



**UN EBOLA RESPONSE MPTF**  
**PROJECT Quarterly PROGRESS REPORT**  
 Period (Quarterly Report): 1<sup>st</sup> September to 30<sup>th</sup> November, 2016

<p><b>Project Number and Title:</b>  <b>#38- Title:</b>          Reintegration of Sierra Leone Red Cross Society (SLRCS) Volunteers Burial Teams</p>	<p><b>PROJECT START DATE<sup>1</sup>:</b>          23-06-2015</p>	<p><b>AMOUNT ALLOCATED by MPTF</b>  <i>(please indicate different tranches if applicable)</i>          \$ USD 1,975,639.87</p>	<p><b>RECIPIENT ORGANIZATION</b>           United Nations Development Program (UNDP)</p>
<p><b>Project ID:</b>          00095545</p>			
<p><b>Project Focal Point:</b>          Name: Jason Ian Lee          E-mail:          jason.ian.lee@undp.org</p>	<p><b>EXTENSION DATE:</b>          31-12-2016</p>	<p><b>FINANCIAL COMMITMENTS</b></p>	
<p><b>Strategic Objective (STEPP)</b>          Improved mental health of SLRCS volunteers through enhanced treatment and management of stress and/or trauma related disorders</p> <p>SLRCS volunteers that undergo the re-skilling, vocational training or business development stream having recovered livelihoods and are able to engage in income generation activities</p> <p>Improved access of SLRCS volunteers to financial services</p> <p>Improved Reskilling and reintegration programmes for the wider ERW</p>	<p><b>PROJECTED END DATE:</b>          31-12-2016</p>	<p><b>EXPENDITURES</b>           \$502,246.47<sup>2</sup></p>	<p><b>IMPLEMENTING PARTNER(S):</b>           The International Federation of Red Cross and Red Crescent Societies (IFRC)           Sierra Leone Red Cross Society (SLRCS)</p>

<sup>1</sup> The date project funds were first transferred

<sup>2</sup> Expenditure incurred until end of November 2016

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<b>Mission Critical Action</b> MCA - Description			
<b>Location:</b> Sierra Leone, West Africa	<b>Sub-National Coverage Areas:</b> Full list of countries and/or districts  Kenema District, Western Area, Port Loko District, Kambia district, Bombali District, Koinadugu District, Tonkolili District, Moyamba District, Pujehun District, Bo District, Kailahun District, Bonthe District and Kono District		

**QUARTERLY PROGRESS REPORT RESULTS MATRIX**

<b>OUTPUT INDICATORS</b>					
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since project start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
<i>Description of the quantifiable indicator as set out in the approved project proposal<sup>3</sup></i>					
# of SLRCS volunteers completing psychosocial assessment	All the 14 Districts	800	0	800	100%
# Red Cross Staff trained in Community Based Psychosocial Support (CBPSS)	All the 14 Districts	28	0	0	0 <sup>4</sup>
# of SLRCS volunteers trained in Psychological First Aid	All the 14 Districts	60	60	60	100%
# of SLRCS branches with a referral system to specialized mental health services	All the 14 Districts	14	0	0	0 <sup>5</sup>

<sup>3</sup> For more project details please see narrative below.

<sup>4</sup> The training targets SLRCS branch staff who offer PS support to SDB/IPC volunteers, families, households and currently, individual and group session on PSS are being conducted by PFA trained volunteers, furthermore the training rescheduled to January would improve branch capacity to provided PSS.

<sup>5</sup> To strengthened the referral system, a training has been scheduled in the next quarter for 26 mental health nurses and 14 PSS focal persons across the 14 districts. The training would synchronize the PSS needs highlighted during the individual, group and district PSS sessions that are being conducted routinely at the branches for SDB/IPC volunteers, their family members and other community members. These sessions, are helping to identify cases requiring further or special care within the existing health care referral system.

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# of SLRCS volunteers undertaking counselling sessions	All the 14 Districts	800	800	800	100% <sup>6</sup>
# of SLRCS volunteers referred to specialized care and treatment and receiving on-going support	All the 14 Districts	200	0	1	0.5% <sup>7</sup>
2) Assessment # of SLRCS volunteers completing skills/educational/interest assessment	All the 14 Districts	800	0	800	100%
(3) Livelihood # of SLRCS volunteers receiving career skill development training	All the 14 Districts	62	0	0	0% <sup>8</sup>
Proportion of SLRCS volunteers streamed through the career skill development training that successfully complete the training	All the 14 Districts	75%	0	0	0 <sup>9</sup>
# of SLRCS volunteers receiving vocational training	All the 14 Districts	225	0	223	99% <sup>10</sup>
Proportion of SLRCS volunteers streamed through the vocational	All the 14 Districts	75%	0	7.6%	7.6% <sup>11</sup>

<sup>6</sup> Weekly follow up, group and Individual counselling sessions are on-going activities. Counselling as a whole is a process that is not just one off activity. All 800 volunteers from various district are reached within every reporting period.

<sup>7</sup> The initial target was set for 200 volunteers, however, after conducting the psychosocial assessment only one volunteer was referred for specialised treatment. Sessions with the volunteers are still on-going and anyone requiring specialized care and support, as will be established through the session would be taken through the referral system

<sup>8</sup> SLRCS has agreed with service providers for career advisory placement services and final arrangements with the providers at Fourah Bay College in Freetown and Eastern Polytechnic in Kenema have been made. The activity will be conducted in the next quarter.

<sup>9</sup> The target of 75% is the percentage estimated of volunteers enrolled in CAPS and successfully complete the training. Furthermore, once the training commences in the next quarter, continuous monitoring would be enhanced to ensure the target is achieved.

<sup>10</sup> There are two volunteers who worked in Bombali district during the EVD response, however, the volunteers could not be reached during the start of the project. Recently, one volunteer showed up, and informed the team that he went to Liberia immediately after Ebola ended. We have asked him to come with an acceptance letter from an institution of his choice

<sup>11</sup> A target of 75% of those streamed through vocational training was anticipated to successfully complete the training, and currently, 99% of those undertaking vocational training are in the final phase of their one year training program, meanwhile, 7.6% of the volunteers have completed their trainings.

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training that successfully complete the training					
# of SLRCS volunteers receiving business development training	All the 14 Districts	405	0	405	100%
Proportion of SLRCS volunteers streamed through the business development training that successfully complete the training	All the 14 Districts	75%	0	95% 385/405	95%
Market assessment and analysis emergent industries/livelihood areas	All the 14 Districts	800	0	800	100%
# of SLRCS volunteers returning back to tertiary studies	All the 14 Districts	108	0	108	100%
(4) Financial inclusion # of SLRC volunteers receiving planning and advisory services	All the 14 Districts	800	0	0	0% <sup>12</sup>
# of SLRC volunteers receiving financial management advice linked to UNDP's small and medium enterprise development and recovery programmes	All the 14 Districts	800	0	0	0 <sup>13</sup>
# of SLRCS volunteers receiving training on financial inclusion and access to financial services such as savings, credits, insurance etc.	All the 14 Districts	800	0	0	0% <sup>14</sup>
<b>EFFECT INDICATORS (if available for the reporting period)</b>					
Proportion of SLRCS volunteers with signs of stress and/or trauma	Nationwide – 13 districts	50%	0	1 (1/1)	100% <sup>15</sup>

<sup>12</sup> Financial inclusion training for the SLRC volunteers would be conducted in the next quarter by ECOBANK, the training would deliver basic financial literacy skills for the volunteers and thus better their understanding on saving and lending schemes. This would improve their ability to access savings and micro-credit facilities thus encouraging longer term engagement with and utilisation of financial services.

<sup>13</sup> ibid

<sup>14</sup> ibid

<sup>15</sup> It was estimated that 50% of the volunteers with signs of stress and/or trauma related symptoms would report ablation of said symptoms after treatment. One volunteers after psychosocial assessment shown signs of stress or trauma related symptoms and has received treatment and recovered.

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related symptoms reporting an ablation of said symptoms after treatment					
Proportion of SLRCS volunteers that require on-going care for trauma and/or stress associated symptoms still receiving treatment	Nationwide – 13 districts	50%	0	1% (1/100)	1% % <sup>16</sup>
Proportion of SLRCS volunteers that were referred to specialized mental health care that complete the treatment and management of their condition	Nationwide – 13 districts	50%	0	1 (1/1)	100%
Proportion of SLRCS volunteers in the career skill development stream successfully joining the workforce	Nationwide – 13 districts	50%	0	0	0 <sup>17</sup>
Proportion of SLRCS volunteers in the vocational development stream gaining a vocational skill	Nationwide – 13 districts	50%	0	0%	0% <sup>18</sup>
Proportion of SLRCS volunteers in the business development stream having established small or medium enterprises	Nationwide – 13 districts	50%	0	0%	0% <sup>19</sup>
Proportion of SLRCS volunteers that resume	Nationwide – 13 districts	50%	0	0% %	0% % <sup>20</sup>

<sup>16</sup> 100 volunteers (50% of the 200) volunteers were estimated that they would require on-going care for trauma and/or stress associated symptoms and continue receiving treatment. One volunteer is still on treatment, however, she has shown some improvement.

<sup>17</sup> The proportion of those successfully joining the workforce will be reported once career advisory placement services and job fairs are conducted.

<sup>18</sup> The trainings are still on-going

<sup>19</sup> 50% of those undergoing business stream were estimated to establish Small and Medium Enterprises. At the time of the reporting, all the 405 volunteers have successfully completed the training and 183 have developed business proposals. This awaits vetting and support for 150 proposals.

<sup>20</sup> All the 108 volunteers have resumed their studies, after provision of one year tuition fee. The completing rate will be ascertained when volunteers complete tertiary education.

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their studies successfully complete their education					
Proportion of SLRCS volunteers able to access financial services and savings	Nationwide – 13 districts	50%	0	0	0 <sup>21</sup>
Proportion of SLRCS volunteers able to access loan/micro-credit facilities	Nationwide – 13 districts	20%	0	0	0 <sup>22</sup>
Proportion of the wider (Ebola Response workers) ERW that are able to access future reintegration and reskilling programs	Nationwide – 13 districts	50 percent of the entire ERW	0	0	0 <sup>23</sup>

**NARRATIVE**

**Situation Update** (please describe critical changes, if any, in the situation that affect the project (1-2 paragraphs))

**Psychosocial Support:**

Train 60 Districts Counsellors in Psychological First Aid (PFA)

This training was conducted between October 3<sup>rd</sup> to October 7<sup>th</sup>. The training was attended by a total of 60 district SLRCS staff and PSS volunteers (32 Male and 28 female) to acquire skills as district PSS counsellors. The training was conducted in Bo and Bombali district branches simultaneously with representation of participants from all the districts.

It is expected that the trained Counsellors utilize the learned skills in offering psychological first aid to the other community volunteers, their family members, and the community at large.

Cascade CBPSS Training to SDB/IPC Training in 14 Branches

The training on CBPSS for SLRCS 14 branch health officers and 14 PSS branch coaches would be conducted in January, 2017

Training of SLRCS facilitators on coping skills and stress management. Cascade training to SDB/IPC volunteers)

In the reporting period a total of 800 SDB/IPC volunteers (172 female and 628 male) were trained by the facilitators that were trained in the previous quarter on coping skill and stress management

<sup>21</sup> 50% of SLRCS volunteers estimated would be able to access financial services and savings; this would be monitored once training on financial inclusion is conducted in the next quarter.

<sup>22</sup> ibid

<sup>23</sup> The project is a pilot and thus the lesson learnt from implementation of reintegration and reskilling of the SLRCS burial and IPC teams. would be invaluable in development of policy and reintegration of wider ERWs. This would be done once the project is completed.

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The trainings were conducted in all the 14 districts (Ebola operational districts) in October, 2016. The training is expected to improve the capacity of SDB/IPC volunteers to manage stress and cope with traumatic experiences they faced. They would also use these skills to help their families and community members to cope with stressful situation they find themselves in.

Conduct district PSS sessions (Stakeholders monthly meetings)

In the reporting period a total of 28 stakeholders meetings were held across the 14 districts/branches reaching 560 district stakeholders (Chiefs, Religious leaders, women leaders, youth leaders, parents/guardians and organisational heads).

The stakeholders meetings improved the level of understanding of the participants on stress, coping mechanisms and thus they would be in a capacity to support PS activities to improve the social cohesion and well-being in their communities.

Conduct individual PSS sessions (2 sessions per month) and Conduct weekly group sessions

800 SLRCS volunteers undertook individual and group counselling sessions across the 14 SLRC district branches. 105 PS groups counselling were formed (see the following table). The sessions were facilitated by the trained PS volunteers, branch health officers and PSS branch coaches. The most common reported feelings were isolation, loss of hope, stigmatization, sleepless night.

**Table 1: Individual and Group Counselling sessions**

<b>Districts/ Branches</b>	<b># Individual Session (2 sessions per month for each beneficiary)</b>	<b># GROUP Sessions conducted</b>	<b># of groups</b>	<b># of SDB Beneficiaries</b>
<b>Western Rural</b>	386	48	12	<b>95</b>
<b>Western Urban</b>	248	32	8	<b>62</b>
<b>Kambia</b>	120	16	4	<b>30</b>
<b>Port Loko</b>	200	28	7	<b>50</b>
<b>Bombali</b>	164	24	6	<b>41</b>
<b>Koinadugu</b>	120	16	4	<b>30</b>
<b>Tonkolili</b>	156	20	5	<b>39</b>
<b>Moyamba</b>	92	12	3	<b>23</b>
<b>Bonthe</b>	132	16	4	<b>33</b>
<b>Bo</b>	125	28	7	<b>50</b>
<b>Pujehun</b>	120	16	4	<b>30</b>
<b>Kenema</b>	472	60	15	<b>118</b>
<b>Kailahun</b>	236	32	8	<b>59</b>

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<b>Kono</b>	560	72	18	<b>140</b>
<b>TOTAL</b>	<b>2783</b>	<b>420</b>	<b>105</b>	<b>800</b>

PSS Referral System

To strengthen the referral system, a training has been scheduled in the next quarter for 26 mental health nurses and 14 PSS focal persons across the 14 districts. The training would synchronize the PSS needs highlighted during the individual, group and district PSS sessions that are being conducted routinely at the branches for SDB/IPC volunteers, their family members and other community members. These sessions, are helping to identify cases requiring further or special care within the existing health care referral system

**Reskilling Support:**

Continuing Education

A total of 108 volunteers opted to resume their studies which were interrupted during the EVD outbreak disaster. The project team conducted an assessment at the start of the project to ensure that there was a firm commitment from the volunteer to continue with their education and they would not drop out of the institutions for want of funds. All the volunteers who chose this stream, assured the team that their parents and or guardians would continue supporting their studies until they complete their education. SLRCS has been continuously following up on this matter to ensure there are strong family commitment and support for the individuals to continue and complete their education.

The table below shows the breakdown of volunteers attending secondary and tertiary level institutions. Of the 108, there were 91 males and 17 females. Project has provided one year tuition fee for all the volunteers who opted for this stream.

**Table 2: Continuing Education Breakdown**

<i>EDUCATION OPTION</i>	<i># OF EDUCATION INSTITUTIONS</i>	<i># OF SLRCS VOLUNTEERS</i>	<i>STATUS OF EDUCATION</i>	<i>COMPLETION OF ACADEMIC YEAR</i>
<i>WEST AFRICAN SECONDARY SCHOOLING CERTIFICATE</i>	6	6	<i>Completed their WASC exam In</i>	<i>September, 2016</i>
<i>TVET</i>	9	9	<i>Started in March &amp; April, 2016</i>	<i>March &amp; April, 2017</i>
<i>ADVANCED ACADEMIC COLLEGE</i>	18	68	<i>Commenced to January, 2016 to May, 2016</i>	<i>December, 2016 to May 2017</i>
<i>UNIVERSITY</i>	4	25	<i>Commenced January, 2016</i>	<i>December, 2016</i>

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Out of the 25 volunteers studying at the University, four volunteers in their final year have completed their final exams and awaiting results. The rest of the 21 volunteers have also sat for their end of academic year exams and awaiting results, that will determine their promotion to the next year.

Vocational Skills Development

Of a total number of 225, SLRCS has supported 223 volunteers who opted for vocational skills of choice for 12 months in 30 verified institutions. There were two volunteers who had relocated and despite efforts could not be reached during the start of the project. One of the missing volunteers has shown up recently and is awaiting for admission in an institution of his choice.

17 volunteers in Bo and Western rural Area undertaking driving and excavator operator courses have completed their trainings and received their certificates and licences. The rest of the 206 volunteers are still continuing to attend their trainings and are expected to compete on or before April, 2017

**Table 3: Vocational Skills Development Breakdown**

<b>VOCATIONAL PROGRAM</b>	<b>NUMBER OF SLRCS VOLUNTEERS</b>
<i>AUTOMECHANIC</i>	20
<i>IT/COMPUTER STUDIES</i>	102
<i>MOTO MECHANIC</i>	16
<i>CONSTRUCTION</i>	12
<i>TAILORING</i>	8
<i>CATERING</i>	1
<i>DRIVING</i>	43
<i>CARPENTRY</i>	1
<i>METAL WORK</i>	2
<i>WELDING</i>	3
<i>AGRICULTURE</i>	12
<i>EXCAVATOR OPERATOR</i>	3
<b>TOTAL</b>	<b>223</b>

Business Skill Development(BDS)

A total of 385 out of the 405 volunteers opted for the BDS successfully completed the business development skills training. Only 20 out of 152 volunteers could not complete the training opted to drop out of the training.

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The eight week course provided the volunteers with theoretical knowledge and practical skills on business management including financial budgeting, record keeping, marketing, inventory control and costing.

At the completion of the BDS training, a total of 183 business plans were prepared. These plans were reviewed and vetted by the service providers and sent to SLRCS, IFRC and UNDP for final review and support. The team agreed to provide start-up capital to 150 best proposals proportionally divided based on the number of volunteers trained by each of the three service providers

Discussions are on-going with service providers in liaison with ECOBANK and the MFI Association of Sierra Leone to provide oversight and support to the volunteers to manage cash flows in establishing and operating their small and medium enterprises (SMEs).

Career Advisory Placement Services

SLRCS has agreed with service providers at Fourah Bay College in Freetown and the Eastern Polytechnic in Kenema for Career Advisory and Placement Services (CAPS), to provide training for 62 SLRCS volunteers (57 male and 5 female) who opted for the CAPS option. The training was originally planned for the reporting quarter but due to non-availability of service providers this training has now been planned to be undertaken in the next quarter.

The CAPS training will be followed by a comprehensive job fair for the SLRCS volunteers whereby service providers and employers will be encouraged to participate and engage with the participants. The job fair will provide employment opportunities for volunteers and increase market labour absorption.

**Table 4 : Career Development Breakdown**

<i><b>SKILL SET</b></i>	<i><b># SLRCS VOLUNTEERS</b></i>
<i><b>DRIVER</b></i>	25
<i><b>AUTOMECHANIC</b></i>	1
<i><b>IT</b></i>	7
<i><b>TILER</b></i>	2
<i><b>NURSE</b></i>	1
<i><b>CARPENTER</b></i>	2
<i><b>STUDENT</b></i>	3
<i><b>ACCOUNTANT</b></i>	2
<i><b>TEACHER</b></i>	2
<i><b>SOCIOLOGIST</b></i>	1
<i><b>ELECTRICAL ENGINEER</b></i>	1
<i><b>LAB TECHNICIAN</b></i>	1
<i><b>WASH</b></i>	5
<i><b>NO PROFESSION/TRADE</b></i>	9
<i><b>TOTAL</b></i>	62

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Financial inclusion

Financial inclusion training for 800 SLRC volunteers would commence in December 2016. The training will be conducted by ECOBANK. The training will focus on delivering basic financial literacy skills for the volunteers and thus improving their understanding on saving and lending schemes. This will also improve their ability to access savings and micro-credit facilities thus encouraging longer term engagement with and utilisation of financial services available such as savings and deposit services, payment and transfer services, credit and insurance etc. SLRCS expects this training to encourage better savings mind-set amongst the SLRCS volunteers and their families.

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**Monitoring and reporting:**

During the reporting quarter a number of monitoring missions were carried to various project sites. The aim of these missions was to monitor the progress being made on completing planned project activities. Following is a bulleted account of these missions:

- PS Monitoring mission was conducted in November by two teams simultaneously comprising of IFRC and SLRC across the 14 districts/branches. The mission addressed some of the bottlenecks in implementation of PSS activities across the branches and guidance provided on provision of feedback and regular reporting on prescribed reporting formats

In addition, during the mission, SLRC PSS officer & PSS trainers, IFRC PSS delegate, SLRCS Project Manager monitored and supervised the stress management training. The aim was to guide the process and ensure the effectiveness of the training being facilitated by PSS coaches and PSS focal points at branch level.

- In October, support supervision was also provided during PFA training for 60 district counsellors. The training was being conducted in Bo and Kenema branches. Meeting with 14 branch managers of SLRCS was held in Bo and Makeni to discuss on project challenges and support for PSS activities and volunteers in the various streams.
- In the month of September Support visits were conducted to the training institution for vocational training and tertiary institutions for verification of student enrolment and follow up on the volunteers who are already in institutions. In addition, support monitoring was conducted to the BDS centres in Kenema, & Kailahun to further explain to them the outcome of the business proposals.
- During the month of December, a meeting with the volunteers was held in Port Loko, Tonkolili and Kambia to get feedback on the project implementation, challenges and possible local solutions

**Key Achievements**

Following are some of the key achievements of the project:

- 60 volunteers were trained on psychological first aid across the 14 SLRC district branches
- 800 volunteers were reached through training on coping skills and stress management
- 385 SLRCS volunteers supported for BDS stream have completed training
- Business proposals were developed by the BDS volunteers and the same were reviewed and graded by the service providers.

**Challenges**

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The training for the volunteers in business development stream was successfully completed by the three service providers. The project has agreed to support 150 best proposals with start-up capital. The idea was to provide start-up capital to individual proposals and not group proposals. However, all the 180 volunteers in the Eastern province decided to form 10 groups and included individual team members into these groups. This has created an issue it would be difficult to entertain this approach. Some of the groups have over 20 members and the small amount of seed capital would not be enough for them to kick start any businesses. IFRC & SLRC are having deliberations on the matter to develop a consensus with the service provider and the volunteers. There has been a consensus that the distribution of start-up capital for the proposals would be made proportionally based on the number of volunteers trained by each of the three service providers (CEPAD 66/180; Restless development 56/152 and AFFORD 28/72).

**Indirect Beneficiaries**

The project has so far reached a total number of 69,249 direct and indirect beneficiaries. Of this 14,103 were reached during the reporting quarter. The indirect beneficiaries are the family members, relatives and community members of the direct beneficiaries of project. Based on identified needs SLRCS district PSS coaches visit the locations and provide counselling and mediation services. Additionally, in order to ensure effectiveness of services, the project PSS coaches also carry out regular follow up visits to those communities where the mediation or counselling services were provided. The numbers for indirect beneficiaries are calculated on a monthly basis and a cumulative figure is reported at the end of each month. The table below provides details on the gender and number of beneficiaries reached by the project so far.

*Table 5. Indirect Beneficiaries*

<b>No. of Indirect Community Beneficiaries reached via CBPSS and Individual PS Counselling – Figures stand for extended family members</b>		<b>August Cumulative</b>	<b>September, October, November Cumulative</b>
<b>Women</b>	1,689	16369	3198
<b>Girls</b>	-	13062	4118
<b>Men</b>	1,834	15210	2838
<b>Boys</b>	-	10504	3949
<b>Total</b>	<b>3,523</b>	<b>55145</b>	<b>14103</b>