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**UN Interagency Rehabilitation Programme (UNIRP)**

**MPTF OFfice GENERIC ANNUAL programme NARRATIVE progress report**

**REPORTING PERIOD: 1 january – 31 December 2012**

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| Programme Title & Project Number | |  | Country, Locality(s), Priority Area(s) / Strategic Results | |
| * Programme Title: **Support to the Rehabilitation of Verified Minors and Late Recruits** * Programme Number: UNPFN/A-7 * MPTF Office Project Reference Number: ***00075366*** | | *Country/Region: Nepal, Country-wide* | |
| *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*  *Priority area/ strategic results:*  *Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of VMLRs* | |
| Participating Organization(s) | |  | Implementing Partners | |
| UNDP, UNICEF, UNFPA, ILO | | * Training Center Nepal (TCN), Franchising Skill (F-Skill) UNICEF, CAAFAG Partners | |
| Programme/Project Cost (US$) | |  | Programme Duration | |
| Total approved budget as per project document:  MPTF /JP Contribution:   * *by Agency (if applicable)* | US$ 11,851,717   * UNDP: 8,138,886 * UNICEF: 3,057,532 * UNFPA: 338,865 * ILO: 316,434 |  | Overall Duration *(months)* | 63 months |
| Agency Contribution   * *by Agency (if applicable)* | US$ 693,000   * UNDP/BCPR |  | Start Date *(dd.mm.yyyy)* | 01.06.2010 |
| Government Contribution  *(if applicable)* |  |  | Original End Date *(dd.mm.yyyy)* | 31.05.2012 |
| Other Contributions (donors)  *(if applicable)* |  |  | Current End date *(dd.mm.yyyy)* | 31.08.2015 |
| TOTAL: | US$ 12,544,717 |  | *(UNFPA and ILO components close in January 2013, UNDP component close in July 2013 and UNICEF component close in August 2015)* | |
| Programme Assessment/Review/Mid-Term Eval. | |  | Report Submitted By | |
| Assessment/Review - attached annex 1[[1]](#footnote-1)  ✓ Yes No Date: November 2012  ✓  Independent Evaluation Report – attached annex 2 **[[2]](#footnote-2)**  ✓ Yes No Date: December 2012 | | * Name: Abdul Hameed Omar * Title: Project Manager * Participating Organization (Lead): UNDP, UNICEF, UNFPA, and ILO * Email address: [hameed.omar@undp.org](mailto:hameed.omar@undp.org) | |

# Abbreviations

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| **AMMAA** | Agreement on the Monitoring and Management of Arms and Armies |
| **BCPR** | Bureau for Crisis Prevention and Recovery |
| **CAAFAG** | Children Associated with Armed Forces and Armed Groups |
| **CBO** | Community Based Organization |
| **CDO** | Chief District Officer |
| **CMA** | Community Medical Assistant |
| **CNI** | Confederation of Nepalese Industries |
| **CO** | Central Office |
| **CPA** | Comprehensive Peace Accord |
| **CRIMS** | Comprehensive Rehabilitation Information Management System |
| **CBI&SBKT** | Combined Business Induction and Salesmanship, Book Keeping Training |
| **CTEVT** | Council for Technical Education and Vocational Training |
| **CVICT** | Center for Victims of Torture |
| **DFID** | Department for International Development |
| **DDR** | Disarmament, Demobilization and Reintegration |
| **DNH** | Do No Harm |
| **DREAM** | Disarmament, Demobilization, Reintegration and Arms Management |
| **FCAN** | Federation of Contractors Association of Nepal |
| **FM** | Frequency Modulation |
| **FNCCI** | Federation of Nepalese Chambers of Commerce and Industry |
| **FNCSI** | Federation of Nepalese Cottage and Small Industries |
| **F-SKILL** | Franchising Skill |
| **SGBV** | Sexual and Gender Based Violence |
| **GoN** | Government of Nepal |
| **HQ** | Head Quarter |
| **HIV** | Human Immunodeficiency Virus |
| **IDDRS** | Integrated Disarmament, Demobilization and Reintegration Standards |
| **ILO** | International Labor Organization |
| **IP** | Implementing Partner |
| **LA** | Laboratory Assistant |
| **LMIA** | Labor Market Information and Analysis |
| **ME** | Micro-Enterprises |
| **M&E** | Monitoring & Evaluation |
| **MEDEP** | Micro-Enterprises Development Programme |
| **MFI** | Micro-Finance Institutions |
| **MoPR** | Ministry of Peace and Reconstruction |
| **MoU** | Memorandum of Understanding |
| **NCCI** | Nepal Chamber of Commerce and Industry |
| **NGO** | Non-Governmental Organization |
| **OJT** | On the Job Training |
| **PSA** | Public Service Announcement |
| **RH** | Reproductive Health |
| **PSP** | Principal Service Provider |
| **RIS** | Rehabilitation Information System |
| **SC** | Special Committee |
| **SGBV** | Sexual and Gender Based Violence |
| **SIYB** | Start and Improve Your Business |
| **SLC** | School Leaving Certificate |
| **SP** | Service Provider |
| **TCN** | Training Centre Nepal |
| **TPO** | Trans-Cultural Psychosocial Organization |
| **UCPN-M** | United Communist Party of Nepal – Maoist |
| **UN** | United Nations |
| **UNCT** | United Nations Country Team |
| **UNDP** | United Nations Development Programme |
| **UNFPA** | United Nations Population Fund |
| **UNICEF** | United Nations Children’s Fund |
| **UNIRP** | United Nations Interagency Rehabilitation Programme |
| **UNMIN** | United Nations Assistance Mission in Nepal |
| **UNPFN** | United Nations Peace Fund for Nepal |
| **VMLRs** | Verified Minors and Late Recruits |
| **VST** | Vocational Skills Training |
| **YSESEF** | Youth and Small Enterprises Self Employment Fund |

# EXECUTIVE SUMMARY

The United Nations Interagency Rehabilitation Programme (Support to the Rehabilitation of Verified Minors and Later Recruits -A7) continued to offer rehabilitation support to the Verified Minors and Late Recruits (VMLRs) to facilitate their return to civilian life with sustainable livelihood. Among the achievements of United Nations Interagency Rehabilitation Programme (UNIRP), the following areas of key results stand out:

* As a result of a tracing initiative conducted in 2010 and 2011 by UNICEF through its Children Associated with Armed Forces and Armed Groups (CAAFAG) network, the actual number of VMLRs resident in Nepal (and had not departed the country for international work) was revealed to be 3,040, less than the 4,008 who were discharged in 2010 (details mentioned below). Consequently, **of the 3,040 VMLRs who are presently in Nepal, 2,743 (90%) contacted UNIRP** through the toll-free phone number and regional offices. Among them, 2,477 (81% of 3,040 VMLRs) received career counselling and were referred for training or education. In the end, 2,231(73% of 3,040 VMLRs) enrolled in one of the four rehabilitation options.
* As of the end of 2012, 79% of 2,231 VMLRs enrolled in UNIRP had completed their training or education. Among the 1,746 graduates from Vocational Skills training (VST), Micro-Enterprise development (ME) and Health training (without Education graduates), 1,089 (62%) are self/employed. **The employment rate has increased by 7%** during the reporting period due to post-training support that includes career counselling, business mentoring, enhanced support to VST graduates, flexible and case-by-case support to ME graduates, tracing and face-to-face monitoring and linkage to micro-credit.
* Through a process of dynamic adjustment, the programme components were continuously strengthened and levels of excellence have been achieved. During the reporting period the programme prioritized the following: expansion of the rehabilitation options, face to face monitoring and evaluation, psychosocial support and family counselling, career counselling and business mentoring, extended gender specific support, job placement and linkages to micro-finance institutions and employment opportunities, improvement of Comprehensive Rehabilitation Information Management System (CRIMS), mainstreaming Do No Harm and public information, and peacebuilding activities. (Details on each topic are described in II. Results below)

The programme has been implemented in a process that demonstrates, probably for the first time, the successful operation of an integrated and collaborative effort by multiple UN agencies in delivering a complex rehabilitation programme. Going into 2013, UNIRP is now implementing its coordinated phase-out phase in consultation with the Ministry of Peace and Reconstruction and interagency partners to ensure the successful and sustainable socio-economic rehabilitation of the VMLRs. The rehabilitation of the VMLRs is considered a milestone in the implementation of Nepal’s Comprehensive Peace Accord (CPA) and the Agreement on Monitoring of the Management of Arms and Armies (AMMAA).

# Purpose

The programme aims to contribute to Nepal’s peacebuilding process in accordance with key elements of the Comprehensive Peace Agreement[[3]](#footnote-3) (CPA) and the Agreement on Monitoring of the Management of Arms and Armies[[4]](#footnote-4) (AMMAA) through the socio-economic rehabilitation of the VMLRs. To achieve this, the project is framed around two complimentary outcomes:

1. VMLR participants were supported in their socio-economic rehabilitation; and
2. Communities were engaged in supporting the rehabilitation of VMLR participants

To support the socio-economic rehabilitation of the Verified Minors (born after May 25 1988) and Late Recruits (recruited after the 25 May 2006 ceasefire) from the Maoist army into civilian life, UNIRP offers four training and education rehabilitation options: i) Vocational Skills Training; ii) Micro-enterprise; iii) education; and iv) health-related training. These options are complemented by various cross-cutting services, including gender-specific support, health and psychosocial support, individual career counselling, business mentoring, family counselling, socio-economic support, life-skills training, and community-based peacebuilding activities as key components of rehabilitation support. Given that 74% were children (VM) at the time of their initial verification and 30% of them were women and girls, all the project components have been designed and implemented with gender and conflict sensitivity.

# Results

1. **Narrative reporting on results:**
2. **Outcomes**

In accordance with CPA, 4,008 VMLRs were discharged in 2010. As this already vulnerable population lacked opportunities to gain skills in civilian life, UNIRP was launched to support and facilitate their rehabilitation upon the request of the Government of Nepal. Although the programme started with a high level of frustration and aggressive behaviour of VMLRs due to unrealistically raised expectations, their war-time experiences and the stigma associated with being tagged as ‘disqualified’, as a result of the changed political context and the consistent successful socio-economic intervention by UNIRP, the complaints reduced and aptitude for learning increased towards the later stages of the programme. As an increased number of VMLRs engage constructively in their communities through employment, running businesses or providing health related services, the public perception towards VMLRs has significantly improved. This was observed through 210 field visits conducted in 2012, positive feedbacks from government counterparts who visited the participants and media (print and electronic). UNIRP has ensured participation of women through gender sensitive planning and implementation including gender friendly rehabilitation options and comprehensive gender specific support.

1. **Outputs:** Summary of the key statistics as of December 2012 are presented below

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Steps in Rehabilitation Process** | **Of the total 4,008 VMLRs** | | **Of the 2,394 VMLRs discharged through cantonment ceremonies** | | **UNIRP Target Population:**  **Of the 3,040 VMLRs who are presently in Nepal** |
| **Total** | **Female** | **Total** | **Female** |
| VMLRs who contacted UNIRP through the toll-free phone number | 2,743 (68%) | 940 (34%) | 2,131 (89%) | 728 (34%) | 2,743 (90%) |
| VMLRs referred for Training / Education | 2,477 (62%) | 888 (36%) | 1,954 (82%) | 696 (36%) | 2,477 (81%) |
| VMLRs enrolled for Training / Education | 2,231 (56%) | 837 (38%) | 1,761 (74%) | 654 (37%) | 2,231 (73%) |

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

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| --- | --- | --- |
| **Steps in Rehabilitation Process** | **Of the total 2,231 VMLRs who enrolled Training / Education** | |
| **Total** | **Female** |
| Those still in Training / Education with set graduation date | 401 (21%) | 169 (42%) |
| Those who dropped-out | 60 (3%) | 4 (7%) |
| Those who have graduated to date from Training / Education | 1,770 (79%) | 664 (38%) |

In view of a decision made during Project Executive Board of April 2012, the Programme adopted updated figures based on findings of the tracing initiative that was conducted in 2010 and 2011 by UNICEF through its CAAFAG network. This initiative was conducted to find out the whereabouts of those who were not present during the official discharge ceremonies in the cantonments (1,614). The initiative revealed that 59% of those traced had gone abroad for foreign employment (32% to India, 32% to Middle-east countries, 29% to Malaysia and 7% elsewhere). It also revealed that another 13% were engaged in a form of self/employment inside Nepal. This large sample concludes that about 60% of those not present in the cantonment during discharge (1,614 no shows) have migrated to other countries for employment. Therefore, with so many VMLRs out of the country, the actual maximum potential caseload for UNIRP has been adjusted to 3,040 instead of 4,008.

To date, 62% of the graduates from vocational skills training, micro-enterprise, and health related training are either employed or have established their own businesses. The programme assisted VMLRs to avail of the employment opportunities or to start their own businesses through consistent counselling, business mentoring, local labour market opportunity mapping and liaison with the private sector and business communities.

Through a process of dynamic adjustment, the programme components were continuously strengthened and levels of excellence have been achieved in the following areas:

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

Drawing on the process of dynamic M&E and lessons learned from practice in identifying clients’ needs vis-a-vis market realities, the structure and delivery of specific training modules have been expanded and improved during the reporting period.(For details, see IV. Programmatic Revisions)

1. ***Psychosocial Support***

The demand for psychosocial support from the client group exceeded original expectations. The programme operating through five regional offices and working through national professional psychosocial service providers increased capacity to respond to the demand. To date, 1,363 (45% of 3,040 VMLRs) received psychosocial services and 480 cases were regularly followed-up. A longitudinal Psychosocial Assessment among VMLRs reveals tangible positive results of the rehabilitation support and the psychosocial intervention. The programme expanded psychosocial service to families of the VMLRs.

1. ***Career counselling, business mentoring and family counselling through frequent field visits***

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

1. ***Gender Specific Support (including masculinities)***

30% of the VMLRs are women and girls, and they come with the specific socio-cultural challenges unique to the Nepali context. This required gender specific support such as child care grant, child care taker support, maternity allowance, and nutritional diet support to pregnant and lactating mothers tailored to the needs of these women to ensure capacity for full participation in the programme. The programme has promoted the active participation of women VMLRs, as the following figures show: 38% of the 2,231 VMLRs who enrolled in the programme are women and girls, and 49% of those who established their own micro-enterprises are women. The programme also identified gender specific constraints associated with male participants and masculinities such as the needs for nutritional support, paternity allowance, accommodation and travel allowance to hospitals of male participants. Thus, the gender specific support matrix was revised to address needs of both men and women participating in the programme.

1. ***Job Placement and Linkages to Micro Finance Institutes***

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

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

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

1. ***Public Information***

Field visits with media and government counterparts were conducted which resulted in good coverage of programme support through print and A/V media. Nine briefing papers on elements of UNIRP support were designed and distributed among donors, MoPR, media agencies, implementing partners, and UN agencies.

1. ***Mainstreaming Do No Harm (DNH)***

Conflict sensitivity and DNH were further strengthened and mainstreamed through specific workshops at the regional and central levels and regular review of programme implementation from conflict sensitivity perspective. A final workshop was conducted in Kathmandu in September 2012 with participation from the government and implementing and interagency partners to assess UNIRP phase-out and progress to date.

1. ***Peacebuilding activities supporting social reintegration***

UNICEF together with UNIRP regional offices mobilized the CAAFAG network working in collaboration with NGOs and CBOs to implement peacebuilding activities and events in the communities of resettlement bringing together participants with community members. In 2012, 151 peacebuilding activities, events, and sensitizations were held. Around 34,392 VMLRs and community people participated in peacebuilding activities.

1. **Challenges**

* The Programme experience shows that face-to-face post-training monitoring and counselling are effective in encouraging participants to gain and maintain a sustainable livelihood. However, it remains a challenging task due to the wide geographical spread of VMLRs across the country, where in most cases staff members need to walk for days to reach a single participant.
* UNIRP has found that some VMLRs face constraints in their social and economic reintegration that were not fully foreseen. Absence of support from communities of return, lack of acceptance of inter-caste marriages and persisting health and psychosocial problems associated with their war experiences add challenges to their reintegration in the communities.
* 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 often refuse low-paying jobs for various reasons, such as unrealistically high expectations. Some potential employers often lack trust towards VMLRs in terms of providing employment opportunities.
* Business sustainability is challenged by the limited market capacity. VMRLs are vulnerable at early stages of the establishment of the business. UNIRP continues to offer business mentoring to assist the newly established enterprise sustain.
* The lack of a national body to take over responsibility of the caseload when UNIRP phases-out. The government has agreed to take over the database and information of VMLRs, the actual takeover of services to the VMLRs remains uncertain.

1. **Lessons learned**

* The UN interagency approach (UNDP, UNICEF, UNFPA and ILO) to programme development and implementation has been successful in optimizing significant institutional strength and developing synergetic outputs; however, at times it can delay certain processes because of internal administrative procedures.
* Frequent field visits with multiple activities, such as pre-condition verification for start of a business, business mentoring, family counselling, provision of support for cross-cutting issues and monitoring, worked very well in supporting rehabilitation of participants. The programme staff focused on family and community support for the VMLRs which created a more conducive environment for the well being of the VMLRs and their business and employment.
* Support for cross-cutting issues, gender-specific needs, psychosocial, health, career counselling and job placements are critical elements of the programme. Addressing gender-specific needs enhanced both men and women’s participation in the programme. A study conducted by UNICEF in 2011 shows that approximately one-third of VMLRs faced psychosocial problems due to stigma associated with “disqualification”, adjustment problems, post-traumatic disorder, etc. Psychosocial support helped to improve their psychosocial well-being and readjustment to their communities. Health support also ensured the continuous participation of beneficiaries in training. Career counselling and job placement support contributed to the employment rate of the programme graduates, which currently stands at 62%.
* Individual case management has been very effective to support the rehabilitation and return of VMLRs. UNIRP provided support with flexibility in training options and support based on the needs and circumstances of every individual. For example, more than 25 VST drop-out participants were allowed to change their training option to ME for better opportunities of livelihood as a result of career counselling and mentoring by dedicated UNIRP staff. Although it was time consuming to assess every individual, this flexible case management contributed to the success of the programme.
* Community rejection, lack of support from friends and family members and unemployment were cited as the major risk factors of unsuccessful reintegration of VMLRs. The programme experience shows that appropriate and timely support and intervention in six months after graduation from training plays an important role in addressing those risks.
* Increasing the number of graduates who are successfully employed, running their businesses, or providing health-related services in their communities contributed to enhancing the social perception of VMLRs.
* Management of expectations is critical to programme implementation and is associated with broad national buy-in, collaboration and a cohesive communications strategy. Consistent communication through regional office staff, implementing partners, and related agencies was the most effective way to adjust unrealistically high expectations by VMLRs.

1. **Qualitative assessment**

The discharge and rehabilitation of VMLRs is a landmark achievement in the peace process in Nepal. Independent evaluation of the UNIRP in Nepal mentioned “Based on interviews with political parties, community leaders and other stakeholders, it is apparent that the programme has contributed significantly to the peace process in Nepal (P.31[[5]](#footnote-5))” Through dedicated and excellent service delivery, most of the participants in the programme successfully returned to their communities with sustainable livelihoods. This resulted in changing the attitude of not only the beneficiaries but the communities as well as they observed transformative change in their lives. The changed political context, relatively stronger buy-in by the Government contributed to creating more conducive environment. Field visits to the VMLRs by government counterparts, media, and donors including UN Peace Fund for Nepal (UNPFN) contributed to and improved the understanding and general perception of the programme.

**ii) Indicator Based Performance Assessment**

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| **PRIORITY CLUSTER A. Cantonment/Reintegration** | | | | | |
| **Strategic Outcome** | **Contributing Outputs** | **Verifiable Indicators** | **Baseline (by year)** | **Milestones and Target (by year)** | **Current / Final Status** |
| ***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*** | A strategy immediately available to facilitate the Maoist army discharge and provide rehabilitation assistance  Orderly discharge of verified minors and late recruits (VMLRs) from Maoist army cantonments in line with the AMMAA  VMLRs are supported in the socio-economic rehabilitation and reintegrated into civilian communities with suitable livelihood options and inline established global standards  Communities engaged in supporting the rehabilitation of VMLR participants  The UN is a strategic partner to the GoN that plays key role in providing rapid response to cantonment management, registration & verification, discharge & rehabilitation of Maoist army Personnel | 1. % former combatants (VMLRs) successfully discharged with UN support | 1. 0 out of 4,008 registered VMLRs in Dec 2007 | 1. 4,008 of VMLRs registered and discharged by 23 March 2010 | 1. The discharge process began on 8th Jan 2010 and completed on 23rd March 2010 |
| 1. A timely offer and start of the rehabilitation assistance to discharged combatants | 1. No rehabilitation programme (Dec 07) | 1. Effective start date of the rehabilitation programme (08 Jan 2010) | 1. A Toll Free phone line as first line of contact for dischargees and five regional offices were opened on the 8th of January 2010 & closed in Aug 2011 (end of enrollment in Sep 2012). |
| 1. % of VMLRs participating in the rehabilitation programme offered by the UN (disaggregated by gender) | 1. 0% (2008)   *100% of VMLRs need rehabilitation support. 40% of the 4,008 were absent during the discharge ceremony (discharge database 2011)*  *30% of the VMLR participants are women and girls (2011) % of the women combatants* | 1. 50% of 4008 VMLRs received rehabilitation support (Dec 2010)   80 % of 4,008 VMLRs received rehabilitation support (Dec 2011)  100 % of 4,008 VMLRs received rehabilitation support (May 2012) | 1. 56% (2,231) of 4008 VMLRs enrolled and supported for rehabilitation by end of Dec 2012 (62% men and 38% women) |
| 1. % of VMLR participants enrolled in rehabilitation programme received psychological support | 1. 70% of VMLR participants come with psychosocial needs | 1. 30% of VMLRs with psychological needs benefited from psychosocial support | * 1. 1,363 or 55 % of those counseled (2,477) were assessed and received psychosocial support.   22% of VMLR participants received regular follow-up psychosocial support.  Referral mechanism set-up cases requiring longer term support from counselors and community psychosocial workers. |
| 1. % of VMLR engaged in constructive livelihoods six months after the completion of the rehabilitation training (disaggregated by gender) | 1. 0% (2008) | 1. 60% [[6]](#footnote-6)of VMLRs which completed training (May 2012) | 1. 1,770 (69%) out of 2,231VMLRs completed their training with 62% of them employed or have started their own business |
| 1. Communities perception of the local impact of the rehabilitation process | 1. N/A | 1. 70% of communities positive (Apr 2012) | 1. Through field monitoring missions and tracing families of the VMLRs, it’s learned that more than 70 % of the local communities are positive. |
| 1. % of VMLR participants who report being rehabilitated in their families and communities without stigmatization | 1. 0% (2008) | 1. 50% of VMLR participants (Apr 2012) | 1. Results will be revealed through a survey planned during the second quarter of 2013. |
| 1. The UN provides and deploys quick and strategic assistance and support to the GoN | 1. The UN is seen by the parties as a neutral and strategic partner to support the CPA and AMMAA commitments for the cantonment, discharge, and rehabilitation of the Maoist army (2007) | 1. Provision by UN Agencies of quick, neutral and technical assistance along the different steps of the cantonment, discharge, integration and rehabilitation of the Maoist army personnel. | 1. Rapid deployment of registration team   Upon request from GoN, winter clothing was procured and delivered to cantonments over a period of three months. It involved procurement of goods in China and their shipment to Nepal.  A UN Technical and logistic team of 60 staff hired, trained and deployed in less than two weeks to conduct the discharge of 4,008 VMLRs.  Regular coordination meeting with Special Committees (SC) MoPR and partner agencies. Provided technical assistance to MoPR and SC on integration and rehabilitation. |

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|  | **Achieved Indicator Targets** | **Reasons for Variance with Planned Target (if any)** | **Source of Verification** |
| **Outcome 1**  **VMLRs are supported in their socio-economic rehabilitation**  **Indicator:** Of the % VMLRs who have availed themselves of the individual rehabilitation packages, the % engages in constructively in the community six-months after the completion of the process.  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | * 2,231 (73% of 3,040 VMLRs present in the country) enrolled in one of four rehabilitation options * The programme through dynamic M&E has implemented a flexible approach to provide support to each and every reachable participant before the end of December 2012. Training options were revised, enhanced and made responsive to the changing market demand and participants needs. The programme has been working very closely with the service providers and implementing partners to ensure compliance with the agreed terms of reference and government approved curriculum addressing national standards. | N/A | Confirmation of # of participants completing the process through routine reporting and CRIMS data  Observation of % adult participants are engaged in their communities without resources to violence, six months after completion of programme  Confirmation that child participants remain in education for the expected duration |
| **Output 1.1**  **Individual Rehabilitation Option Packages are prepared and made available to participants**  **Indicator 1.1.1:**# of packages ready to commence with service providers  **Indicator 1.1.2:**# of packages in each classification are sufficient to meet the agreed chosen option of participants after appropriate counselling  **Indicator 1.2.3 :**# of training sessions for staff and service providers of analysis of regional labour /market conditions is tailored to meet local demand  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | **1.1.1** Four rehabilitation option packages (VST, ME, Education, and Health) were prepared with service providers. There are more than 35 options under VST and 40 options under ME.  **1.1.2** All packages are sufficient to meet the agreed chosen options. Constant career counselling allowed participants to shift their options based on their needs and circumstances.  **1.2.3** Five regional level training sessions for trainers (ToT) on Effective enterprise development based on Start and Improve Your Business’ (SIYB) package were carried out. | N/A | Confirmation of # of packages prepared  Routine reporting from field visits and regional offices |
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| **Output 1.2**  **Access to employment and livelihood opportunities promoted**  **Indicator 1.2.1:** # of participants find employment/apprenticeship offered as result of referral  **Indicator 1.2.2 :** # of micro-loans offered to participants by MFIs  **Indicator 1.2.3 :** # of national stakeholders, public & private consulted  **Indicator 1.2.4 :** # of agreements regarding collaboration with national and international stakeholders  **Indicator 1.2.5: # of meeting held at the local level to map opportunities**  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | **1.2.1** To date, 511 opportunities in different 11 occupations/trades have been listed in the database and disseminated to participants. Among them, 103 jobs were taken up by VST participants.  **1.2.2** As a result of business mentoring and community based linkages for loan, 123 participants have been referred to access micro-credit and 83 have been benefited from micro-credit.  **1.2.3** In 2012, **27** potential employers were consulted for job placement in collaboration with the Chamber of Commerce & Industry, Commodity Associations, District Chamber of Commerce & Industry, civil servant deputed in local bodies and Local Peace Committees. In addition, orientations were made with the USAID-WINROCK International, Helvetas Nepal Employment Fund, DFID, JICA etc.  **1.2.4** A Memorandum of Understanding (MoU) with the Youth & Small Entrepreneur Self Employment Fund (YSESEF) under the GoN to facilitate affordable loan for VMLRs was signed in October.  **1.2.5** Mapping of relevant programmes to offer opportunities for VMLRs was completed by holding meetings with government and non government programmes. As a result, 22 participants received relevant training on their needs basis such as advanced training on beauty parlor, heavy vehicle driving, welding etc. | N/A | Inspection of databases  The M&E data collection plan and empirical analysis including daily, weekly, bi-weekly updates, monthly reports, field reports, quarterly reports etc.  Review of proxy indicators of achievement such as national, regional, and local economic indicators. |
| **Output 1.3**  **Project participants will receive career and psychosocial counselling**  **Indicator 1.3.1:** # of participants who receive post-discharge individual post-discharge individual ROP counselling  **Indicator 1.3.2:** # of participants who receive psychosocial counselling  **Indicator 1.3.3:** # of those with special needs who receive special support  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | **1.3.1** To date, 2,539 (84% of 3,040 VMLRs) received career counselling by both female and male career counsellors in a gender friendly environment.  **1.3.2** Psychosocial counselling is offered through the Trans-cultural Psychosocial Organization (TPO) and the Center for Victims of Torture (CVICT). 1,363 (45% of 3,040 VMLRs) received psychosocial services and 480 cases were followed-up. During the reporting period, 55 community social workers from the Implementing Partners (IPs) working in child protection were provided training on basic psychosocial services.  **1.3.3** Cases with specific needs are referred to CAAFAG partners, TPO, and CIVCT for further support. Participants with war injuries are referred for specialized health and psychosocial treatment. 28 VMLRs have received specialized mental health and psychosocial support. | N/A | UN agency reports  Survey of participants  Counselling partner reports  Inspection of the CRIMS database |
| **Output 1.4**  **Specific gender needs and requirements of VMLRs are met through tailoring elements of the rehabilitation packages to meet their needs.**  **Indicator 1.4.1:** % of women who participated in ROP from the women VMLRs discharged  **Indicator 1.4.2:** # of those who received gender specific support  **Indicator 1.4.3:** # of informal networks supported  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | **1.4.1** Of the total VMLRs who were discharged, 30% are women, while the ratio of the women participants in training or education is 38%. Out of ME graduates, who have established their own micro-enterprises, 49% are women. These figures show the UNIRP successfully facilitated greater women participation.  **1.4.2** To date, a total of 2,060 individual needs (M467, F1, 593), including participants and their immediate dependants, have benefited from the gender-specific support provided by UNIRP. More than 930 participants (M355, F575) were identified as having gender-specific needs, and they have been provided with the necessary support.  **1.4.3** 26 national level networks and women organizations have been supported to implement UNSCR 1325 and 1820. | N/A | UN agency reports  Inspection of the CRIMS database |
| **Output 1.5 Individual rehabilitation options packages are implemented**  **Indicator 1.5.1** # of participants who engage in Individual Rehabilitation Option packages disaggregated by gender  **Indicator 1.5.2: #**of participants who completed the process  **Indicator 1.5.3:** # /% of participants post-programme who find gainful self/employment  **Indicator 1.5.4:** #/% of participants those who dropped-out  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | **Vocational Skills Training (VST)**  **1.5.1** 441 (F 1%, M99%) enrolled in VST.  **1.5.2** 413 (F1%, M99%) completed training.  **1.5.3** 202 (49% of 413) are self/employed.  **1.5.4** 28 (6% of 441) dropped-out from training | N/A | UN agency reports  IP/PSP reports  Daily, weekly, bi-weekly updates monthly reports, field reports, quarterly reports etc.  Inspection of the CRIMS database |
| **Micro-Enterprise (ME)**  **1.5.1** 1,323 (F 48%, M52%) enrolled in ME.  **1.5.2** 1,286 (F49%, M51%) completed training.  **1.5.3** 866 (67% of 1,323) are self/employed.  **1.5.4** 9 (1% of 1,323) dropped-out from training | N/A |
| **Education**  **1.5.1** 406 (F 44%, M56%) enrolled in education.  **1.5.2** 24 (F62%, M38%) graduated from school.  **1.5.3** N/A.  **1.5.4** 20, (5% of 406) dropped-out. | Education option was planned to assist VMLRs in resuming their studies. The employment rate of them won’t be aggregated. |
| **Health related training and education (Health)**  **1.5.1** 61 (F 30%, M70%) enrolled in Health.  **1.5.2** 47 (F28%, M82%) completed training.  **1.5.3** 21 (35% of 61) are self/employed.  **1.5.4** 3 (5% of 61) dropped-out from training | N/A |
| **Outcome 2**  **Communities were engaged in supporting the rehabilitation of VMLR participants**  **Indicator:** Communities perception of the local impact of the rehabilitation process and % of participants who report being rehabilitated with their families and communities without stigmatization  **Baseline:** 0 (Jun 2010)  **Planned Target:** N/A | * A longitudinal psychosocial assessment of 310 VMLRs from January to March 2012 showed that 196 (63%) reported that they were fully accepted back into their communities. 277(89%) answered that they were fully accepted by their family. | Proxy data as it was conducted in early 2012. | Qualitative analysis of community perceptions through focus group discussion, survey, assessment and observation  Status of women participants verified through survey and observation. |

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| **Output 2.1 Public sensitization and information campaign designed and implemented**  **Indicator 2.1.1:** # of positive journal & media spots  **Indicator 2.1.2 :** # of events, banners, pamphlets, and other promotional material produced  Baseline: 0 (Jun 2010)  Planned Target: N/A | **2.1.1** In the reporting period, various media organizations were facilitated and accompanied on field visits to interview VMLR participants to reflect their real life stories and rehabilitation experiences. As a result, five media organizations (The rising Nepal, Republica, The Himalayan Times, Annapurna Post, ABC TV Nepal) covered positive changes in VMLRs’ lives after returning to civilian life. In addition, Success stories of 13 participants were shared through UNDP newsletters and UNIRP Updates.  **2.1.2** Information kit was produced and distributed among 20 groups including UN agencies, implementing partners, MoPR, donors, relevant programmes etc. to provide quick and complete information about UNIRP.  Online resource library was prepared and launched in the CRIMS.  Video documentary on gender specific support, successful cases, from military to civilian lives, and UNDP high level visit were produced and shared. | N/A | Media scanning and analysis by UNDP |
| **Output 2.2 The broader community assisted in addressing socio-economic rehabilitation of VMLRs through engagement in relevant capacity building activities**  **Indicator 2.2.1:** # of sensitization events at regional, district and community levels  **Indicator 2.2.2:** # of briefings / family / community events  **Indicator 2.2.3:** # of participants / community members engaged in the facilitation of the rehabilitation /reintegration  **Indicator 2.2.4** # of civil society organizations engaged  Baseline: 0 (Jun 2010)  Planned Target:N/A | **2.2.1** UNICEF with support from UNDP and other UN partners has been engaged in community peacebuilding and sensitization activities i.e. celebrating social events, drawing and essay competition, friendship football matches and orientation programmes were organized through Youth clubs and UNIRP regional offices. 151 sensitization and social events were conducted　in 2012 through partners and a total of 34,392 participated those peace building activities.  **2.2.2** Every participant in the programme has been visited at their communities during the implementation and community opinions have been collected.  **2.2.3** 660 CAFAAG members and VMLRs were actively engaged in the facilitation of rehabilitation process.  **2.2.4** Around 800 civil societies were engaged.  151 events were held in 2012 though partners and a total of 34,392 participated in peacebuilding activities. | 2.2.3 Data to date  2.2.4 Data to date |  |
| **Output 2.3 Enhanced capacities of vocational training service providers to deliver demand driven training (ILO)**  **Indicator 2.3.1:** # of service providers trained on quality assurance and management of training institutions  **Indicator 2.3.2:** # of service providers trained on different options for hanhancin their job matching services to their trainees.  **Indicator 2.3.3:** # of trainers of service providers receiving specific skill upgrading training  **Baseline:** 0 (2010)  **Planned Target:** N/A | **2.3.1-3** This component was fully completed in May 2012 by ILO delivering various capacity development initiatives to service providers, technical schools and implementing partners including trainings on Labour Market Information analysis, Computer application in Training and Education, Training Institute Management, ToT (Training of Trainers) and ToT on effective enterprise development model. From January to May 2012, five training sessions were carried out and 114 participated from UNIRP partner’s service providers, Federation of Nepalese FNCCI and other service providers. Throughout the whole period, all together 359 participants (23% female) from 180 institutions of Government, Semi governments, Private Sector, NGOs, UN agencies, UNIRP partner service providers, FNCCI and other CTEVT service providers. | N/A | Community attitudinal surveys  UN Agency reports  Civil society partner reporting |
| **Output 2.4 Special gender considerations within the broader community associated with the rehabilitation process are prioritized**  **Indicator 2.4.1:** # of positive media coverage of VMLR women and girls and experiences  **Indicator 2.4.2:** # of people responsible for project implementation trained on UNSCR 1325 and 1820  **Indicator 2.4.3:** # of participants/children supported based on consideration of gender specific needs.  **Indicator 2.4.4:** # of SGBV survivors in the community who also participated and receive SGBV services  **Baseline:** 0 (2010)  **Planned Target:** N/A | **2.4.1** More than 10 success stories from women and girls who are successfully running their business were published through various media. Also, key informants opinions have been obtained and documented through 9 documentaries.  **2.4.2** To date, 181 responsible people for project implementation were trained on UNSCR 1325 and 1820.  **2.4.3** 817 children benefited from childcare grants, 183 have received health support and 366 children received child care during the reporting period.  **2.4.4** Training on GBV, RH and HIV/AIDS were delivered to selected participants to serve as champions and advocate for gender specific peacebuilding activities. To date, 58 SGBV survivors who reported to psychosocial counsellors received clinical and psychosocial support | 2.4.2 Data to date  2.4.3 Data to date  2.4.4 Data to date | UN agency reports  Civil society reporting  Focus groups and survey of participants and communities on benefits of women’s participation in the process  UNICEF/ UNFPA’s 1325 and SGBV project data and reporting |

1. **A Specific Story**

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| **Problem / Challenge faced:** Rabin was discharged from the Maoist cantonment in Eastern Nepal, as a late recruit in January 2010. After that, he faced challenges in making a living because he didn’t have skills for self-employment and employers didn’t show willingness when they noticed his background. He finally found a job as a stone-crush labourer at a local riverbank. However, he found that it was very difficult to support himself and his family on the daily wage of the job.  **Programme Interventions:** Eight months later, he decided to knock the door of a UNIRP regional office to receive career counselling because there was nowhere he could ask for help. UNIRP provided thorough career counselling and encouraged him to take one of four rehabilitation options. He selected UNIRP’s micro-enterprise option for his new civilian career. Then he received a 10-day business induction training named Start and Improve Your Business (SIYB) with other participants who aim to establish various businesses. **“SIYB, the first training I got was very fruitful to me. It opened my eyes as an entrepreneur”**, Rabin says. After that, he took a three-month ‘Cook and hotel businesses’ training. He also visited several successful entrepreneurs in the local area while he was taking three months skill training for his own business in the future. He was inspired by their success stories and thankful to the trainers of SIYB and skill training who showed a new path for enterprise. Then, he prepared a plan to run his business. He opened his lodge in the Eastern part of Nepal, with in kind support equivalent to 30,000 Nepal rupees from UNIRP. He also invested an additional 30,000 Nepal rupees by himself.  **Result:** The lodge is operated by him and his family who are very supportive. The lodge can accommodate five to six guests and generate an income of around 15,000 to 18,000 Nepal rupees per month. As an additional source of income, his family has been rearing two pigs which consume the food waste from the lodge. Not only are the travellers pleased with the services provided, but also the neighbours and community are happy with the progress made by the family. He feels that the status of his family has significantly improved and they acquired local people’s trust thanks to his business. Nowadays Rabin declares, **“Entrepreneurial life is better than the combatant life”.** |

**III. Other Assessments or Evaluations (if applicable)**

* BCPR Evaluation of UNDP Reintegration Programs, Nepal Country Report, November 2012 (Annex1)[[7]](#footnote-7)
* Independent Evaluation of the UN Interagency Rehabilitation Programme in Nepal, December 2012 (Annex2)[[8]](#footnote-8)
* A Longitudinal Psycho-social Assessment among Verified Minors and Late Recruits during the Reintegration Process (Annex3)

**IV. Programmatic Revisions (if applicable)**

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

For those who enrolled in the programme with the opportunity of re-enrolment during the reporting period, UNIRP developed flexible options. Those who enrolled in ME including the 151 late applicants and drop-outs from VST or Education received newly developed ‘Combined Business Induction and Salesmanship, Book Keeping Training (CBI&SBKT). After completing CBI&SBKT and tailored skills training, they received short-term training to meet the pre-condition verification and needs assessment to receive a combined business start-up support and business promotional support in kind.

Also, UNIRP enhanced livelihood and training support mechanism for the VST graduates, particularly those who remained unemployed. The regional conflict sensitivity ‘Do No Harm’ analysis of UNIRP identified the needs for substantive post-training support for them. UNIRP developed enhanced livelihood support to help VST graduates acquire additional opportunity to gain livelihood through skills upgrading training, On-the-Job Training, or diverse support in establishing their own micro-enterprises. The Regional Offices conducted individual employment needs assessment of these unemployed graduates, including targeted counselling and mentoring support.

**V. Resources (Optional)**

1. Awaiting final version from BCPR [↑](#footnote-ref-1)
2. The independent Evaluation Report will be published in April 2013. [↑](#footnote-ref-2)
3. The most relevant articles of the CPA include: Article 3.9 (education, health, housing, employment, and hood 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). [↑](#footnote-ref-3)
4. The most relevant articles in the AMMAA are as follows: Article 1.1 (prohibition in use of child soldiers); and Section 4.1.3 (handling of discharged former combatants) [↑](#footnote-ref-4)
5. Independent Evaluation Report will be published in April 2013 [↑](#footnote-ref-5)
6. The rehabilitation support goes for a period two years with except to participants under education which goes beyond the life of the programme (max 4 years) [↑](#footnote-ref-6)
7. Awaiting final version from BCPR [↑](#footnote-ref-7)
8. Independent Evaluation Report will be published in April 2013. [↑](#footnote-ref-8)