of broad consultation. The results of the data collection plan will be subject to several empirical analysis methodologies during regular evaluation - both quantitative and qualitative in nature - in addition to the influence and opinions drawn from the participatory consultation element. Initial implementation will be subject to rigorous M&E by dedicated field staff with results brought back for consultation with an M&E Task Force that will be established in order to make adjustments of Indicators of Achievement within a dynamic process. Mid-term and final independent evaluation will also be commissioned. A set of best practices will be identified relating to the implementation and captured for larger dissemination.

6. Sustainability of the project

The project is designed as an initiative of limited duration over a two-year period during which it is hoped the great majority of the participants will have completed their training or education programme and will have access to livelihood or employment opportunities. Some individual participants will follow education packages that will last up to four years which, it is anticipated, will be covered by a smaller follow-up project by the implementing agencies.

The rehabilitation of the VMLR participants is a critical element of the peace process that should contribute to a constructive environment conducive to development in Nepal. This investment in human capital that will promote the rehabilitation of a group of people from armed combatants into productive and constructive civilians, together with enhanced capacity of service providers across the country, should contribute overall social and economic impacts that are sustainable in nature.

Considering that the project is of limited duration, a priority will be placed on establishing linkages with ongoing programmes implemented by UNICEF and UNFPA. UNICEF will work with CAAFAG Working Group and use their existing capacity to make provision for psychosocial support to VMLRs. Longer-term support for socio-economic reintegration - especially for minors and female disqualified combatants - will be promoted through

linkages with existing UNICEF and UNFPA programmes and community based initiatives, such as Paralegal Committees and women-credit groups.

7. Logical Framework

See Annex 2.3.

8. Project Budget

See Annex 2.4.

9. Detailed workplan

See Annex 2.5

THE LOGICAL FRAMEWORK

PEACEBUILDING IMPACT: Key elements of the CPA ³ and AMMAA ⁴ were implemented through the socio-economic rehabilitation of Verified Minors and Late Recruits.		
Indicators:	Means of verification	Important Assumptions
<p>Rehabilitation Programme implemented successfully in accordance with the bulk of Indicators of Achievement, seeing VMLR of the Maoist Army settle into civil society with improved sustainable options for livelihood at least reaching to national levels of employment through a process which has adequately addressed gender & youth considerations.</p> <p>Majority of VMLRs who complete the process perceive that the process has contributed to their potential for livelihood development.</p> <p>VMLRs are reluctant to return to armed struggle.</p> <p>Increasing numbers of VMLRs who have completed the process engage in the political process to contribute to societal change.</p> <p>VMLRs who opt for education continue beyond the education levels facilitated by the programme.</p> <p>Public perceptions of the success of the integration of the VMLRs and its contribution to sustainable peace.</p> <p>Increased % of reports about the reintegration process of the VMLRs within the Nepali print media are positive towards the programme.</p>	<p>Verified dynamic M&E (qualitative and quantitative, using simple phenomenological and empirical methodology)</p> <p>Media reports</p> <p>Key informant qualitative assessment</p> <p>Internal assessment</p> <p>External Evaluation</p> <p>Internal and public reports</p>	<p>Stable political and security situation</p> <p>Commitment from the GoN and UCPN-M</p>
OUTCOME 1: Verified Minors and Late Recruit (VMLR) participants are supported in their socio-economic rehabilitation.		
Indicators:	Means of verification:	
<p>a) Of the % VMLRs who have availed themselves of the individual rehabilitation packages, the % engaged in constructively in the community six months after the completion of the process.</p>	<p>Confirmation of # of participants completing the process through routine reporting</p> <p>Observation of % adult participants are engaged in their communities without recourse to violence, six months after completion of programme</p> <p>Confirmation that child participants remain in education for the expected duration.</p>	

³ The most relevant articles of the CPA include: Article 3.9 (education, health, housing, employment and food reserve); Article 7.1.1 (protection of human rights and absence of discrimination); Article 7.1.2 (civil, political, economic and social and cultural rights); Article 7.3.3 (right to free mobility); Article 7.5.1 (individual's right to livelihood); Article 7.5.4 (right to education); and Article 7.6.1 (rights of women and children).

⁴ The most relevant articles in the AMMAA are: Article 1.1 (prohibition in use of child soldiers); and Section 4.1.3 (handling of discharged former combatants).

OUTPUTS	ACTIVITIES	Measurable Indicators	Means of Verification	Important Assumptions
1.1 Individual Rehabilitation Option Packages (ROPs) are prepared and made available to participants	<p>1.1.1 Identification of Service Providers, briefing and capacity building, contracting. (UNDP, UNICEF, UNFPA)</p> <p>1.1.2 Establish mechanisms for post training counselling for micro entrepreneurs including links with Micro-Finance Institution</p>	<p># of packages ready to commence with Service Providers</p> <p># of packages in each classification are sufficient to meet the agreed chosen option of participants after appropriate counselling</p> <p># of training sessions for staff and service providers for analysis of regional labour/market conditions to ensure that training is tailored to meet local demand</p> <p>% of participants whose surveys are completed and analysed</p>	<p>Confirmation of # of packages prepared</p> <p>Perception survey of package recipients</p> <p>Routine reporting from field teams</p>	<p>Continued political support for the UNCT's involvement in providing rehabilitation assistance.</p> <p>Sufficient appropriate service providers exist to allow for the rehabilitation options to be prepared and presented</p>
1.2 Access to employment and livelihood opportunities promoted	<p>1.2.1 Regional teams, with direction from the socioeconomic mapping team, develop local opportunity mapping to identify/develop placement/livelihood opportunities for VMLR participants who complete the programme through a coordinated process of networking with relevant national and international stakeholders, including in the public and private sectors</p> <p>1.2.2 Data on socioeconomic opportunities mutually shared with parallel programs and initiatives to realise potential synergies and broader contribution to economic recovery</p> <p>1.2.3 Post-ROP</p>	<p># of opportunities listed in database disseminated to participants</p> <p># of micro-loans offered to participants by MFIs</p> <p># of referrals</p> <p># of participants find employment/apprenticeship offers as result of referral</p> <p># of national stakeholders, public & private consulted</p> <p># of agreements regarding collaboration with national and international stakeholders</p> <p># of consultations with donors on this issue</p>	<p>Inspection of databases</p> <p>The M&E data collection plan and empirical analysis including, weekly updates, monthly routine field reports, quarterly reports etc., focus on identifying the status of Indicators of Achievements</p> <p>Independent evaluation</p> <p>Review of proxy Indicators of Achievement such as national, regional and</p>	<p>National economic climate facilitates the creation of opportunities</p> <p>Employers are willing to offer opportunities to ex-combatants</p> <p>VMLRs are self-motivated to avail themselves of opportunities</p>

	monitoring & mentoring operationalized	<p># of opportunities identified through parallel projects</p> <p># of opportunities created in the process and taken up by the VMLRs</p> <p>Record of relevant data shared with parallel programs and initiatives</p>	local economic indicators and comparison of national employment levels versus employment levels of caseload	
1.3 Project participants will receive career and psychosocial counselling	<p>1.3.1 Field-based counsellors provide advice to participants in tailoring the options available to their individual aspirations (existing UN field offices will be used wherever possible). (LINDP)</p> <p>1.3.2 Community social workers, teachers and health workers are trained and provide psychosocial counselling to participants who request such support.</p> <p>1.3.3 Address participant special needs within scope of the programme through identification and needs analysis</p>	<p># of participants who receive post-discharge individual ROP counselling</p> <p># of participants who receive psychosocial counselling</p> <p>Qualitative feed-back from participants on the benefit of psychosocial counselling</p> <p>% of those with special needs who receive special support</p>	<p>UN agency reports</p> <p>Surveys of participants</p> <p>Counselling partner reports</p>	<p>Willingness of the participants to engage in the rehabilitation-options counselling</p> <p>Political will to permit and participant willingness to engage in psychosocial counselling.</p>
1.4 Specific gender needs and requirements of VMLRs are met through tailoring elements of the rehabilitation packages to meet their needs.	<p>1.4.1 Providing gender specific special needs as identified in consultation with individual discharges, through child care facilities and proactive, innovative and participative package design</p> <p>1.4.2 Awareness building activities on reproductive health, women's rights, civic responsibility are</p>	<p>% of women who participate in rehabilitation from within women discharged</p> <p># informal networks supported</p> <p># of women in the rehabilitation program who can correctly identify provisions for women in national</p>	<p>Agency reports</p> <p>Surveys of male and female participants</p>	

	<p>linked with rehabilitation programme for women and girls</p> <p>1.4.3 Informal women's networks of VMLR women and girls are supported through women's organisations, Paralegal Committees and women's federations</p> <p>1.4.4 Monitoring and mentoring on case basis, ensuring that delivery is gender sensitive and that women have control of their own benefits</p>	<p>transitional justice mechanisms and policy</p> <p>Qualitative feed-back from participants and communities on the tailoring of the process to meet women's needs</p>		
1.5 Individual Rehabilitation Option Packages are implemented	1.5.1 Education support: provide non-formal (i.e. bridging courses) and formal education opportunities	# of participants who engage in Individual Rehabilitation Option Packages disaggregated by gender, age, caste & ethnic group	UN agency reports Civil society partner reports Participant surveys	Willingness of the participants to choose and take part in one of the available rehabilitation options
	1.5.2 Micro and Small-Enterprise Development: provide technical and business training for individuals who would like to start their own small business	% participants who complete the process Qualitative feed-back on the benefit of the packages		
	1.5.3 Assessment of the feasibility and risks of popular business ideas to enhance idea selection process	% deviation from scheduled delivery of financial allowances % deviation for schedule of programme delivery		
	1.5.4 Vocational skills training: provide training in a range of vocational skills for individuals who seek self and wage employment opportunities	Trend over time in # of complaints from participants Trend over time in # of disruptive incidents		

	1.5.5 Health services training: provide training for individuals who wish to enter health-related vocational options	<p># of participants with special needs vs. # of special needs addressed</p> <p># participants post-programme who find gainful employment in the area of their ROP</p> <p>Trend over time in community attitudes towards participants</p>		
OUTCOME 2: Communities were engaged in supporting the rehabilitation of VMLR participants				
Indicators:		Means of verification:		
a) Communities perception of the local impact of the rehabilitation process		Qualitative analysis of community perceptions through Focus Group Discussion, survey and observation		
b)% participants who report being rehabilitated with their families and communities without stigmatization		Status of women participants verified through FGD, survey and observation		
OUTPUTS	ACTIVITIES	Measurable Indicators	Means of Verification	Important Assumptions
2.1 Public Sensitization and Information Campaign designed and implemented	2.1.1 Development of messages, mediums and IPs and implementation of a coherent and coordinated national campaign of dissemination	<p># of positive journal & media spots</p> <p># of subsidiary journal and media spots</p> <p># of events, banners, pamphlets, and other promotional material produced</p>	<p>M&E weekly updates, monthly and quarterly Agency reporting</p> <p>Media scanning and analysis by UNDP</p>	
2.2 The broader community assisted in addressing socio-economic rehabilitation of VMLRs through engagement in relevant capacity building activities	<p>2.2.1 Sensitization programmes at regional, district and community levels to raise awareness and seek support to identify, protect and facilitate the rehabilitation of VMLRs including CAAFAG.</p> <p>2.2.2 IPs brief participant family and community members, to explain the programme and</p>	<p># of sensitization events at regional, district and community levels</p> <p>Qualitative feed-back from a broad range of stakeholders including participants, service providers, programme staff and civil society actors regarding the rehabilitation sensitization and public information</p>	<p>UN agency reports</p> <p>Media reports</p> <p>Qualitative analysis</p> <p>Community attitudinal surveys</p> <p>Mid-term review and evaluation</p>	Willingness of community members to participate in sensitization programmes and related capacity building projects

	<p>emphasize the importance of supporting the reintegration of CAAFAG.</p> <p>2.2.3 Collaborative and participative community projects implemented by the community to support the rehabilitation process and community reconciliation (multi-agency, GoN, local government and civil society)</p>	<p>process within the context of the M&E process</p> <p># of briefings / family/community events</p> <p># of participative community based projects associated with rehabilitation/reintegration.</p> <p># of participants / community members engaged in the facilitation of the rehabilitation process</p> <p># of social events associated with the projects</p> <p># of civil society organizations engaged</p> <p>Qualitative perception of trend in community security environment as impacted by Rehabilitation Process</p>		
<p>2.3 Enhanced capacities of VT service providers to deliver demand driven training (ILO)</p>	<p>2.3.1 Capacity development in quality and labour market assessment skills of service providers for VT</p> <p>2.3.2 Survey with potential employers for establishing post training options for placing trainees into jobs</p> <p>2.3.3 Training on quality assurance and managing training institutions</p> <p>2.3.4 Specific skill upgrading training for trainers of VT providers in selected trades</p> <p>2.3.5 Institutional and programme capacity of</p>	<p>Community perceptions of institutional/infrastructural improvement which have enhanced services to the community</p> <p># of community students serviced by the institution increased</p> <p># of VT service providers trained on quality assurance and management of training institutions(including labour market assessment skills)</p> <p># of VT providers trained on different options for enhancing their job</p>	<p>Community attitudinal surveys</p> <p>UN Agency reports</p> <p>Civil society partner reporting</p>	

	<p>vocational training service providers assessed and needs addressed to improve capacity to provide community services within the scope of the rehabilitation programme</p>	<p>matching services to their trainees (ILO)</p> <p># of trainers of VT providers receiving specific skill upgrading training I selected sectors</p>		
<p>2.4 Special gender considerations within the broader community associated with the rehabilitation process are prioritized (e.g. the role of women as vectors of peace and family builders/carers)</p>	<p>2.4.1 Consideration of gender specific special needs as regards child care and appropriate package design</p> <p>2.4.2 Network of womens organisations are trained to support women's and girls rehabilitation and to minimise stigmatisation upon entry to communities.</p> <p>2.4.3 Awareness activities on gender responsive rehabilitation programme to media networks</p> <p>2.4.4 Monitoring and mentoring on case basis, ensuring that delivery is gender sensitive and that women have control of their own benefits</p> <p>2.4.5 Orientation of PSP/SPs district implementing partners and project staff on USCR 1325 and 1820</p>	<p>Key informants opinions regarding VMLRs' entry into communities.</p> <p>% of positive opinions within communities regarding VMLRs entry into communities.</p> <p># of positive media coverage of VMLR women and girls and experiences</p> <p>% of SGBV survivors in the community who also participate and receive SGBV services</p> <p># of people responsible for project implementation trained on UNSCR 1325 and 1820</p>	<p>UN Agency Reports</p> <p>Civil society reporting</p> <p>Survey Focus groups and surveys of participants and communities on benefits of women's participation in the process</p> <p>UNICEF/ UNFPA's 1325 and SGBV project data and reporting</p> <p>UN Agency report</p>	

Summary Budget

The following budget recognizes that flexibility is required for a project of this nature in which it is uncertain how many participants will go through the rehabilitation process. To address this, the following table presents the costs for Years 1 and 2 separately and then combines these into the total costs for the full two-year period. Year 1 estimates are based on the assumption that a maximum of 4,008 participants are going through the rehabilitation process. The Year 2 details will be determined on the basis of a Special Review that will take place during the 9th month of implementation, thereby ensuring realistic financial and staffing needs. To capture this reality at this point in time the estimates for Year 2 present a range of costs for a number of key budget items (the range depends on how many participants actually go through rehabilitation). As shown in the totals column (incorporating the costs for Years 1 and 2), it is understood that the final budget will lie somewhere within the range presented. In terms of staffing costs, it should be noted that the total could be as low as USD 2.5 million if the total number of participants is under 2,000, although staffing details would be determined based on the recommendations of the aforementioned Special Review. Approval in principle for the maximum budget of USD 13,521,000 is requested to cover the rehabilitation programme. In addition, this proposal seeks USD 380,064 to cover UNNMIN activities regarding the Joint Monitoring Coordination Committee (JMCC) and the salaries for the Support Force members in the cantonments; this is presented in the second table below and is assumed to cover these activities to the point of the mission's drawdown. Adding these together, the third table below presents a request for a maximum approval in principle to cover both rehabilitation and the support to UNNMIN valued at USD 13,901,064.

ITEM	YEAR 1 (USD)						YEAR 2 (USD)						YEARS 1+2 COMBINED (USD)	TOTALS (USD)
	UNICEF	UNFPA	ILO	UNDP	TOTAL YEAR 1	UNICEF	UNFPA	ILO	UNDP	TOTAL YEAR 2				
	1. Supplies Commodities, Equipment & Transportation	12,000	22,000	22,000	282,000	338,000	8,000	18,000	18,000	37,000	81,000	419,000		
2. Personnel & Consultants	178,000	118,000	99,000	1,735,000	2,130,000	54,000 - 195,000	26,000 - 64,000	36,000 - 93,000	606,000 - 1,227,000	722,000 - 1,579,000	2,852,000 - 3,709,000	2,852,000 - 3,709,000		
3. Training of Counterparts	41,000	33,000	90,000	79,000	243,000	36,000	19,000	40,000	23,000	118,000	361,000	361,000		
4. Contracts:														
• Miscellaneous	39,000	-	-	120,000	159,000	34,000	6,000	-	10,000 - 25,000	50,000 - 65,000	189,000 - 224,000	189,000 - 224,000		
• Rehabilitation packages (max 4,008 @ approx \$1,400)	701,000	420,000	-	1,684,000	2,805,000	0 - 701,000	0 - 420,000	-	1,684,000	0 - 2,805,000	2,805,000 - 5,610,000	2,805,000 - 5,610,000		
• 3 meals/day (max 2,400 @ \$400/person)	-	-	-	560,000	560,000	-	-	-	150,000 - 402,000	150,000 - 402,000	710,000 - 960,000	710,000 - 960,000		
• Registration, Stipend & Transport (max 2,400 @ \$133/person)	-	-	-	186,000	186,000	-	-	-	75,000 - 134,000	75,000 - 134,000	261,000 - 319,000	261,000 - 319,000		
• Public Information and Sensitization	50,000	-	-	20,000	70,000	22,000	-	-	16,000	38,000	108,000	108,000		
• Education for community youth as per 2:1 policy (max 600 @ \$84/person)	25,000	-	-	-	25,000	25,000	-	-	-	25,000	50,000	50,000		
• Gender Specific Support	-	100,000	-	-	100,000	-	100,000	-	-	100,000	200,000	200,000		
• Special support for girls in Education away from home	101,000	-	-	-	101,000	50,000 - 101,000	-	-	-	50,000 - 101,000	150,000 - 202,000	150,000 - 202,000		
• Psychosocial support through the Service Providers	150,000	-	-	-	150,000	75,000 - 100,000	-	-	-	75,000 - 100,000	225,000 - 250,000	225,000 - 250,000		
• Community based social reintegration	150,000	-	-	-	150,000	75,000 - 100,000	-	-	-	75,000 - 100,000	225,000 - 250,000	225,000 - 250,000		
5. Other Direct Costs:														
• Office Rent & Communications	-	-	-	250,000	250,000	-	-	-	150,000 - 175,000	150,000 - 175,000	400,000 - 425,000	400,000 - 425,000		
• Office Security	-	-	-	120,000	120,000	-	-	-	75,000 - 120,000	75,000 - 120,000	195,000 - 240,000	195,000 - 240,000		
Subtotal Programme Costs	1,447,000	693,000	211,000	5,041,000	7,392,000	379,000 - 1,322,000	169,000 - 627,000	94,000 - 151,000	1,142,000 - 3,843,000	1,784,000 - 5,943,000	9,171,000 - 13,330,000	9,155,000 - 13,330,000		
Contribution from UNDP/BCPR (pending confirmation)				- 459,000	- 459,000	-	-	-	294,000	294,000	- 693,000	- 693,000		
Total Program Costs	1,447,000	693,000	211,000	4,582,000	6,933,000	379,000 - 1,322,000	169,000 - 627,000	94,000 - 151,000	908,000 - 3,609,000	1,550,000 - 5,709,000	8,478,000 - 12,637,000	8,478,000 - 12,637,000		
Indirect Costs (7%)	101,000	46,000	15,000	321,000	485,000	27,000 - 92,000	12,000 - 43,000	7,000 - 11,000	64,000 - 253,000	108,000 - 399,000	593,000 - 884,000	593,000 - 884,000		
Total Cost	1,547,000	739,000	225,000	4,903,000	7,418,000	406,000 - 1,414,000	181,000 - 670,000	101,000 - 162,000	972,000 - 3,862,000	1,658,000 - 6,108,000	9,071,000 - 13,521,000	9,071,000 - 13,521,000		

SUPPORT TO UNMIN ACTIVITIES REGARDING ARMS AND CANTONMENT MONITORING⁵

Funding Support to JMCC and Salaries for UNMIN Task Force at Cantonments ⁶	Year 1 US\$	Year 2 US\$	Year 1 + Year 2
Support to JMCC @ \$3,200 per month	38,400	38,400	76,800
Salaries for UNMIN Task Force @ \$11,600 per month	139,200	139,200	278,400
Administrative charge @ 7%			24,864
Total support to UNMIN activities			380,064

TOTAL BUDGET INCLUDING REHABILITATION PROGRAMME AND SUPPORT TO UNMIN ACTIVITIES (USD)

Total Rehabilitation Programme costs	9,071,000 – 13,521,000
Total Support to UNMIN costs	380,064
Grand total requested from UNPFN	9,451,064 – 13,901,064

⁵ This table presents support that is in addition to the rehabilitation programmatic activities and is not described within the narrative section of the proposal. These UNMIN activities have been financed through UNDP's existing project on discharge and rehabilitation to date and would be financed through UNDP under this new interagency rehabilitation project. The costs are projected over two years with the assumption that this should cover the time period up to UNMINs drawdown.

⁶ These costs in support of UNMIN activities do not appear in the Programme Document but are required to support Arms Monitoring Activities in cantonment sites and administrative and logistics requirements of the Joint Monitoring Coordination Committee (JMCC). These are to be covered by the Assistance to the Peace Process Nepal Project until the drawdown of UNMIN's mandate - a period which is projected, in the context of this budget, as unlikely to extend beyond twenty four (24) months.

Detailed Work Plan for 24 Months

Activity	Month 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	Comments	
Service Providers (SPs) identified & contracted (UNICEF, UNFPA, ILO & UNDP working through Integrated Regional Teams, IRT)	4,008 Rehabilitation Option Packages (ROPs) developed with SPs in education, vocational training, micro-enterprise & medical sector. vocation training, training, SPs contracted. Indicators: • # of SPs identified and appropriate packages being prepared																									
ROPs prepared and presented to VMLRs	Individual ROPs presented to first round of participants. Indicators: • # of packages ready which meet demand for each category High % of women VMLRs take up offers						Improved take up of ROPs and dynamically improving delivery																			
Women actively participate in the process	Gender staff from UNFPA monitoring mainstreaming of gender issues Indicators: • % of women participants relative to the total # discharged • # of women rehabilitated into families/communities						Increasing trend of female take-up											Satisfactory participation and low level of drop-out							Satisfactory completion of ROPs	
Consideration of special needs of women as with regards to dependant care and design of packages (e.g. with child-care needs)	Appropriate levels of support offered and attractive and appropriate packages offered Indicators: • # of women's special needs successfully catered for						Satisfaction with a responsive delivery expressed by women participants with special needs																			
ROPs implemented	Early short-term ROPs completed, ceremonial graduation and follow-up commences Indicators: • % of participants who complete their ROP						Completion and follow-up for early ROP participants											Continuing graduation							Completion of caseload in ROPs and follow-up in progress.	Month 12 cut-off for choice of ROP

Public Information and Sensitization Campaign designed and implemented		Public Information campaign ongoing with M&E and dynamic change and update			
Participants receive career and psychosocial counselling	<p>Commencement of the Psychosocial counselling</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of participants who receive post-discharge ROP counselling # of participants who receive psychosocial counselling feedback from participants on the benefit of the counselling 	Ongoing counselling			
Counselling by Integrated Regional Teams and specialist support	Teams providing career counselling	Ongoing counselling			
Address participant special needs within scope of the programme	<p>Identification of special needs and preparation of response</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of special needs groups/cases identified and supported through appropriate responses (e.g. war-wounded) 	Ongoing support	Ongoing support	Ongoing support	
Targeted monitoring and mentoring ensuring that delivery is gender sensitive and that women control their benefits from the process (IRT)	<p>Gender focus is confirmed in programme</p> <p>Indicators:</p> <ul style="list-style-type: none"> feedback from participants on the extent to which the process was tailored to meet women's needs 	Gender focused maintained and strengthened	M&E of gender focus assures compliance with objectives	Continuous dynamic M&E	