



**UN Interagency Rehabilitation Programme (UNIRP)  
ANNUAL PROGRAMME<sup>1</sup> NARRATIVE PROGRESS REPORT  
REPORTING PERIOD: 1 JANUARY 2011 – 31 DECEMBER 2011**

<b>Programme Title &amp; Number</b>
<ul style="list-style-type: none"> <li>• Programme Title: <b>UN Interagency Rehabilitation Programme</b></li> <li>• Programme Number (if applicable) UNPFN/A-7</li> <li>• MDTF Office Atlas Number:<sup>3</sup> <b>00075366</b></li> </ul>

<b>Country, Locality(s), Thematic Area(s)<sup>2</sup></b>
<p>(if applicable) <b>Nepal, Country-Wide, Rehabilitation of Verified Minors and Late Recruits (VMLRs)</b></p> <p><b>Thematic area/UNPFN Cluster: Cantonment/Reintegration</b> <b>UNPFN Strategic Outcome: The Government of Nepal and Maoist Army have the capacity to meet the CPA and AMMAA commitments for the cantonment, discharge, integration and rehabilitation of the Maoist army</b></p>

<b>Participating Organization(s)</b>				
<table> <tr> <td><b>UNDP</b></td> <td><b>UNFPA</b></td> </tr> <tr> <td><b>UNICEF</b></td> <td><b>ILO</b></td> </tr> </table>	<b>UNDP</b>	<b>UNFPA</b>	<b>UNICEF</b>	<b>ILO</b>
<b>UNDP</b>	<b>UNFPA</b>			
<b>UNICEF</b>	<b>ILO</b>			

<b>Implementing Partners</b>
<ul style="list-style-type: none"> <li>• Training Centre Nepal (TCN)</li> <li>• Franchising Skill (F-SKILL)</li> <li>• Underprivileged Children’s Education Programme (UCEP)</li> <li>• Training Institute for Technical Instruction (TITI)</li> <li>• Alliance for Social Mobilizations Nepal</li> <li>• Micro-Enterprise Development Programme (UNDP-MEDEP)</li> <li>• UNICEF, CAAFAG Partners</li> </ul>

<b>Programme/Project Cost (US\$)</b>
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<ul style="list-style-type: none"> <li>• UNDP <b>6,179,250</b></li> <li>• UNICEF <b>1,955,960</b></li> <li>• UNFPA <b>892,380</b></li> <li>• ILO <b>322,070</b></li> </ul>
Agency Contribution
<ul style="list-style-type: none"> <li>• UNDP/BCPR <b>692,762</b></li> </ul>
Government Contribution (if applicable)
Other Contribution (donor) (if applicable)
<b>TOTAL: 9,349,660</b>

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Overall Duration	<b>24 Months</b>
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End Date (or Revised End Date <sup>5</sup> ) (if applicable)	<b>31 Jan, 2013 (Revised End Date)</b>
Operational Closure Date <sup>6</sup>	31 Jan, 2013
Expected Financial Closure Date	31 Jan, 2014

<b>Programme Assessments/Mid-Term Evaluation</b>
Assessment Completed - if applicable <i>please attach</i>
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Date: <u>February 2011 (internal)</u>
Mid-Evaluation Report – <i>if applicable please attach</i>
<input type="checkbox"/> Yes <input type="checkbox"/> No Date: _____

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<sup>1</sup> The term “programme” is used for programmes, joint programmes and projects

<sup>2</sup> Strategic Results, as formulated in the Performance Management Plan (PMP) for the PBF; Sector for the UNDG ITF.

<sup>3</sup> The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to “Project ID” on the [MPTF Office GATEWAY](#)

<sup>4</sup> The start date is the date of the first transfer of the funds from the MPTF Office as Administrative Agent. Transfer date is available on the [MPTF Office GATEWAY](#)

<sup>5</sup> As per approval by the relevant decision-making body/Steering Committee.

<sup>6</sup> All activities for which a Participating Organization is responsible under an approved MPTF programme have been completed. Agencies to advise the MPTF Office

## Abbreviations

<b>AMMAA</b>	Agreement on the Monitoring and Management of Arms and Armies
<b>ANM</b>	Auxiliary Nurse Midwife
<b>BCPR</b>	Bureau for Crisis Prevention and Recovery
<b>CAAFAG</b>	Children Associated with Armed Forces and Armed Groups
<b>CBO</b>	Community Based Organization
<b>CDO</b>	Chief District Officer
<b>CMA</b>	Community Medical Assistant
<b>CNI</b>	Confederation of Nepalese Industries
<b>CO</b>	Central Office
<b>CPA</b>	Comprehensive Peace Agreement
<b>CRIMS</b>	Comprehensive Rehabilitation Information Management System
<b>CTEVT</b>	Council for Technical Education and Vocational Training
<b>CVICT</b>	Center for Victims of Torture
<b>DFID</b>	Department for International Development
<b>DDR</b>	Disarmament, Demobilization and Reintegration
<b>DNH</b>	Do No Harm
<b>DREAM</b>	Disarmament, Demobilization, Reintegration and Arms Management
<b>FCAN</b>	Federation of Contractors Association of Nepal
<b>FM</b>	Frequency Modulation
<b>FNCCI</b>	Federation of Nepalese Chambers of Commerce and Industry
<b>FNCSI</b>	Federation of Nepalese Cottage and Small Industries
<b>FNNTE</b>	Federation of Nepalese National Transport Entrepreneurs
<b>F-SKILL</b>	Franchising SKILL
<b>SGBV</b>	Sexual and Gender Based Violence
<b>GoN</b>	Government of Nepal
<b>HAN</b>	Hotel Association Nepal
<b>HQ</b>	Head Quarter
<b>HIV</b>	Human Immunodeficiency Virus
<b>IAWG</b>	Interagency Working Group
<b>IDDRS</b>	Integrated Disarmament, Demobilization and Reintegration Standards
<b>ILO</b>	International Labor Organization
<b>IP</b>	Implementing Partner
<b>LA</b>	Laboratory Assistant
<b>LTA</b>	Long Term Agreement
<b>LMIA</b>	Labor Market Information and Analysis
<b>ME</b>	Micro-Enterprises
<b>M&amp;E</b>	Monitoring & Evaluation
<b>MEDEP</b>	Micro-Enterprises Development Programme
<b>MFI</b>	Micro-Finance Institutions
<b>MoPR</b>	Ministry of Peace and Reconstruction
<b>MoU</b>	Memorandum of Understanding
<b>MoWCSW</b>	Ministry of Women, Children and Social Welfare
<b>NBI</b>	National Business Initiative
<b>NCCI</b>	Nepal Chamber of Commerce and Industry
<b>NGO</b>	Non-Governmental Organization
<b>OJT</b>	On the Job Training
<b>PSA</b>	Public Service Announcement
<b>RH</b>	Reproductive Health
<b>PSP</b>	Principal Service Provider
<b>RIS</b>	Rehabilitation Information System
<b>ROPs</b>	Rehabilitation Option Packages
<b>ROs</b>	Regional Offices
<b>SGBV</b>	Sexual and Gender Based Violence
<b>SIRC</b>	Spinal Injury Rehabilitation Center

<b>SIYB</b>	Start and Improve Your Business
<b>SLC</b>	School Leaving Certificate
<b>SP</b>	Service Provider
<b>SMS</b>	Short Message Service
<b>TCN</b>	Training Centre Nepal
<b>TITI</b>	Training Institute for Technical Instruction
<b>TPO</b>	Trans-Cultural Psychosocial Organization
<b>UCEP</b>	Underprivileged Children’s Education programme
<b>UCPN-M</b>	United Communist Party of Nepal – Maoist
<b>UN</b>	United Nations
<b>UNCT</b>	United Nations Country Team
<b>UNDP</b>	United Nations Development Programme
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations Children’s Fund
<b>UNIRP</b>	United Nations Interagency Rehabilitation Programme
<b>UNMIN</b>	United Nations Assistance Mission in Nepal
<b>UNPFN</b>	United Nations Peace Fund for Nepal
<b>VMLRs</b>	Verified Minors and Late Recruits
<b>VST</b>	Vocational Skills Training

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# UNIRP Narrative Report of 2011

## I. Project Background:

Following the signing of the Comprehensive Peace Agreement (CPA) on 21 November 2006 and the Agreement on Monitoring of the Management of Arms and Armies (AMMAA) on 28 November 2006 by major political parties and the United Communist Party of Nepal -Maoists (UCPN-M), the UN Country Team (UNCT) in Nepal, with the political leadership of UN Mission in Nepal (UNMIN), supported the registration and verification of Maoist army Personnel in 2007. This resulted in 4,008 Maoist combatants verified as Minors (born after 25 May 1988) and Late Recruits (recruited in Maoist army after the 25 May 2006 ceasefire). The 4,008 Verified Minors and Late Recruits (VMLRs) were recommended to be honourably and automatically discharged from the Maoist cantonments.

Two years after the completion of the UN led verification process in December 2007, the discharge and rehabilitation of these VMLRs was secured by the signing of the 1612 Action Plan on 16 December 2009. The discharge process was launched on 6 January 2010 and was completed within 33 days. Of the total 4,008 VMLRs, only 2,394 were present during discharge ceremonies. The remaining 1,614, who were not present during the discharge in the cantonments, were officially discharged in absentia through a declaration signed by UCPN-Maoist on 23 March 2010. The UNCT and UNMIN supported the implementation of the discharge process.

Building on the excellence of UNCT collaboration during discharge which demonstrated the UN working as one and on the basis of an official request from the Government of Nepal (GoN), UNDP led the launch of a context specific rehabilitation programme - UN Interagency Rehabilitation Programme (UNIRP) - together with UNICEF, UNFPA and ILO. The design was in accordance with the most widely recognized guidelines for such processes endorsed by the UN - the Integrated DDR Standards (IDDRS) to support the transition of these discharged VMLRs into civilian life with improved sustainable livelihood options. The rehabilitation options were developed in consultation with the GoN, UCPN-Maoists, wider practitioners and technical schools, including Council for Technical Education and Vocational Training (CTEVT). The rehabilitation options include Vocational Skills Training (VST), Micro-Enterprise (ME), Health related Training and Education and Formal Education.

UNIRP's project document was developed through a process of interagency consultation and the required funds were secured from the UN Peace Fund for Nepal (UNPFN) - a multi-donor trust fund supported by the Governments of Canada, Denmark, Norway, Switzerland and the United Kingdom and UN Peacebuilding Fund. The programme is now being implemented in a process which demonstrates a remarkable example of an integrated and collaborative effort by multiple UN agencies in delivering a complex rehabilitation programme.

The programme was launched in June 2010 despite the absence of adequate baseline information regarding the socio-economic profiles of participants and the necessary labor market analysis, both critical for the rehabilitation option design. In addition, the programme faced constraints in approaching implementation from the desired community-based perspective. This necessitated a greater need for mainstreaming conflict sensitive approach and the implementation of a process of dynamic monitoring and evaluation, and adjustment which permitted the improvement of design as necessary information was gathered and lessons were drawn from UNIRP experience during course of implementation. Changes to programme implementation, particularly in improving the options to address market realities and increased support for social reintegration, career counseling, psychosocial support, gender-specific support and health support, were further reflected in a revised programme document which maps the road to successful completion of the programme.

## II. Purpose:

The main purpose of UNIRP is to support the transitional socio-economic rehabilitation of the 4,008 VMLRs through direct support to the individuals combined with the community engagement to support and facilitate their rehabilitation. The project promotes gainful employment and livelihood opportunities for them. The project is intended to contribute to the national peacebuilding effort, as the rehabilitation of these VMLRs forms a key component of the CPA and the AMMAA.

## 2.1 Outcomes:

To achieve the desired impact, the project is framed around two complimentary outcomes:

**2.1.1 VMLRs are supported in their socio-economic rehabilitation and;**

**2.1.2 Communities are engaged in supporting the rehabilitation of VMLR participants.**

The content and activities of UNIRP reflects more than two years<sup>7</sup> of UN experience preparing for the rehabilitation of the VMLRs, as well as principles and lessons learned from the rehabilitation and reintegration of ex-combatants programmes throughout the world that are documented in the UN's IDDRS. Supporting the transition of these discharged VMLRs into civilian life 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. Given that 74% of the VMLRs were young at the time of their initial verification and 30% of them were girls or young women, the project approach placed strong emphasis on gender-specific needs and special considerations.

## III. Resources

### 3.1 Financial Resources:

The programme is being funded by the UN Peace Fund for Nepal and UNDP's Bureau for Crisis Prevention and Recovery (BCPR). As per the joint project document, UNPFN was authorized to support implementation of rehabilitation programme and to disburse funds to the following agencies as a first and second tranches:

First Tranche		Second Tranche	
UNDP:	US\$ 5,020,440	UNDP:	US\$ 1,158,810
UNICEF:	US\$ 1,552,570	UNICEF:	US\$ 403,390
UNFPA	US\$ 721,180	UNFPA	US\$ 0 (the 2 <sup>nd</sup> tranche amounting USD 171,200 has not been disbursed)
ILO	US\$ 223,630	ILO	US\$ 98,440
<b>TOTAL</b>	<b>US\$ 7,517,820</b>	<b>TOTAL</b>	<b>US\$ 1,660,640</b>
<b>Total UNPFN funding disbursed: 9,178,460</b>			
<b>Additional funding contributions through UNDP/BCPR:</b>			
<b>UNDP/BCPR: US\$ 692,762</b>			

### 3.2 Human Resources:

The following are UNIRP Human Resources.

<b>National Staff:</b>	
<b>UNDP</b>	
Rehabilitation Coordinator (1)	Programme Officer (1)
Admin/Finance Officer (1)	Communication and Reporting Officer (1)
Socioeconomic Mapping Liaison Officer (1)	Monitoring and Evaluation Officer (1)
Database and IT Officer (1)	Database and IT Associate (1)
Admin Logistic Associate (1)	Counselor on Toll-Free (3)
Office Assistant (1)	Senior Career Counselor and Monitoring Officer (5)
Career Counselor & Monitoring Assistant (10)	Programme Associate (7)
Drivers (11)	
<b>UNICEF</b>	
Social Rehabilitation Support Officer (1)	Psychosocial Counselor (10)
Education Case Manager (1)	Programme Assistant (1)
Database Associate (1)	
<b>UNFPA</b>	
Project Coordinator (1)	Gender Advisor (1)

<sup>7</sup> Due to political deadlocks and lack of consensus amongst the political parties, the release of the VMLRs from the cantonments did not materialize. However, in anticipation of possible release, the UN continued the preparation for the discharge and rehabilitation of these VMLRs since early 2008.

<b><i>ILO</i></b>	
Programme Officer (1)	
<b>International Staff:</b>	
<b><i>UNDP</i></b>	
Programme Manager (1)	Senior Rehabilitation Advisor (1)
Info Management, Reporting and M&E Advisor (1)	Rehabilitation Advisor & Regional Office Coordinator (1)
Regional Office Manager (4 IUNVs)	
<b><i>UNICEF</i></b>	
Programme Advisor (1)	

## **IV. Implementation and Monitoring Arrangements**

### **4.1 Implementation: Roles of UN Partner Agencies:**

UNDP, as a leading agency is responsible for the overall coordination, management and monitoring of the programme including establishment and management of toll-free information and counseling system and five regional offices. UNDP is also responsible for the planning, development, and delivery of VST and ME options. It also is in charge of coordinating programme data collection, storage and security, reporting and supporting the activities of the dynamic M&E process.

UNICEF manages education (formal and non-formal) support for VMLRs, providing psychosocial care and support, life-skills education and community based peacebuilding activities engaging communities with VMLRs to support their social reintegration. In addition, UNICEF, by virtue of its capacity to reach communities through its Children Associated with Armed Forces and Armed Groups (CAAFAG)<sup>8</sup> implementing partners' network, is the lead agency facilitating the social reintegration of VMLRs through community based peacebuilding and reconciliation activities.

UNFPA is responsible for planning and delivery of Health Related Training and Education option and coordination of interagency gender specific support. ILO provides capacity development support to UNIRP service providers and also informs the programme on labor market information.

### **4.2 Procurement:**

UNIRP signed significant number of contracts at central and local levels to maximize quality and timely service delivery and facilitate the rehabilitation of the discharged VMLRs into civilian life. This includes more than 180 small and medium contracts for all five development regions of Nepal. This is an innovative approach for UNIRP and an area of great achievements which has resulted in improved efficiency and value for money through working directly with the service providers on the ground and minimizing the layers of cash transfers and contracting. It also engages community based service providers and vendors who will support social reintegration of VMLRs. During 2011, the two year Long-Term-Agreements (LTAs) with the Principal Service Providers (PSPs) of VST were ended and replaced with more efficient direct contracting with regional public and private technical schools in order to get rid of multiple layers of contracting and ensure cost effective quality services.

UNICEF renewed its partnership for another year with CAAFAG Implementing Partners to provide continued rehabilitation support to VMRLs in the areas of education, psychosocial support and facilitate social-reintegration through community based peacebuilding activities. UNICEF signed agreements with 17 NGO implementing partners to facilitate education programme in 62 districts.

UNFPA also initiated new direct contracts with service providers to facilitate services to the second group of VMLRs who passed the entrance examination for health related training and education.

### **4.3 Monitoring:**

The programme is implementing an innovative process of dynamic monitoring and evaluation that facilitates timely adaption to operational realities and VMLRs' needs. Through this process, UNIRP regional offices are conducting constant individual monitoring and follow-up during training and after graduation to assess

<sup>8</sup> This parallel and complementary activity has also benefitted from the UNPFN funding support and belongs to the same cluster of projects– See UNPFN-A8 'Monitoring, Reporting and Response to Conflict-Related Child Rights Violations' project jointly implemented by UNICEF and OHCHR.

individuals' needs and facilitate timely response. The dynamic M&E is supported by a unified reporting and data collection system specific to each agency's needs to regularly collect, collate and analyse both qualitative and quantitative data and information. This enables the programme to identify bottlenecks for appropriate and timely programme adjustments. In addition, the programme monitoring is implemented through an integrated approach for UNDP and UNPFA specifically tailored to the needs of VMLRs under VST, ME and Health related trainings that involves constant follow-up with the participants, needs assessment, career and psychosocial counseling, family interventions and linkages to job and microcredit opportunities. However, UNICEF has adapted a case management approach through district implementing partners with the support from regional and central staff to ensure social reintegration and smooth participation of VMLRs in community based schools. UNIRP is also capitalizing on the strengths of CAAFAG network and their presence in more than 60 districts to trace and follow-up to VMLRs scattered across Nepal.

The programme also supports independent review of the process by stakeholders and International NGOs and assesses commentary and recommendations from diverse sources in order to improve the dynamic design of elements of the programme. In February 2011, a special review of UNIRP was conducted by a two-week mission from Bureau for Crisis Prevention and Recovery (BCPR) comprising of experts from the HQs of the four participating agencies (UNDP, UNICEF, UNFPA and ILO). The recommendations of the special review were further discussed by the UNIRP management and systematically complied with in process of the project implementation.

The programme facilitated several high level visits to UNIRP training programmes including important visits by UNDP Administrator Helen Clark, HE Crown Prince Haakon of Norway, Transitional Support Strategy Donors and senior government officials - the Secretary, Joint Secretaries and Under Secretaries of MoPR. Visiting officials were impressed by the remarkable achievements made by UNIRP participants given the complexities of the environment. In addition, UNDP Senior Management and representatives of Donors, the Nepal Peace Trust Fund (NPTF) and UNPFN also visited UNIRP central and three regional offices.



## **V. Results**

### **5.1 Programme Summary:**

As the deadline for enrollment in the rehabilitation programme approached on 22 March 2011 (further extended to 31 July 2011), the programme focused on reaching out to as many VMLRs as possible to facilitate their enrollment into the rehabilitation programme. The number of VMLRs opted for rehabilitation options increased to 2,149, almost doubled as compared to 2010 (1,252). Building on the lessons learned from programme implementation in 2010, UNIRP brought significant improvement in the delivery of rehabilitation services to VMLRs including interagency coordination and collaboration with broader stakeholders, particularly GoN and private sector. As a result of closer collaboration with the business community, including Micro Finance Institutions (MFIs), and bringing significant adjustments in the design and delivery of rehabilitation options, the employment rate climbed to the height of 60%. The programme has further enhanced cross-cutting components of the programme including gender-specific, health and psychosocial support. This has significantly increased participation of vulnerable groups including women with specific needs and VMLRs with psychosocial needs.

### **5.2 Report on key achievements:**

#### **Outcome No. 1: VMLR participants were supported in their socio-economic rehabilitation.**

##### **Output 1: Individual Rehabilitation Option Packages (ROPs) are prepared and made available to participants**

In view of the market demands and participants interest, UNIRP enhanced VST, ME, Health related Training and Education and Formal Education options. UNICEF reintroduced the Open education<sup>9</sup> option for VMLRs

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<sup>9</sup> Non-Formal Education was an option introduced by UNIRP/UNDP in 2010. However, during the course of implementation, it was found that this option was misused by some VMLRs who did not want to physically attend any rehabilitation option. Thus in April 2010, the UNIRP decided to discontinue this option contingent to a review in 2011.

in consultation with the Ministry of Education. The programme through its innovative lens of dynamic M&E has implemented a flexible approach for the enhancement and revision of the training options responsive to the changing market demand and participants' needs.

The programme has not only expanded the number of marketable trades and options but also improved the quality, duration of training and mode of delivery through dynamic M&E and constant adjustment process.

**The followings are key statistical results as of end of 2011:**

**Table-1: Summary of key statistics**

Steps in Rehabilitation Process	Of the total 4008 individuals discharged		
	Male	Female	Total
VMLRs who have made first contact through the toll-free phone number	1771	918	2689 (67%)
VMLRs who have visited regional offices and received career counseling	1596	864	2460 (61%)
VMLRs who have received career counseling and been referred for training or education	1528	856	2384 (59%)
VMLRs who are currently in training or education	601	428	1029 (25%)
VMLRs who have dropped out from training/Education	68	12	80 (2%)
VMLRs who have completed training	674	366	1040 (26%)
Total individuals enrolled in rehabilitation	1343	806	2149 (54%)

**Table-2: Breakdown of VMLR participants by package in various steps of rehabilitation:**

Rehabilitation Packages	# of VMLRs counseled and referred for training / education	# of VMLRs currently in training or education	# of VMLRs who have completed training	# of VMLRs employed after completion of training
Vocational Skills Training	564 (2% female)	39 (0% female)	396 (2% female)	141 (1% female)
Micro-Enterprises	1256 (50% female)	507 (44% female)	643 (56% female)	424 (55% female)
Education	489 (41% female)	425 (44% female)	1 (100% female)	-
Health Training	75 (27% female)	58 (29% female)	-	-
Total	2384 (36% female)	1029 (42% female)	1040 (35% female)	567 (42% female)
			Rate of employment	55% (of the total 1040)

### Output 2: Access to employment and livelihood opportunity

The socioeconomic support strategy has been developed consisting of four strategic approaches and related tools. To support the implementation of the strategy, the programme has developed socioeconomic support guidelines which will be finalized in first quarter of 2012. UNIRP has been consulting with private/public sector in mapping job opportunities and developing relationships supportive of employment at central and local levels. As a result of this, UNIRP has achieved more than 60% job offer rate of the total graduates (1,040) in the reporting period. This includes 5% of job refusal cases (55) where participants refused employment opportunities that were facilitated by UNIRP for multiple reasons like low salary scale or better remuneration package offered by the UCPN-M. For details, refer to Table 2 above.

The programme continually monitors and provides follow-up support to graduates, particularly those who are not employed or have not established their own microenterprises. An employment and microcredit needs assessment matrix has been developed to identify appropriate needs of the graduates matched with employment and microcredit market realities to facilitate successful linkages to opportunities.

In the interest of the graduated VMLRs under the rehabilitation packages offered by UNIRP, the programme has established coordination with microfinance institutions including Nepal Rastra Bank, Deposit and Credit Guarantee Corporation, Grameen Development Bank and many more for possible micro-credit linkages. As a result, two Memorandums of Understandings were signed between UNDP and Grameen Development Bank to facilitate microcredit to ME graduates. However, most of the ME graduates who have established their

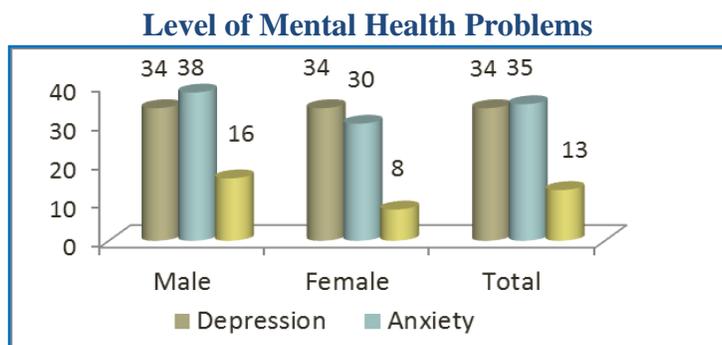
businesses find local level microcredit through community based saving and credit groups, cooperatives and local MFIs more suitable. Therefore, the UNIRP is working to facilitate microcredit through local institutions to enhance community participation and social rehabilitation in addition to economic benefits. UNCIEF is also mobilizing district implementing partners to link VMLRs with existing microcredit groups and cooperatives to facilitate access to financial loans in the community.

In partnership with National Business Initiative Nepal (NBI) and through International Alert, the programme organized 9 business community orientation workshops in Kailali, Banke, Rupandehi, Kaski, Chitwan, Parsa and Morang districts, targeting graduates' locations and potential employers and aiming to strengthen the socio-economic support dimensions of the rehabilitation programme and to generate knowledge around local opportunities for rehabilitation. More than 650 key business people participated in the workshops and committed to provide employment opportunities and mentoring services for sustainable livelihood opportunities for VMLRs. These nine workshops created awareness amongst business people to support peacebuilding process in the country.

### Output 3: Participants will receive career and psychosocial counseling

Career counseling, mentoring and psychosocial support has remained a major activity of the programme and an important support to VMLRs pre, during and after training and education programmes in order to facilitate their socio-economic transformation into successful civilian individuals. As a result of these interventions, a dramatic change in the attitudes, behaviors, learning abilities and social adjustment of the participants has been observed during the second year of programme implementation.

After the deadline for enrollment in the rehabilitation programme, the regional counselors have devoted more time to outreach, career counseling, mentoring and monitoring of the participants pre/during and post training to provide enhanced career guidance. 61% of the total 4,008 VMLRs have received career counseling at one of the five UNIRP regional offices. From January to December 2011, regional psychosocial counselors conducted a psychosocial assessment of 642 VMLRs who visited UNIRP offices for career counseling. Among these, around 339 participants were referred to UNICEF implementing partners for follow up on their psychosocial needs, through district psychosocial counselors and community-based psychosocial workers.



In 2011, UNICEF continued concentrating efforts on building the capacity of psychosocial service providers and providing individual care and psychosocial support to VMLRs, aiding their psychosocial well-being and overall social reintegration. Various training sessions were organized for district implementing partners, regional psychosocial counselors and district social workers to either refresh knowledge of community based psychosocial workers on psychosocial care/counseling, or to impart additional knowledge to help them address new and emerging issues. In three regional refresher trainings, a total of 106 social/psychosocial workers received different levels of psychosocial training in 2011. Also, training on gender based violence and substance abuse was conducted for social mobilizers and psychosocial counselors in all regions. Around 100 participants from district implementing partners participated in the training.

In the light of increased demand for psychosocial support, 10 regional level psychosocial counselors were retained by the programme until August 2011, and from then on, reduced to one psychosocial counselor per region (five in total) as the work load is decreasing. In order to ensure the quality of the services provided, technical supervision was intensified in districts with a high number of VMLRs. In 2011, intensive supervision support was provided to 27 district partners, mobilizing Kathmandu-based psychosocial counselors.

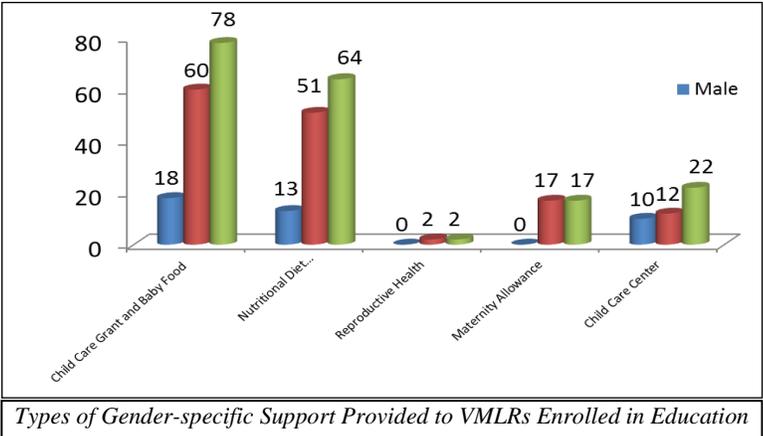
In 2011, around 981 VMLRs received some form of psychosocial support through regional and district psychosocial counselors. In addition, 19 cases (56% female) have been referred from district to central and regional centers for specialized psychosocial care and support. The 19 critical cases are currently receiving regular check-ups and follow-up support. Provision of psychosocial care and support was ensured by mobilizing over 350 regional, district and community based psychosocial workers in 60 districts, with technical and capacity building support from two specialized agencies, TPO and CVICT. With the individual needs assessment of the participants, the UNIRP and its implementing partners also provided psychosocial counseling services to the families and communities to facilitate their active participation in the social rehabilitation of the VMLRs.

UNIRP, through health support provision and referral to appropriate support services to CAAFAG partners, government hospitals and other specialized agencies, addresses special health needs of the participants up to worth 250 USD support for medical treatment. In order to support war injury cases, the programme looked for possible synergies with ICRC, Handicap International, and Spinal Injury Rehabilitation Center (SIRC) and also with local government bodies like CDO office. In benefit to this, the participants were informed on the legal documentation and shared the process to access the government support to such cases of war injuries.

**Output 4: Specific Gender needs of VMLRS are met**

Women and girls constitute 38% of the 2,149 total participants. More than 55% of those who established their own microenterprises are women and girls. This reflects the improved delivery of the gender-specific support. In addition, the programme is addressing the gender-specific needs of male participants to create a positive training and education environment.

UNIRP has developed broad range of gender-specific support options, particularly for vulnerable women and men participants (i.e. pregnant women and lactating mothers and women and men caring for young children under five and women and men with protection needs). Gender-specific options include nutritional support to pregnant women and lactating mothers including spouse of men VMLRs, childcare facility in training centers and in the community, childcare grants including to children of men



participants, maternity/paternity allowances, support to victims of SGBV, special reproductive health support and many other broad ranges of provisions. Women Associated with Armed Forces and Groups (WAAFG) are having more risk of dealing with psychosocial problems upon return to their areas of resettlement.

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

Analysis shows that 44% of all VMLRs (421) currently enrolled in the Education option are married. As illustrated in the chart, five forms of gender-specific support have been provided to 44% of the VMLRs (male and female), currently enrolled in education. In addition, 110 female and 5 male VMLRs who are studying away from their home, for various reasons, are currently receiving an additional stipend of NRs. 2,200 (i.e. a total of NRs. 4,000) per month. The additional stipend is provided to VMLRs who want to pursue further education but may not be staying with their family members owing to various reasons, such as lack of family acceptance, and living single due to various reasons.

As of December 2011, 477 participants (48 men and 429 women) have been provided with gender specific support. Out of those, over 300 pregnant women and lactating mothers including spouse of men participants

received nutritional support; and 360 children-including children of men participants-were provided with childcare grants and childcare support; 112 women were provided with reproductive health support; and 21 women and 2 men received maternity and paternity allowances, respectively. Sick children of both women and men VMLRs were also provided with medical treatment support.

UNICEF conducted a desk review to further understand the situation of married VMLRs enrolled in the programme. The review showed that a total of 58% VMLRs, currently enrolled or referred for rehabilitation options, are married. The percentage is higher among female participants (73%) compared to male (41%). Spouses of 70% of the married females and 19% of the married males are (qualified) PLA combatants or VMLRs, and only 53% of those married have registered their marriage. Since the majority of the marriages took place when the VMLRs were still associated with the PLA, it is likely that couples got married without prior knowledge or consent of their respective families.

Further analysis revealed that 51% of the female VMLRs have married outside their caste compared to 17% of the males. Among women who married outside their caste, 35% were living with their husband only, contrary to the tradition of living with in-laws, 4% in their maternal home with their husband and 12% in their maternal home without their husband. In total, over half of the women who married outside their caste (52%) were not living with their husband's family. This could indicate their family's reservations towards inter-caste marriage.

To build the capacity of the service providers, implementing partners and government line agencies, a chain of awareness raising and capacity development workshops on SCR 1325 and 1820 were organized in all five development regions of Nepal. Through these workshops, 150 participants including UNIRP staff, implementing partners, service providers and government officials received training on SCRs 1325, 1820 and gender mainstreaming and referral mechanism. Further, liaison with local authorities has been maintained in the areas of sensitization on SCR 1325, 1820, GBV, RH, HIV AIDS issues and women's rights. Around 120 participants including UNIRP staff, service providers and implementing partners received orientation on gender-specific support matrix including its implementation and coordination amongst key stakeholders.

#### **Output 5: Individual rehabilitation packages are implemented**

In 2011, the number of VMLRs enrolled in the rehabilitation programme increased by 42% as compared to 2010. This is due to the aggressive marketing and information campaign of the programme reaching to every VMLR around the country. CAAFAG partners and 1612 monitoring team were also mobilized to trace VMLRs and encourage them to join the rehabilitation programme prior to the 31 July 2011 deadline.

The toll-free online information sharing and counselling system, operating six days a week greatly contributed to the tracing and referral of VMLRs to the rehabilitation programme until 31<sup>st</sup> July 2011. The toll-free counsellors provided initial information sharing and counselling support to VMLRs and encouraged them to access rehabilitation options by visiting one of the five UNIRP regional offices. The programme continued offering rehabilitation options to all interested VMLRs.

#### **UNIRP Outcome No. 2: Communities were engaged in supporting the rehabilitation of VMLRs**

##### **Output 6: Public Sensitization and Information Campaign designed and implemented**

To ensure active participation of the VMLRs and stakeholders in the rehabilitation programme, UNIRP organized a series of public information and sensitization campaigns throughout 2011. These campaigns targeted different audience including communities, government, media, I/NGOs, CSOs, political parties and VMLRs.

The programme communications working group further developed and re-drafted the communications and reporting action plan to accommodate communication needs and scale-up further initiatives of the rehabilitation programme for the second half of the year. It has been implemented utilizing multimedia approach including, newspapers, television and direct text messages to beneficiaries to deliver programme messages.

Programme success stories were published through internal and external print media, interaction programmes were held with local journalists, targeted radio programmes were developed and broadcasted and local service announcements were published through 120 FM radio channels. Direct communications have been established with the clients through direct SMS texting on key rehabilitation information.

To strengthen the programme ownership and support from the GoN, public information material on UNIRP, including documentaries and fact sheets have been shared on the MoPR website ([www.peace.gov.np](http://www.peace.gov.np)). In addition, the programme has created video documentaries on various elements of the programme that were shared with various stakeholders – (Refer to [www.peace.gov.np](http://www.peace.gov.np) and [www.undp.org.np](http://www.undp.org.np)).

The programme has developed information and media kit on major components of the programme. Media both national and international were provided with access to training sites and updated information on rehabilitation programme.

A Press Meet chaired by UN Resident and Humanitarian Coordinator, Mr. Robert Piper and Country Representative of UNICEF, Ms. Gillian Millsap was conducted to highlight on the achievements of the interagency rehabilitation programme and the approaching deadline for enrollment. Almost all Print and Audio Visual Media covered the event. CAAFAG network has been actively engaged to trace VMLRs at the local and community level to share information about the rehabilitation support and how to access and encourage them to join the rehabilitation programme. Similarly, the 1612 Monitoring Teams were also engaged to disseminate programme information to VMLRs.

### **Output 7: Broader community assisted in addressing socio-economic rehabilitation of VMLRs**

To promote social reintegration, harmony and reconciliation amongst communities and the VMLRs, numerous community based peacebuilding activities were organized with participation of youth from local communities, service providers and implementing partners. The community based peacebuilding activities are considered as extremely effective tools to facilitate social reintegration of the VMLRs. These activities are integrated within the rehabilitation programme and aims at restoring social cohesion between VMLRs and the returning communities.

In 2011, implementing partners received further training in peacebuilding, thereby enhancing their skills and knowledge to convert peacebuilding theories into community based activities for children and youth. Two regional training events were conducted for implementing partners to train 60 individual staff members from 30 districts. In addition, “Advanced Youth and Leadership” training was organized for youth and VMLRs. A total of 76 adolescents, youth and VMLRs, some representing child/youth clubs, received this training. In addition, youth/ child club representatives from 30 districts received life skills training designed to impart leadership, negotiation, and HIV/AIDS and reproductive health knowledge.

In addition, child/youth clubs in 40 districts were provided with technical and coordination support to develop proposals for community based peacebuilding activities. UNICEF is supporting around 72 child and youth clubs through the CAAFAG district implementing partners. Led by these community based youth clubs, implementation of community based peacebuilding activities has begun in the majority of the districts with active participation of CAAFAG, VMLRs and other conflict-affected children/young people.

To further support social reintegration and rehabilitation of the participants, recreational activities have been facilitated for all participants of VST, ME and health options during training programme. UNIRP regional offices have been implementing a range of recreational and sports initiatives as extracurricular activities to create conducive training environment, boost learning abilities and improve psychosocial well-being of the participants. All participants in training centers receive sports and gaming equipment and materials to organize recreational events after training hours. Participants have also organized their football and volleyball teams to organize friendly matches and sport events with the youth from community.

Community support and participation has been integrated into the education component of the programme. In order to ensure community support and participation in the programme, UNICEF has been offering NRs 7,000 as structural support to government schools for every VMLR enrolled. In 2011, a total of 197 schools and colleges received structural support. In majority of cases, structural support has been used to enhance physical facilities of the school, such as school toilets, drinking water facilities, and school libraries.

In addition, the programme has been supporting other children affected by armed conflict (CAAC) and vulnerable children from the community, to avoid further stigmatization of VMLRs and to encourage community participation and support to the programme. In 2011, around 180 children who were affected by

armed conflict (CAAC) and vulnerable children from communities were identified in consultation with the respective community and received an education scholarship from the programme through CAAFAG implementing partners.

### **Output 8: Enhanced capacities of VST service providers to deliver demand-driven training**

Based on the findings of capacity needs assessment of service providers, a broad range of capacity development programmes have been designed and implemented by ILO. Through continuous capacity development efforts, the training service delivery has significantly improved and service providers of UNIRP are mobilized with necessary skills to plan and implement more effective programmes.

ILO with the support of UNIRP regional offices carried out capacity building trainings in all UNIRP regional offices for service providers, private and public technical training institutes and cottage and small industry offices. Altogether 143 participants from 90 service providers with 25 % women received training on Training Institute Management for Managers, ToT for trainers, and Computer Application in Training & Education for administrators. Further, 48 service providers, Labor office, CTEVT regional offices and CBS officials were also trained to improve the existing system of labor market information, networking among the service providers and also based on Labor force survey.

### **5.3 Other Achievements:**

- UNIRP is using Comprehensive Rehabilitation Information Management System (CRIMS) – information management software that stores all rehabilitation programme related data and information which was initially built on the UNDP/BCPR developed software (DREAM). The CRIMS has been further enhanced and expanded to cover major components of the rehabilitation programme which include client tracking system, unified reporting (financial and operational), data sharing, M&E (qualitative and quantitative), Psychosocial Module and the refinement of the reporting tools. Based on feedback from BCPR, the CRIMS represents a valuable step forward for DDR programming. It is anticipated that other DDR programmes may find CRIMS as a very useful tool to integrate reintegration information management system.
- UNIRP provided basic technical support to the Secretariat of the Special Committee for the Supervision, Integration and Rehabilitation of Maoist combatants on the use of online database on Maoist army which was developed by UNDP during verification in 2007. This support was requested by the GoN ahead of the profiling survey for the regular Maoist army combatants. Also, data on Maoist army Personnel (19,000+) was provided in the form of soft and hardcopies as well as online access to both MoPR and the Secretariat upon the request from MoPR.
- UNICEF, in partnership with Transcultural Psychosocial Organization (TPO), CAAFAG Working Group members and an agency specialized in psychosocial services, completed a baseline study for the longitudinal psychosocial assessment of VMLRs. The overall objective of the assessment is to monitor the psychosocial well-being of VMLRs over time and to assess protective and risk factors associated with their reintegration. According to the baseline study, more than two fifths (42%) of the sample population (VMLRs) showed signs of at least one mental health disorder (depression, anxiety or post-traumatic stress disorder). More than 40% of the respondents who were not enrolled in the rehabilitation programme, reported anxiety and depression problems, compared to 31% of VMLRs who were enrolled in either one of the rehabilitation programmes (education, vocational skills training, micro-enterprise, health-related training). Likewise, 22% of the respondents reported experiencing post-traumatic stress disorder (PTSD) compared to 10% of those who were enrolled in the rehabilitation programme. The baseline study showed that a greater percentage of men were facing psychosocial problems as compared to female VMLRs. This study helped assessing that the prevalence rates of depression, anxiety and PTSD are higher among VMLRs than among Nepal's general population.
- The programme has focused on mainstreaming conflict sensitivity based on “Do No Harm” (DNH) principles into day-to-day planning and implementation of the rehabilitation programme. Several conflict sensitivity workshops were implemented in UNIRP regional offices. As a result, UNIRP developed more conflict sensitive capacity by implementing new programming options for necessary adjustments and

enhancement of the delivery. For example, male participants were included in the gender support to reduce tension between male and female participants. Further, direct contracts were signed with local public schools and qualified training providers/vendors to diminish the number of cash transfers and chain of service delivery, included youth from community in peacebuilding and recreational activities to improve relationships and facilitate social reconciliation and connect VMLRs and youths from community. The Interagency Conflict Prevention Programme and Interagency Support Unit on 'DNH' has identified UNIRP as exemplary project of best practice in the area of mainstreaming conflict sensitivity/Do No Harm practice.

- A contextualized five-day rehabilitation training workshop in partnership with Folke Bernadotte Academy, Sweden and Interagency Working Group (IAWG), Geneva was conducted from 22 - 27 May 2011. The aim of this workshop was to discuss the lessons learned and good practices of UNIRP and strengthen capacity of the UNIRP staff and partners on the international rehabilitation standards and good practices elsewhere. More than 50 participants from UN interagency partners and CAAFAG network implementing partners participated in the workshop. As a byproduct of this workshop, the Inter-Agency Working Group (IAWG) on DDR, Geneva pledged to support UNIRP's gender-specific programming by channeling \$155,000 for strengthening gender-specific considerations of the UNIRP. Gender-specific support initiatives of UNIRP have been recognized as one of the good practices by the DDR experts who have observed UNIRP activities at the field level.

#### **5.4 Major Challenges:**

UNIRP is operating in a politically sensitive environment and in the absence of adequate political leadership from the Government of Nepal and lack of support from the UCPN-Maoists. This militates against national ownership of the rehabilitation process for VMLRs, though MoPR is represented in the Project Executive Board which takes all major decisions of the UNIRP implementation. However, the programme has been consistent and coordinated in delivery of the programme as well as dissemination of key messages to create conducive environment for the programme operations to move forward. The following are some specific challenges faced by the programme during 2011:

- Reluctance and in some cases active discouragement on the part of the UCPN-Maoist at central and local levels to facilitate smooth access to rehabilitation programme.
- The absence of appropriate VMLRs socio-economic profiling, a process that was forbidden by the Maoist leadership, which limited the capacity to design appropriate individual rehabilitation options suitable to the needs and aspirations of each participant.
- Significant levels of stigmatization (mainly among inter-caste married couples) among the VMLRs returning to their communities, limiting resettlement choices and adversely reducing the potential for reunification of families. Also, reintegration into feudal community structures and traditional cultural roles is complicated by the broadened life experience of VMLRs.
- The scattered and sparse geographical spread of VMLRs has affected the capacity of the programme for monitoring and post-graduation follow-up. Many of those graduated live in remote areas. This has also implications on their ability to find sustainable livelihood options. This is being addressed by increased outreach by regional offices staff through improved collaboration with working partners that have a reasonable reach to many districts as well as CAAFAG partners present in remote districts.
- Artificially high expectations of the VMLRs about the rehabilitation programme often create obstacles to smooth implementation of the rehabilitation programme. This is addressed initially through the counseling process and is also mitigated through the dissemination of good news reports in the media, particularly regarding the successful job placement results for graduates.
- After the 31st July 2011 deadline for enrollment in training/education, 1,859 individuals have lost the opportunity to enroll in the programme. It represents 46% of the total 4,008 VMLRs including those who have visited the regional offices and received career counseling but did not enroll in training programmes. As per the information collected from the field, a large number of these individuals are still under direct influence of the party and were continuously discouraged to enroll in the rehabilitation programme while a

good number of them left the country for foreign employment. So far, there is no other alternative support offering potential livelihood opportunity to these VMLRs.

- In a poor and limited job market situation, employment after completion of training including linkages to micro-credit support for self-employment is considered an extremely difficult challenge. In addition, graduates of training refuse low paid jobs as most of them are still being supported by the party and receive high salary from the UCPN-Maoist.

## **5.5 Lessons Learned:**

UNIRP has drawn valuable lessons, good practices, and experiences that are useful to other similar programmes not only in Nepal but at the international level. The programme has planned to develop knowledge management system that compiles the key lessons learned and good practices of the programme. Followings are summary of lessons learned in 2011:

- The UN interagency approach to programme development and implementation has been successful in optimizing significant institutional strengths and developing synergetic outputs.
- Rehabilitation option should not be linked exclusively to government endorsed curriculums. There are often other options in high demand within the market which might not be part of the government standard curriculum.
- Clear political leadership, buy-in and support are required as prerequisite to contribute to national ownership, management of expectations and sensitivities, and the sustainability of outputs. This would be reflected in functioning tripartite institutional steering and technical structures; GoN, Maoist and International community.
- Socio-economic profiling is a critical process necessary to guide programme design and contribute to more appropriate post-graduation socio-economic support and possible livelihood placement. Also appropriate labor market survey needs to contribute to programme design and enhance placement potential.
- The absence of economy of scale in the programme for VMLRs is having a major impact on costs and creating tensions amongst service providers. Though the programme has made its best to mitigate this through creation of larger groups of training programmes.
- Adaption of international standards, lessons learned and best practices from other similar programmes proved to be extremely useful for the case of Nepal.
- Management of expectations is critical to programme implementation and is associated with broad national buy-in, collaboration and an agreed integrated communications strategy.
- Support for cross-cutting issues, such as gender-specific needs, psychosocial support, health support, career counseling and job placement support are critical elements of the programme.

## **VI. Future Work Plan (if applicable)**

Based on the lessons learned from programme implementation in 2011, UNIRP has revised the programme components to bring appropriate adjustments in the more effective delivery of rehabilitation support. For various reasons the planned activities of the project may not be accomplished in the stipulated timeframe of May 2012. The reasons include, active discouragement by some commanders preventing VMLRs to opt for rehabilitation programme, late enrollment of the VMLRs resulted in late completion of the trainings and late scheduling of post training supports like startup support, refresher training, difficulty in tracing and monitoring of the participants due to their high mobility and geographical remoteness.

A major activity for 2012 will be development and implementation of a coordinated Phase-out Strategy in close consultation with MoPR and interagency partners. The Phase-out Strategy will ensure full ownership of the GoN with focus on the continuation of services including monitoring of the former VMLRs beyond the life of UNIRP and incorporation of its key lessons learned into other similar programmes.

Followings are major activities envisaged for 2012:

- Rehabilitation services to participants who have enrolled in VST, ME, education and health related training will be continued.
- Looking at the current ongoing activities, it seems extremely difficult to complete the set targets by May 2012 as mentioned above; therefore, a possible extension of the project is foreseen for a minimum of 7- 8 months up to Jan 2013.
- Greater focus will be given on employment and self-employment aspects of the programme to assist the participants for sustainable livelihood as the project is going to phase out.
- Continuous liaison will be maintained with Public/Private sector and government led initiatives for employment and credit linkage to programme graduates.
- A more integrated approach in support of the cross-cutting issues, such as gender-specific support, health support, psychosocial support, career counseling and job linkages will be continued.
- Psychosocial support, community based peacebuilding and recreational activities and engagement of local organization for social rehabilitation of VMLRs will be further expanded.
- The programme's lessons learned and best practices will be documented as part of the knowledge management strategy of the programme.
- Need based capacity development support will be provided to the service providers.
- A well-coordinated programme phase-out strategy including the handover of responsibility to the GoN and the disposal of UNIRP assets in accordance with UN procedures will be developed and implemented.
- Strengthening of dynamic M&E strategy and monitoring aspects of the programme, including development of M&E database and various tools for appropriate adjustment of the programme implementation and post-training follow-ups.
- The Rehabilitation Information System will be upgraded and enhanced to cover various aspects of the programme for uniformity of information management including development of a Resource Library.
- Tracing of the VMLRs, who have enrolled but not completed training and education programme i.e. dropouts, through different media, SMS text messages, direct calls and by CAAFAG partners.
- The communication initiatives of the programme will be further strengthened by focusing on extensive communication and information sharing to disseminate programme achievements and success stories.
- The gender-specific consideration of UNIRP will be strengthened with the finalization and implementation of IAWG supported fund, and integration of both matrixes of 2010 and 2011 into a unified matrix for 2012.
- Business promotional support in the form of refresher training and second round capital support to all participants of microenterprise option.
- Coordination and discussion with Government will be continued to explore alternative programmes/ intervention for VMLRs who fail to benefit from UNIRP.
- Facilitate external evaluation of the UNIRP.