

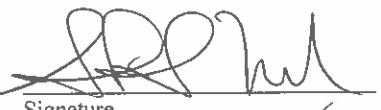


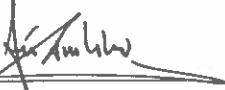
**UNITED NATIONS PEACE FUND FOR NEPAL
PROJECT DOCUMENT COVER SHEET**

Participating UN Organization: UNDP, UNICEF, UNFPA and ILO	Priority/Cluster: Cantonment/ Reintegration
Project Manager Name: Abdul Hameed Omar Address: UNIRP Office, 3 rd Floor KSK Building Telephone: +977 (1) 5010135 Ext. 120 E-mail: hameed.omar@undp.org	Funding round Strategic Outcome the proposal will contribute towards: n/a
Project Title: Support to the Rehabilitation of Verified Minors and Late Recruits (UN Interagency Rehabilitation Programme – UNIRP)	Project Location: Nationwide.
UN Fund Project Number: UNPFN/A7	
Project Description: To rehabilitate former members of the Maoist army verified as minors or late recruits into civilian life, with potential for sustainable livelihoods.	Total Project Cost: USD 12,102,887 Funding available through other sources: Yes, UNDP will provide approximately USD 693,000 to fund certain aspects of the proposed activities, and the budget already reflects this contribution. Total requested from the UNPFN in this submission: USD 11,409,888
<input checked="" type="checkbox"/> Adjustment (Budget Allocation Increase and Project Extension – May 2012)	Project Duration: 32 months Start date: 1 June 2010 End date: 31 January 2013
Goal, immediate objectives and anticipated peacebuilding impact: Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of Verified Minors and Late Recruits (VMLRs).	
Outcomes and key activities: Outcome 1: Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages. Key Outputs are: <ol style="list-style-type: none"> 1. Individual rehabilitation option packages are prepared and made available to participants. 2. Access to employment and livelihood opportunities promoted. 3. Project participants have received career and psychosocial counselling. 4. Special gender considerations regarding verified minors and late recruits are prioritized. 5. Individual rehabilitation option packages are implemented. Outcome 2: Communities are engaged in supporting the rehabilitation of the verified minors and late recruits. Key Outputs are: <ol style="list-style-type: none"> 1. Public sensitization and information campaign designed and implemented. 2. Communities assisted in addressing socio-economic rehabilitation of verified minors and late recruits through engagement in related capacity building projects. 3. Capacity strengthened for vocational training service providers to facilitate sustainable services to the broader community. 4. Specific Gender considerations regarding the VMLRs and the broader community are prioritized. 	

Executive Committee Support Office Review Date: 29 March 2010
Expert Group Review Date: 27 April 2010
Executive Committee Approval Date: 12 May 2010
Executive Committee Final Project Revision Approval Date: _____

On behalf of the Participating UN Organizations:


Signature

Signature

Signature

Shoko Noda Country Director
[UNDP: Insert Name and Title]

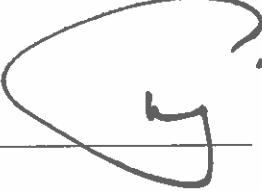
Will Parks Representative
[UNICEF: Insert Name and Title]

José Assarino, Director
[ILO: Insert Name and Title]

Ltan Mithalalne, REPRESENTATIVE
[UNFPA: Insert Name and Title]

Endorsed by the Executive Committee:

Robert Piper
Chair- UN Resident Coordinator for Nepal


Signature

Date

25.5.12

Annex 2.2

Full Project Document - Outline (max. 7 pages)

EXECUTIVE SUMMARY

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

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

The primary objective of this project is to have as many of the VMLRs as possible involved in gainful employment or livelihood opportunities. To achieve this, the project is framed around two complimentary outcomes:

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

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

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

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

The second Outcome targets the broader community to promote wider engagement and support for the rehabilitation of the individuals. A public information and sensitization campaign will be designed and implemented to promote understanding, acceptance and reconciliation as the individuals' transition into civilian life within the broader community. To diminish tensions towards these individuals, and to promote some degree of reconciliation at the local level, a Do No Harm perspective will inform the activities to assist communities in promoting the socio-economic rehabilitation of the VMLRs. This will include working with youth clubs and other social networks in the form of peace-building activities at the community level. Capacity building of vocational skills training service providers will be prioritized as well as strengthening of local schools in certain communities, as a means of providing support useful to the broader community. Special gender considerations regarding the VMLRs and the broader community will also be prioritized.

Given the complexities and uncertainties associated with an initiative of this nature, the project has been designed to incorporate programming and budgetary flexibility. While a maximum amount is presented for the budget total, the budget was initially presented in a manner that showed the final budget for rehabilitation activities could come in anywhere between USD 9,349,660 -13,828,680. This range reflected the understandable uncertainties about the total number of participants among other things. To allow real life adjustments over the course of project implementation, a dynamic and participatory monitoring and evaluation strategy is being employed. Importantly, a Special Review also took place during the ninth month of project implementation, allowing a realistic assessment of programming and staffing needs for the second year of implementation. This Special Review has analysed the reality of the programme as regards the number of beneficiaries and the levels of services that must be provided and has made specific recommendations. They have recommended that a total budget of budget of \$11,501,651 is required to successfully complete the programme, being \$2,151,991 beyond the minimum budget of \$9,349,660 being released.

1. Background and problem statement

Background

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

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

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

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

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

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

As amply demonstrated during the implementation of the first twelve months of programming, the challenges to successful implementation of the rehabilitation programme are considerable. Of greatest significance is the fact that there is no clear national partner to champion the rehabilitation process even as it moves towards completion. In addition, many of the former combatants themselves – as distinct from participants in rehabilitation processes in other countries – have a predisposed and well-orchestrated aversion to engaging in any rehabilitation support offered by the UN. Even while levels of participation in and overall effectiveness of the rehabilitation programme risk being less than ideal, the provision of such support comes, nonetheless, at significant cost. This is particularly the case when implementation follows internationally recognised guidelines and established good practice. Indeed, rehabilitation programming (or, more commonly, ‘DDR’) is not traditional development programming in that it involves significant political and security risks. Further, it involves a process of individual case-handling and care. As a result, substantial staffing and infrastructure must be established to mitigate these risks. This should not be understated given that problems in such a high-profile programme could affect the UNCT’s general legitimacy or undermine a critical element of Nepal’s overall peace process.

Problem Statement

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

A New Interagency Project Building on Existing UNPFN Projects

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

This proposed joint initiative builds on earlier UNPFN-funded projects related to discharge and rehabilitation that were implemented by UNDP, UNICEF and UNFPA respectively. The rehabilitation elements of these projects, including relevant staff posts, transitioned into this new interagency programme. Those earlier UNPFN-funded projects were:

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

It should also be noted that UNICEF and OHCHR are concurrently implementing an UNFPN-funded project regarding the monitoring of the verified minors. The monitoring project is complimentary to this proposal, and is as follows:

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

2. Project approach and expected results

As a Peace-building Impact, the project is designed to implement key elements of the CPA and AMMAA through the socio-economic rehabilitation of VMLRs. Building on the successful interagency efforts that resulted in the discharge of these individuals, an interagency approach to rehabilitation will also be used whereby the expertise of UNDP, UNICEF, UNFPA and ILO will complement each other towards fulfilment of a common goal. To achieve the desired impact, the project is framed around two complimentary Outcomes: 1) VMLRs were supported in their socio-economic rehabilitation; and 2) Communities were engaged in supporting the rehabilitation of VMLR participants. These Outcomes and the Outputs under each are described below. The content and activities of this project reflect more than two years of UN experience preparing for the rehabilitation of the VMLRs as well as principles and lessons learned from rehabilitation and reintegration of ex-combatants programmes throughout the world which are documented in the UN’s Integrated Disarmament, Demobilisation and Reintegration Standards (IDDRS). Given that

74% of the VMLRs were youth at the time of their initial verification and 30% of the VMLRs are girls or young women, the project approach places strong emphasis on youth and gender-specific needs and special considerations.

The two Outcomes and relevant Outputs are as follows:

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

Key Outputs are:

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

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

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

Output 1.3 – Participants have received career and psychosocial counselling

Participants interested in pursuing the rehabilitation packages will receive career counselling, and psychosocial counselling (including psychosocial support for sexual and gender based violence survivors). This career counselling will be offered through a network of five field offices located throughout the country. The psychosocial counsellors will also be located in the 5 field offices.

Output 1.4 - Special gender considerations regarding the verified minors and late recruits are prioritized

In accordance to the provisions in the UN Security Council Resolution 1325 and UN Convention on the Elimination of all Forms of Discrimination Against Women, the programme will recognise gender specific needs, capabilities and potential in the planning and implementation of the rehabilitation programme. To avoid situations in which female participants cannot travel easily to our regional field offices for career counselling and related services as a result of gender-related socio-cultural dynamics which limit their mobility vis-a-vis male participants, mobile teams of counsellors will be sent to access these women in their own communities to provide needed counselling and guidance services. Each regional field office will also have female psychosocial counsellors available to provide gender appropriate counselling and to assess gender-specific needs, in addition to identifying and providing required psychosocial support to all participants. Additional gender specific support will include: facilitating increased participation of women and men by considering their special needs such as facilitating access to daily child care centres in order to enable their full participation in the training programme; providing other child support as needed and appropriate; and by following up on their daily well-being and performance by female social workers. The focus will be to ensure full and equal access of female VMLRs in the rehabilitation programme; to ensure that women have control over their benefits from the rehabilitation programme; and to facilitate additional support to young women who would rather not return to gender-traditional opportunities. As well, the principal service providers and the service providers will be informed about identified gender-specific special needs of trainees and efforts will be made to address these. Rehabilitation will seek to enhance positive skills that were acquired by women and girls during their association with the Maoist army, such as leadership and community mobilization skills. The establishment of informal networks among discharged women and girls will also be encouraged. The informal networks will be linked

to women's NGOs and women's federations to create greater awareness about women's rights and civic responsibility, adolescent sexual and reproductive health, micro-credit and transitional justice mechanisms. Overall the project will ensure that women's and girls' rehabilitation is connected with the broader strategies and activities aimed at women's post-conflict participation and empowerment.

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

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

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

Small and Micro-Enterprise Development: Options in this area include technical as well as business induction training. Specific options may include: tailoring, mobile repairing, digital photography, hair cutting & beautician training, hotel and cook business, shop-keeping, painting and commercial art; house wiring; furniture making, grill fabrication, pig, goat and poultry farming, TV/radio repairing; cycle and rickshaw repairing, hosiery and *mashala* (spice) making. In some cases, skills training may involve apprenticeships. Literacy and numeracy bridging support will be offered to individuals who require basic education to qualify for certain options. Intensive post-training support to help individuals start and promote their own businesses may include the provision of business start-up tools/equipment and materials or other start-up resources such as support in setting up workshops or the provision of relevant raw materials, provided such assistance does not bring the total value of the rehabilitation option package beyond 100,000 rupees. Further, needs based refresher skills training/ business promotional support will be provided. Training periods can range from two weeks to eight months depending on the course being pursued. Some of these packages do not require formal educational requirements to enter while others require up to Grade VIII.

Vocational Skills Training: Training in a range of vocational skills will be available to help individuals seek self and wage employment opportunities. This may cover a wide range of vocational work including: welder; electrician; plumber, motorcycle service mechanic, auto mechanic, bar bender, scaffolder, Indian, continental and Chinese cook, hotel food and beverage services, radio and television repairer, computer hardware technician and telecommunication technician. Skills training programme is available with on-the-job training and minimum toolkits are available. Bridging courses are offered to individuals who require preliminary support to take up certain options. Post-training support include advice on how to access micro-financial resources, information about work opportunities and support in finding employment. Training periods will range from three to eleven months depending on the elected option. Depending on the option, training will be available through government, semi-government or private sector service providers.

Health Services Training and Education: Health sector vocational options will also be available. Opportunities in this area may include: Auxiliary Nurse Midwife (ANM) Community Medical Assistant (CMA) and Laboratory Assistant (LA). Entrance preparation classes are provided to prepare for relevant national entrance exams organized by the Council for Technical Education and Vocational Training. Post-training support includes on the job training, registration of the graduates into the Professional Health Council, assistance in linking to specific employment opportunities and providing basic tool kits. The training period ranges between fifteen to eighteen months. The training will be available through a semi-governmental organization and private technical training providers with specialized services in this field. The entry requirements for these health-related opportunities are completion of School Leaving Certificate.

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

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

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

Output 2.3 - Capacity strengthened of vocational training service providers to facilitate sustainable services to the broader community.

The vocational training service providers will receive targeted conflict sensitive capacity building in order to strengthen the overall quality and sustainability of their training services as a means of benefiting the broader community. This is another example of an initiative to diminish frustration towards the VMLRs by spreading project benefits through the broader community. In the case of vocational training, ILO is conducting capacity development of the service provider to ensure quality control of the training provided to the VMLRs. Service providers are also participating in trainings on UNSCRs 1325 and 1820, in order to promote their understanding of gender sensitivity when delivering the training/education packages and also when disseminating relevant information to trainees.

Output 2.4 – Special gender considerations regarding the verified minors and late recruits and the broader community are prioritized.

In order to emphasise the important role of women VMLRs and non-combatants as agents for peace, and to facilitate the acceptance of the women and girls who are returning to the communities, gender-specific considerations and support will be linked with other components of the rehabilitation programme. For example, this will be linked to public information and monitoring and evaluation (M&E), as well as other on-going UN initiatives designed to prevent and manage sexual and gender-based violence. Specifically, a network of women’s organisations in addition

to existing community based groups – for example, paralegal committees and community based women groups - will be mobilised and trained to provide support to women and girls rehabilitation and to minimise stigmatization upon entry into the communities. A special focus will be on the inclusion and empowerment of female participants from socially under-privileged ethnic groups. Media networks will be encouraged to include women's voices and experiences when programming for community awareness and sensitization; for example female journalists engaged and existing gender-sensitive material will be used in areas of media advocacy and orientating media people. The overall rehabilitation will be linked to other UN initiatives to provide reproductive health services as well as comprehensive sexual and gender based violence support services (psychosocial and legal) to the broader communities as well as the VMLRs. Female participants, especially those married during their association with the Maoists, will face particular challenges when returning to their family and community. For instance, inter-caste marriages of female discharges will likely hinder family acceptance. To facilitate social reintegration of the participants – especially girls and young women – UNICEF will conduct community sensitization activities through an existing Working Group network that will include family level mediation and counselling to facilitate social acceptance. Further, linkages will be made with existing Paralegal and Child Protection Committees to address protection and other legal issues which may hinder reintegration of verified female and minors (e.g., issues related to gender-based violence, land ownership, etc.).

Expected Results

The overall goal of the programme is to prepare participants for socio-economic reintegration into the broader Nepali society as constructive law abiding citizens with prospects to find sustainable employment. The community-focused aspects of the project should diminish tensions regarding the VMLRs and foster a greater sense of community acceptance. The gender and youth-specific focus should achieve a higher than average success rate regarding these two target populations that are of particular concern.

3. Analysis of risks and assumptions

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

RISKS	ASSUMPTIONS	MITIGATION
Absence of political will on the part of GoN or UCPN-M will cause difficulties during course of project implementation.	<p>By signing the Action Plan, the UCPN-M will demonstrate sufficient political will to at least not obstruct the VMLRs from rehabilitation packages.</p> <p>The GoN will be sufficiently responsible to not obstruct rehabilitation.</p> <p>Neither UCPN-M nor GoN are likely champions of the rehabilitation process.</p>	<p>The risk probability of such scenario appears medium/ high.</p> <p>Advocacy; appropriate public information campaign; a strong coherent programme that does not attract undue criticism of our own making.</p> <p>Engagement with and advocacy to Maoist leadership in addition to their political actors</p>
VMLRs block smooth implementation of the training/education packages.	VMLRs are prone to organize in groups to protest against the rehabilitation work, and they have unrealistically high expectations regarding what they deserve.	<p>Risk probability is medium.</p> <p>Establishing the trust of the VMLRs through consistently respectful treatment, establish realistic expectation through clear provision of information, individualised support and resolve problems quickly and efficiently through.</p> <p>Establishing mechanisms and staff responsibilities to identify potential problems early and send senior staff to resolve problems on the spot.</p> <p>Ensure the security and safety of both counselling premises and staff at all times with clear escalation Standard</p>

		<p>Operational Procedures.</p> <p>Establishing a code of conduct that must be signed by all participants prior to beginning any training/education package.</p>
Security situation deteriorates disrupting implementation (e.g. Terai and the eastern hills).	The security environment will remain relatively stable.	<p>Risk probability is medium.</p> <p>Advocacy and public information to ensure that programme is not a contributory factor in conflict.</p>
UCPN –M disrupts the process, nationally or locally	UCPN-M will support the process in accordance with its obligations	<p>Risk probability is medium to high.</p> <p>Advocacy for the win/win impact of the process and a focus on their political obligations</p>
VMLRs will be forced to integrate into Youth Communist League (YCL) or other para-military organizations.	<p>There may be attempts at large-scale incorporation of VMLRs into YCL but this should not explicitly prohibit their involvement in rehabilitation.</p> <p>UN monitoring of the Action Plan should diminish risk of forced integration into YCL.</p> <p>Some armed and/or para-military groups will seek to recruit some VMLRs.</p>	<p>Risk probability is medium.</p> <p>Establish close coordination between rehabilitation work and UN monitoring mechanisms under the 1612 Action Plan.</p> <p>Maintain open channels of communication with UCPN-M at highest levels to resolve problems that may arise.</p> <p>Undertake advocacy when required, especially when concerns are raised through UN monitoring mechanism under 1612 Action Plan.</p>
Significant community resentment to the return of VMLRs.	Communities will not disrupt rehabilitation on a large-scale.	<p>Risk probability is medium/low.</p> <p>Community focused initiatives diminish community resentment and opposition to the VMLRs.</p> <p>UNICEF's CAAFAG network will pick up early warning signals of problems allowing an appropriate response from relevant rehabilitation initiatives.</p>
Low levels of Participation.	A significant number of eligible VMLRs will participate if early successes are achieved and communicated widely.	<p>Risk probability is medium.</p> <p>Coherent programme offering good benefits is well sold through the public information campaign.</p> <p>Success stories of recently graduated VMLRs are widely communicated</p> <p>Political discussion with UCPN-M will seek to diminish UCPN-M opposition and promote support of rehabilitation programme.</p>
Interagency coordination slows implementation significantly.	Successful interagency coordination is possible when there is institutional buy-in and commitment at the highest levels.	<p>Risk probability is low.</p> <p>Resident Coordinator and relevant Heads of Agencies will provide full support and backing to project</p>

		implementation including resolution of any problems that may relate to inefficient or imperfect interagency implementation.
VMLRs cannot access their desired rehabilitation options and therefore remain associated with the armed group.	Rehabilitation options principal design is not based on a proper market survey but, given limitations in assessing the feasibility of options, they reflect likely job opportunities. Site specific market survey work will be done in specific parts of the country to increase probability of finding work after training/education.	The risk of not meeting participant expectations is high given that expectations are unrealistic due to the political context, there has been no direct consultation with the participants (again due to context) and no detailed market survey was done prior to the design of the packages. Undertake localized market research and broader consultation with participants in order to mitigate this possibility.
Participants fail to find employment post –programme in the depressed labour market	All participants benefit from the rehabilitation option and have enhanced attractiveness to potential employers or have the capacity for self-employment. That said, the labour market in Nepal is extremely limited and former Maoists will not be seen as the ideal employee by some potential employers.	Localized market research will inform counselling and mentoring. Post-programme support will be strong and actively focus on identifying opportunities and matching participants to them. This will be achieved through coordination of the regional analysis activities by the Socioeconomic Mapping & Liaison Officer and individual case follow-up after completion of training packages.

4. Partnerships and Management Arrangement

This is an interagency UN project involving UNDP, UNICEF, UNFPA and ILO. UNDP is the lead coordinating agency. To promote genuine synergies while ensuring managerial clarity, an interagency Memorandum of Understanding (MOU) was developed and signed by all relevant heads of agency regarding each agency's respective responsibility in project implementation, and to clarify matters such as lines of reporting and decision-making. The MOU established a Project Steering Committee and Technical Committee, which include relevant agencies and may include implementing partners such as the Ministry of Peace and Reconstruction (MOPR) and perhaps UCPN-M. The MOU also contained an attached detailed work-plan clarifying detailed responsibilities and accountability for the relevant participating Agencies through project delivery. In the spirit of the MOU, regional coordination mechanism between UNIRP, UNICEF, UN Monitoring team and other UN agencies were established.

The UNCT Committee Architecture for Discharge and Rehabilitation was initially used although project management arrangements replaced most of the existing mechanisms.

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

The project will be implemented under the DEX/DIM modality. As the lead coordinating agency, UNDP will have at least a Programme Officer and Programme Associate dedicated to the project housed within the Peace-building and

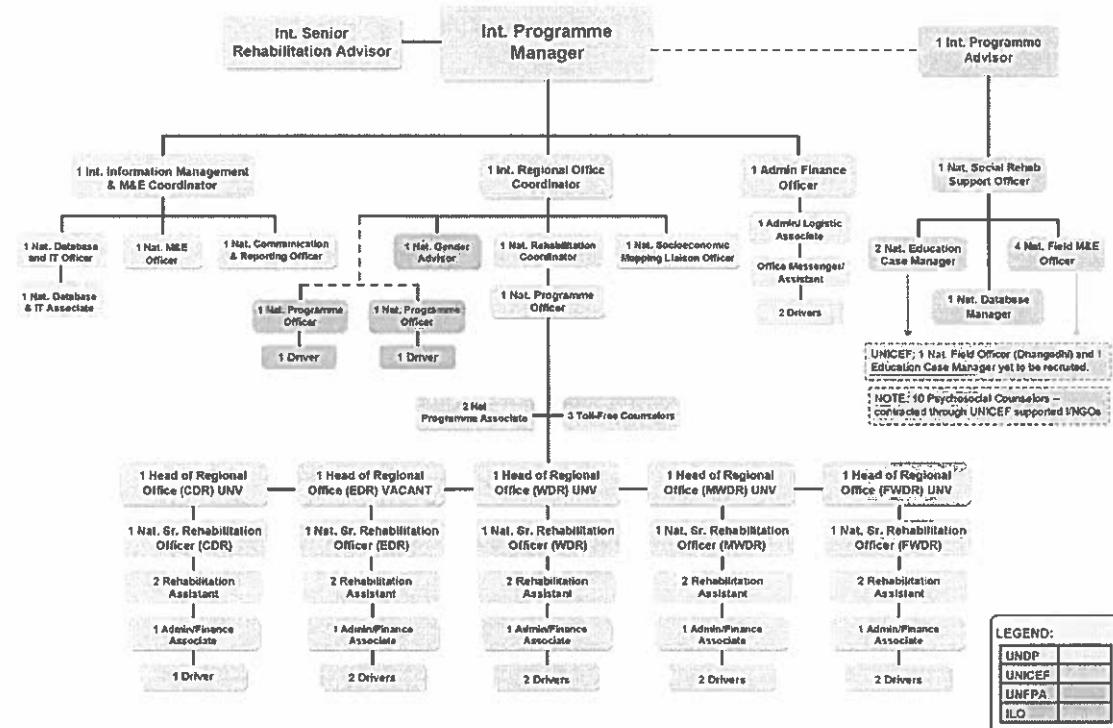
Recovery Unit to ensure coordination with relevant finance and legal offices, and to ensure fiscal and contractual compliance with UN rules and procedures. The project will also have a full-time administration and finance officer housed within the project.

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

The programme has anticipated an evolving environment and provided for flexibility regarding staffing levels and support relative to the numbers of beneficiaries to be services and the levels of services to be provided. An independent Special Review took place in March 2010 in order to ensure realistic and efficient programming through the second year. The Special Review was led by the Senior Advisor of DDR from UNDP Headquarters in Geneva, accompanied by a technical rehabilitation expert from UNICEF, UNFPA and ILO's respective headquarters. The independent Review, noting the level of participation and the levels of critical services to be provided has made the recommendations which are reflected in this revised programme document

The staffing organigram for year two as adjusted in line with the recommendations of the Special Review of March 2010 is presented below, illustrating the interagency nature of the project. It should be noted that each staff member will still have reporting responsibility to their respective agency.

UN Interagency Rehabilitation Programme Organigram



5. Monitoring & Evaluation

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

6. Sustainability of the project

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

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

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

Further, in consideration of the planned orderly draw-down of capacity of the programme, arrangement must be made with relevant GoN ministries and programmes to take on residual responsibilities associated with the rehabilitation of VMLRs with outstanding needs at that time.

In contributing to sustainability of relevant national institutions, the request of the Executive Committee of the Peace Fund for Nepal that vehicles purchased for the programme should be passed to the MOPR on completion of the programme is noted. This will be duly considered in compliance with UNDP policy, on completion of the programme or on completion of any relevant programme extension or any other directly related project.

7. Logical Framework

See Annex 2.3.

8. Project Budget

See Annex 2.4.

9. Detailed work-plan

See Annex 2.5 and supplemental UNIRP Work Plan 2012-13

10. Services and assistance to participants

See Annex 2.5.1

11. Project Summary

See Annex 2.6

THE LOGICAL FRAMEWORK

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

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

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

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

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

	<p>1.4.3 Informal women's networks of VMLR women and girls are supported through women's organisations, Paralegal Committees and women's federations</p> <p>1.4.4 Issues of masculinities impacting upon male ex-combatant participation and male attitude impact on female ex-combatant participation in the programme are considered and addressed (e.g. attitudes to GBV, reproductive health, socio-cultural norms, etc.)</p> <p>1.4.5 Monitoring and mentoring on case basis, ensuring that delivery is gender sensitive and that women have control of their own benefits</p>	Qualitative feed-back from participants and communities on the tailoring of the process to meet women's needs		
1.5 Individual Rehabilitation Option Packages are implemented	<p>1.5.1 Education support: provide non-formal (i.e. bridging courses) and formal education opportunities</p> <p>1.5.2 Micro and Small-Enterprise Development: provide technical and business training for individuals who would like to start their own small business</p> <p>1.5.3 Assessment of the feasibility and risks of popular business ideas to enhance idea selection process</p> <p>1.5.4 Vocational skills training: provide training in a range of vocational skills for individuals who seek self and wage employment</p>	# of participants who engage in Individual Rehabilitation Option Packages disaggregated by gender, age, caste & ethnic group % participants who complete the process Qualitative feed-back on the benefit of the packages % deviation from scheduled delivery of financial allowances % deviation for schedule of programme delivery Trend over time in # of complaints from participants Trend over time in #	UN agency reports Civil society partner reports Participant surveys	Willingness of the participants to choose and take part in one of the available rehabilitation options

	opportunities	of disruptive incidents # of participants with special needs vs. # of special needs addressed # participants post-programme who find gainful employment in the area of their ROP Trend over time in community attitudes towards participants		
	1.5.5 Health services training: provide training for individuals who wish to enter health-related vocational options			

OUTCOME 2: Communities were engaged in supporting the rehabilitation of VMLR participants

Indicators:	Means of verification:
a) Communities perception of the local impact of the rehabilitation process	Qualitative analysis of community perceptions through Focus Group Discussion, survey and observation
b)% participants who report being rehabilitated with their families and communities without stigmatization	Status of women participants verified through FGD, survey and observation

OUTPUTS	ACTIVITIES	Measurable Indicators	Means of Verification	Important Assumptions
2.1 Public Sensitization and Information Campaign designed and implemented	2.1.1 Development of messages, mediums and IPs and implementation of a coherent and coordinated national campaign of dissemination	# of positive journal & media spots # of subsidiary journal and media spots # of events, banners, pamphlets, and other promotional material produced	M&E weekly updates, monthly and quarterly Agency reporting Media scanning and analysis by UNDP	
2.2 The broader community assisted in addressing socio-economic rehabilitation of VMLRs through engagement in relevant capacity building activities	2.2.1 Sensitization programmes at regional, district and community levels to raise awareness and seek support to identify, protect and facilitate the rehabilitation of VMLRs including CAAFAG. 2.2.2 IPs brief participant family and community members, to explain the	# of sensitization events at regional, district and community levels Qualitative feed-back from a broad range of stakeholders including participants, service providers, programme staff and civil society actors regarding the rehabilitation sensitization and public information	UN agency reports Media reports Qualitative analysis Community attitudinal surveys Mid-term review and evaluation	Willingness of community members to participate in sensitization programmes and related capacity building projects

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

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

**United Nations Peace Fund for Nepal
Revised Project Budget Revision**

Project Number: UNPFN/A-7

Project Title: Support to the Rehabilitation of Verified Minors and Late Recruits (UN Interagency Rehabilitation Programme – UNIRP)

PUNOs: UNDP, UNICEF, ILO, UNFPA

CATEGORIES	REVISED PROJECT BUDGET					Final Revised Amount (US\$)				
	UNDP	UNICEF	ILO	UNFPA	TOTAL	UNDP	UNICEF	ILO	UNFPA	
1. Supplies, commodities, equipment and transport	371,000	16,000	36,000	36,000	459,000	424,508	16,282	4,879	0	445,669
2. Personnel (staff, consultants and travel)	2,576,000	232,000	135,000	132,000	3,075,000	3,599,493	513,000	176,721	68,131	4,357,345
3. Training of counterparts	77,000	107,000	130,000	27,000	341,000	65,301	301,003	113,608	18,169	498,081
4. Contracts	2,863,000	1,473,000	0	626,000	4,962,000	3,204,730	1,752,616	0	391,606	5,348,952
5. Other direct costs	581,000	0	0	13,000	594,000	687,988	0	5,790	12,622	706,400
Total I Programme Costs before final overhead costs added	6,468,000	1,828,000	301,000	834,000	9,431,000	7,982,020	2,582,901	300,998	490,528	11,356,447
Contribution from UNDP BCPR	693,000	0	0	0	693,000	693,000	0	0	0	693,000
Total Remaining Programme Costs	5,775,000	1,828,000	301,000	834,000	8,738,000	7,289,020	2,582,901	300,998	490,528	10,663,447
Agencies Corporate Overhead (7%) *	404,250	127,960	21,070	58,380	611,660	510,231	180,803	21,070	34,337	746,441
Total Requested Contribution from UNPFN	6,179,250	1,955,960	322,070	892,380	9,349,660	7,799,251	2,763,704	322,068	524,865	11,409,388

* Is not charged against the UNDP BCPR funding.

FINAL ALLOCATION of \$ 7,799,251.00 TO UNDP, \$2,763,704.00 TO UNICEF, \$322,068.00 TO ILO AND \$524,865.00 TO UNFPA TO BE FUNDED FROM THE UNPFN-ACCOUNT

UN Interagency Rehabilitation Programme – Detailed Budget Analysis

The table below shows the budget that has already been granted to the project (\$9.35 million), provides a breakdown of how the additional \$2.06 million will be used according to the same budget lines, and shows the percentage change per budget item associated with the additional funds. The final column presents the Final Budget including the additional allocation of \$2.06 million for a total of \$11.4 million.

UNIRP Budget Analysis (including financial planning for extended period to January 2013)							
Budget Items by Category	Original Budget Allocation (\$9.35 M)	As a % ratio of the total budget	Revised Budget Allocation (\$11.4M)	As a % ratio of the total budget	Change in Budgetline (in \$)	Change in Budgetline (as a %)	Justification for change in the budget line
1. Direct Support to Programme Participants							
1.1 <i>Rehabilitation Packages (Education and training services to ex-combatants)</i>	2,805,000	27.93%	3,188,276	26.34%	383,276	13.66%	The lower range of the original budget, 9.3 m as approved anticipating 50% participation. The programme has exceeded the 50% participation. Further, lack of economy of scale and dynamic adjustment in the value of some options e.g. health training and education, has resulted in requirement of increased budgetary provision.
1.2 <i>Education for Community Youth: 1 vulnerable from community receives education support for every 2 ex combatants</i>	50,000	0.50%	37,800	0.31%	(12,200)	-24.40%	Lower take up than originally expected.
1.3 <i>Refresher Training to Graduates to enhance their skill in accordance with labor market demand</i>	-	0.00%	69,273	0.57%	69,273	new item	Experience and market analysis has identified where small investment in refresher training to graduates is dramatically increasing competitiveness in gaining employment.

	<i>Initially meal provision was planned for 2,400 participants; however, participants in education and health did not receive meal.</i>
1.4 <i>Three meal/day to ex combatants during training</i>	704,000 7.01% 402,227 3.32% (301,773) -42.87%
1.5 <i>Registration, Stipend and Transport to ex-combatants</i>	252,000 2.51% 231,457 1.91% (20,543) -8.15%
1.6 <i>Gender Specific Support to Programme Participants</i>	200,000 1.99% 200,000 1.65% - 0.00%
1.7 <i>Specific Support for Girls in Education Away from Home</i>	151,000 1.50% 125,000 1.03% (26,000) -17.22% <i>Lower take up than originally expected.</i>
Sub Total of Direct Support to Programme Participants	4,162,000 41.44% 4,254,032 35.15% 92,032 2.21%
2. Additional Direct Benefits and Services	
2.1 <i>Training of Counterparts (Implementing partners)</i>	341,000 3.40% 498,081 4.12% 157,081 46.06%
2.2 <i>Psychosocial Support (Services to ex-combatants by National Specialized agencies)</i>	225,000 2.24% 459,410 3.80% 234,410 104.18%

2.3	Community-based Social Integration <i>(Peace building, life skill and reconciliation activities)</i>	225,000	2.24%	407,750	3.37%	182,750 81.22%
2.4	Public Information and Sensitization <i>(including direct SMS and participants tracking)</i>	108,000	1.08%	56,438	0.47%	(51,562) -47.74%
2.5	Toll Free online counseling and referral services <i>(Toll Free counselors-4)</i>	50,400	0.50%	28,532	0.24%	[21,868] -43.39%
2.6	Psychosocial Services <i>(Regional Psychosocial counselors [5] and assistant counselors [5] for 5 regional offices)</i>	67,280	0.67%	90,000	0.74%	22,720 33.77%
2.7	Career Counseling Services <i>(Career Counselors -5 and assistants counselors- 10 for five Regional Offices)</i>	275,829	2.75%	451,220	3.73%	175,392 63.59%
2.8	Rehabilitation design, implementation and coordination of training services <i>(National Officer-1)</i>	49,066	0.49%	73,083	0.60%	24,017 48.95%
2.9	Education referral, coordination and monitoring services <i>(Education referral and coordination support officers)</i>	95,880	0.95%	119,500	0.99%	23,620 24.63%
2.10	Microenterprise services <i>(Microenterprises coordinator for 5 Regional Offices)</i>	-	0.00%	80,491	0.67%	80,491 new item option and needed to hire the relevant national expertise. This is done in recognition of the exit strategy and

		<i>related staff-draw down.</i> <i>Recruitment of relevant staff was later than envisaged, which resulted in savings. Prior to this, the work was covered by existing UNFPA capacity.</i>			
2.11	<i>Gender support and coordination (UNFPA- National Officer-1)</i>	60,720	0.60%	26,200	0.22% (34,520)
2.12	<i>Employment referral and linkages (*National Officer-1 and *International Consultant-1)</i>	123,184	1.23%	168,546	1.39% 45,362 36.82%
2.13	<i>Outreach, business counseling and Mentoring including Programme Monitoring</i>	237,036	2.36%	438,266	3.62% 201,230 84.89%
2.14	<i>Capacity Development of Vocational Training Service Providers (ILO Direct programme staff salary)</i>	124,878	1.24%	113,383	0.94% (11,495) -9.20%
2.15	<i>Regional Service Offices operational and security costs</i>	458,073	4.56%	531,183	4.39% 73,110 15.96%
Sub-total of Additional Direct Benefits and Services		2,441,346	24.31%	3,542,082	29.27% 1,100,737 45.09%

3. Indirect services (Programme Management, FO coordination, M&E and database services)

	<i>Programme Management and support staff cost</i> <i>(UNDP: International Programme Manager-1, *Senior Rehabilitation Advisor-1, Regional Office Coordinator, *Communication officer-1, Admin/Finance Officer-1, Programme Officer/ Associate ,Procurement Associate-1, Logistic Associate-1, Drivers for CO-2 and Five Regional Offices-9 and Office Assistant-1/ UNICEF- international staff-1 on cost sharing basis, National Programme officer-1, finance assistant-1/ ILO- Programme Assistant-1, Driver-1 and short term international consultant-1 /UNFPA- National Officer-1,</i>	1,264,760	12.59%	1,870,367	15.45%	605,607	47.88%	<i>Staffing costs larger than anticipated because many posts are needed for longer than originally planned. This is due to pattern of late enrolment which means workload hasn't yet peaked, as well as ongoing improvement of services based on realities/demands (e.g., gender, health, employment support). Some posts planned only for 18 months (P3,PO,database, etc.) based on '9.3m scenario'; many posts are needed for full 2yrs and some posts including P4 are required for extended period.</i>
3.1	<i>IT and database:</i> <i>UNDP- *Data Base officer-1, associate-1 /UNICEF- Database associate -1,</i>	64,522	0.64%	100,986	0.83%	36,464	56.51%	<i>These positions were initially planned for 18 Months, now must continue in accordance with the programme extension.</i>
3.2	<i>Information Management and monitoring Cost: UNDP -International -1, *National Monitoring Officer-1</i>	297,246	2.96%	354,671	2.93%	57,425	19.32%	<i>One national and one international position planned for 18 Months initially however this post is needed for longer than planned due to pattern of late enrolment and in accordance with the programme extension.</i>
3.3	<i>Support staff to UNMIN for monitoring in Cantonments until Jan-2010</i>	139,200	1.39%	82,200	0.68%	(57,000)	-40.95%	<i>The early departure of UNMIN, resulted in saving in support forces and JMCC costs (These cost were included in the UNIRP by way of Support force to UNMIN Monitors in cantonment).</i>
3.4	<i>Supplies, commodities, equipment and transport</i>	459,000	4.57%	445,669	3.68%	(13,331)	-2.90%	
3.5	<i>Office Rent & Ops (includes communications and security costs of offices)</i>	135,927	1.35%	175,217	1.45%	39,290	28.91%	<i>Unanticipated refurbishment of UNIRPs office in KSK and programme extension up to Jan 2013</i>
3.6	<i>Miscellaneous</i>	242,000	2.41%	171,321	1.42%	(70,679)	-29.21%	
3.7								

3.8	<i>Field office Managers: UNDP- UNV Regional Office Managers-4</i>	225,000	2.24%	359,900	2.97%	134,900
						59.96%
						<i>Not envisaged in year 2 in original budget however, in light of pattern of late enrollment, strengthening of programme delivery and sensitivity of difficult security and political environment, it has been necessary to reassess and include Office Managers in year 2 and some months during the extended period.(difficult caseload)</i>
	Sub-Total of Indirect services	2,827,655	28.16%	3,560,332	29.42%	732,678
A	Total Programme Costs	9,431,000	93.91%	11,356,446	93.83%	1,925,446
B	Agencies Corporate Overhead (7%)**	611,660	6.09%	746,441	6.17%	134,781
C	Grand Total Programme Cost (A+B)	10,042,660	100.00%	12,102,887	100.00%	2,060,227
D	Total Contribution from UNP FN (C-F)	9,349,660	93.10%	11,409,887	94.27%	2,060,227
E	Total Contribution from UNDP BCPR	693,000	6.90%	693,000	5.73%	0
						0.00%

* Funded by UNDP BCPR contribution

** Not charged against UNDP BCPR contribution

Detailed Work Plan for 24 Months***NB. A supplemental detailed Work Plan for 2012-13 supersedes this for the project extension period.***

Output		Activities	Months												Comments										
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Service Providers (SPs) identified & contracted (UNICEF, UNFPA, ILO & UNDP working through Integrated Regional Teams, IRT)	4,008 Rehabilitation Option Packages (ROPs) developed with SPs in education, vocational training, micro-enterprise & medical sector vocation training, training, SPs contracted.																								
Indicators:	• # of SPs identified and appropriate packages being prepared																								
Rehabilitation Options Prepared and presented to VMLRs	<ul style="list-style-type: none"> • Prepare ToRs, call for RFQ and RFP. • Conduct Technical and Financial Evaluation of bidders, analyse capacity & prepare contract for procurement of rehabilitation services to participants of vocational training, micro-enterprise and health packages • Review and enhance the rehabilitation packages through dynamic M&E and ensure their timely delivery • Conduct capacity development training to service providers of (VIT/ME/H) on economic reintegration • Conduc orientation to new service providers and participants of VST, ME and HT. • Agree on curricula and modalities of package implementation • Incorporate life skills and civic education as part of training programmes 	Individual rehabilitation options presented to participants opted for rehabilitation.	Improved take up of ROPs and dynamically improving delivery																						
Women actively participate in rehabilitation	High % of women VMLRs take up offers	Gender staff from UNFPA monitoring mainstreaming of gender issues	Increasing trend of female take-up	Satisfactory participation and low level of drop-out	Satisfactory completion of ROPs																				
		Indicators:	• % of women participants relative to the total # discharged																						
			• % of women rehabilitated into families/communities																						
			• Establish mechanisms to identify gender, health and other forms of specific needs of female VMLRs and facilitate support through existing UNIRP mechanism and other government and non-government available programmes																						
			• Develop gender specific performance indicators and incorporate gender in monitoring and evaluation strategy and formats of UNIRP.																						

	<ul style="list-style-type: none"> Conduct gender sensitive monitoring during training and after graduation. Establish agreed tracking /contact mechanisms through effective case management of participants in rehabilitation programme (VT/M&E/HT/Edu) 			
Consideration of specific gender based needs of participants particularly women with regards to dependent care and design of packages (e.g. with child-care needs)	<p>Appropriate levels of support offered and attractive and appropriate packages offered</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of women's special needs successfully catered for <ul style="list-style-type: none"> Identify gender specific needs of both male and female participants through UNIRP regional offices and partners. Provide gender specific support as stipulated in the interagency matrix of support to VMLRs including male participants. Ensure provision of special education support/grant to Female participants under education package. 	Satisfaction with a responsive delivery expressed by women participants with special needs		
Rehabilitation Options Implemented	<p>Trainings/education offered, skill test conducted, toolkits provided, and follow-up commences.</p> <p>Indicators:</p> <ul style="list-style-type: none"> % of participants completed rehabilitation options % of participants followed up after graduation <p>Key stages of the micro-enterprises implemented</p> <p>Indicators:</p> <ul style="list-style-type: none"> % of participants who complete their training 	<p>Completion and follow-up for programme participants</p> <p>Initial graduations and commencement of follow-up modalities</p> <p>Provide counselling and referral of VMLRs to ME option.</p> <ul style="list-style-type: none"> Conduct business induction training (STYB) Organize technical skill training Provide business start-up support Conduct rigorous monitoring and follow-up Facilitate linkages with MFIs Provide continuous business mentoring and entrepreneurship skills development 	<p>Continuing graduation</p> <p>Graduations and follow-up continues</p>	<p>Completion of caseload in rehabilitation options and follow-up in progress.</p> <p>Completion of training for caseload and on-going follow-up continues</p>
Small and Micro-Enterprise. Tech and business training to participants who wish to start their own business (UNDP)				<p>Month 12 cut-off for choice of rehabilitation options</p> <p>Month 12 for cut-off of choice of rehabilitation options</p>
Effective Dynamic M & E System Established		<p>Appropriate IoAs developed and dynamic evaluation and response in progress</p> <ul style="list-style-type: none"> M&E staff in accordance with M&E programme plan supported by M&E Task Force Dynamic multi-dimensional M&E through appropriate e data collection and consultation Midterm review and dynamic adjustment of IoAs Continuing dynamic M&E and preparation of end of programme reporting and evaluation 		Quarterly reviews
Development of messages, mediums and implementing partners (IPs). Implementation of a coherent and coordinated		<ul style="list-style-type: none"> Conduct Interagency Communications Committee Coordination Identify target groups and audience for communication outreach. Develop and refine means & messages Develop and implement innovative dissemination plan. Ensure dynamic M&E of communication strategy implementation. 		

National campaign of dissemination	<ul style="list-style-type: none"> Produce video clips and documentaries on UNTRP. Design and distribute information for websites of programme partners. 		<p>Develop and implement presentations, media briefings/press releases, PSAs on national media/print, TV & FM, SMS to reach various target groups.</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of stakeholders engaged in disseminating programme messages Range and efficiency of media resources exploited # of success stories disseminated Positive public response 	
Public Information and Sensitization Campaign designed and implemented	<ul style="list-style-type: none"> Develop and implement coherent & coordinated national strategy for Public Information, dissemination & outreach. Develop and distribute information brochures/pamphlets, information sheets and PI materials to raise awareness on objectives of the programme Develop tracing and marketing methodologies through UNTRP SMS system, Regional Offices and other existing networks Organize media orientation and field visit programmes. Public Information campaign on-going with M&F and dynamic change and update 		<ul style="list-style-type: none"> Place psychosocial counsellors in five regional offices of UNTRP Train the Regional UN Interagency staff and the service providers on basic psychosocial counselling skills. <p>Indicators:</p> <ul style="list-style-type: none"> # of counsellors trained 	<p>On-going monitoring and monitoring of psychosocial support counsellors</p>
Community social workers, teachers and appropriate community workers trained in provision of psychosocial support/counselling	<ul style="list-style-type: none"> Identify and contract appropriate IPs to train candidates for technical assistance and capacity building of regional counsellors, implementing partners' service providers Provide psychosocial training (including SGBV and Substance Abuse) to other implementing partners (NGOs) in approximately 50 districts. Conduct psychosocial training in regional offices, training centres and at community level and establish a referral mechanism to refer severe cases for long term psychosocial interventions to regional or national partners. 	Commencement of the Psychosocial counselling		
Participants receive career and psychosocial counselling		<p>Indicators:</p> <ul style="list-style-type: none"> # of participants who receive post-discharge counselling # of participants who receive psychosocial counselling 	On-going counselling	

Counselling by Integrated Regional Teams and specialist support	<ul style="list-style-type: none"> Provide on-going career/psychosocial counselling pre, during and after training / education 	
Address participant specific needs within scope of the programme	<p>Identify early specific needs and develop appropriate response mechanism</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of participants with specific needs identified and provided with support 	<p>On-going support</p> <p>On-going support</p> <p>On-going support</p>
Targeted monitoring and mentoring ensuring that delivery is gender sensitive and that women control their benefits from the process	<ul style="list-style-type: none"> Establish mechanisms to identify gender, health, protection and other forms of specific needs of VMIERS and facilitate referral to appropriate support Participants continue receiving gender specific assistance as stipulated in the interagency matrix of support Provide basic health support to participants Facilitate referral of war-wounded participants to government and non-government programmes 	
Capacity development programme to strengthen quality and labour market assessment skills of training service providers for entrepreneurial development and vocational training (ILO)	<p>Conduct regular gender specific monitoring and mentoring</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of orientations organized in UNIRP regional offices # of gender related issues identified and addressed <ul style="list-style-type: none"> Maintain and strengthen gender mainstreaming in all UNIRP activities Through vigorous M&E ensure improvement and adjustments Establish gender sensitive tracking / contact mechanisms through effective case management of participants in rehabilitation programme <p>*Review of local labour market information and mapping. Capacity development of service providers</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of training events conducted for local service providers at central and regional level # of service providers receive capacity development training 	<p>Conduct consultation meetings with UNIRP service providers to identify capacity development needs.</p> <ul style="list-style-type: none"> Design and develop training programme for capacity development Implement labour market information gathering Develop strategic plans for improvement of the rehabilitation options
Employment & livelihood Promotion through partner networking	Socioeconomic mapping, broad networking, partner and stakeholder networking, Private and Public Sector Liaison, mentoring, counselling and monitoring	<p>Indicator:</p> <ul style="list-style-type: none"> # of socio-economic workshops conducted # of stakeholders including business community, MFIs, potential employers etc participated # of employment and credit support committed by business community

	<ul style="list-style-type: none"> # of participants self-employed # of MoUs and/or contracts signed with MFIs 		
	<ul style="list-style-type: none"> Conduct orientation workshops for local business community/stakeholders to identify possible employment and credit linkages to support graduates programmes Conduct socio-economic mapping to identify potential employment/livelihood opportunities at central and local levels Facilitate linkages to potential job opportunities and market for self-employment Provide continuous business counselling to graduates of training Explore and develop linkages with MFIs at national and local levels including mapping of local cooperatives and social groups 		
Establishment & launch of post-training mentoring and follow-up	<p>Development of Monitoring & Monitoring, development of networks and database</p> <ul style="list-style-type: none"> Establish and operationalize monitoring & mentoring mechanisms during and after training Enhance storing, analysis and sharing of information through RIS Share progress, challenges and lesson learned on rehabilitation with relevant stakeholders including the government and donors 	Month 12 cut-off for choice of rehabilitation options	
Formal and non-formal education opportunities to participants (UNICEF)	<p>Indicators: % of participants who complete education option</p> <ul style="list-style-type: none"> Refer VMLRs to education opportunities commensurate with their capacity Ensure delivery of the education support packages as per agreed scale Conduct monitoring and mentoring and offer technical advice to IPS throughout the course period Implement individual case follow-up and data management regarding education support to VMLRs Consider psycho-social needs of each participant in education 		
Vocational Skills training to participants who are interested in employment (UNDP)	<p>Vocational skill training, on the job training, toolkits and linkages to employment</p> <p>Indicators: % of participants who complete their rehabilitation options</p> <ul style="list-style-type: none"> Refer the VMLRs for Vocational Skills Training to SPs of VST package Conduct Skills Training as required including transportation support to training, meal and stipend and in kind support in the form of toolkits Conduct rigorous monitoring of training delivery Ensure delivery of timely OJT Facilitate linkages to employment Extend post graduation follow-up support for up to six months. Ensure improvement of VST options through dynamic M&E 	Month 12 cut-off for choice of rehabilitation options	
Health Services Training for participants wishing to enter health-related vocational options (UNFPA)	<p>Skill training and education on the job training, linkages to employment</p> <p>Indicators: % of participants completed health options</p> <ul style="list-style-type: none"> Refer appropriate candidates to SPs for health training Conduct regular monitoring 	Month 12 cut-off for choice of ROP	

	<ul style="list-style-type: none"> Assess and monitor delivery of after training mentoring support Facilitate effective OJT placement Map potential employment providers and link graduated participants during OJT period 																																																		
Communities assisted in the rehabilitation of VMLRs through engaging in related capacity building activities	<ul style="list-style-type: none"> Structural support for schools, enrolment of vulnerable children, community based peace-building activities, capacity building of the service providers <p>Indicators:</p> <ul style="list-style-type: none"> Community cognisant of peace-building dividend in supporting rehabilitation <ul style="list-style-type: none"> # of VMLRs rehabilitated in the community 																																																		
Sensitization programmes at regional district and community level to raise awareness and seek support to facilitate rehabilitation of VMLRs including CAAFAG	<ul style="list-style-type: none"> Organize capacity building events to CBOs and youth from the community Facilitate peace-building activities between participants and community members Organize capacity development workshops for service providers and community based organizations Establish coordination with local peace committees, CDOs and other key actors <p>Through CAAFAG partners, working closely with youth clubs, child clubs, parallel committees, direct text messaging, PSAs and radio programmes</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of sensitization events # of youth/child clubs and PLCs involved # of text messages sent # of PSAs and radio programmes aired # of orientation programmes to youth clubs 																																																		
Independent Evaluation /Audit	<table border="1"> <thead> <tr> <th>Month</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> <th>6</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> <th>11</th> <th>12</th> <th>13</th> <th>14</th> <th>15</th> <th>16</th> <th>17</th> <th>18</th> <th>19</th> <th>20</th> <th>21</th> <th>22</th> <th>23</th> <th>24</th> </tr> </thead> <tbody> <tr> <td></td> </tr> </tbody> </table>	Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24																									
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Services and assistance to participants in the UN Interagency Rehabilitation Programme for verified minors and late recruits (VMLRs) discharged from the Maoist army

Contents:

	Page
1. Summary	29
2. Details of benefits related to each training/education package	29
3. Support to Social Reintegration and psychosocial counselling	30
a) Objectives	34
b) Details of support to social reintegration and psychosocial counselling	34
c) Community based reintegration activities	35
d) Gender specific support	35

- 1. Summary.**
- a) Four options under UN interagency rehabilitation support and related services
- Vocational skills training
 - Institutional Training
 - On the job training
 - Toolkits
 - Skill testing
 - Linkages for employment
 - Linkages for financial support
 - Micro enterprises development
 - Business induction training
 - Technical skill training
 - Business start-up support
 - Refresher training/promotional support
 - Business counselling and mentoring
 - Financial/market linkages
 - Education (formal/non-formal)
 - Enrolment in community based schools
 - Regular monitoring and follow-up
 - Health services related training and education
 - Entrance preparation classes
 - Institutional training
 - OJT
 - Linkages for employment
 - Registration into professional network
- b) General services across options
- Initial career counselling
 - Two-way transportation expense as per actual
 - DSA for max 2 days @ 500/- day
 - Bridging course (language and numerical) available in regard to certain packages
 - Stipend @ NRs. 3000/- month other than for education packages in which case the stipend is NRs 1,800 and NRs 4,000/month for women who study away from their families
 - 3 meals per day support in VST and ME /NRs 2500 stationary allowance for health participants
 - Psychosocial counselling as required

- Gender specific support
- Basic health support
- Livelihood option mapping
- Individual post training counselling and mentoring

2. Details in relation to training /education Packages

Dischargees from the Maoist army are eligible for rehabilitation assistance, under the auspices of the Government of Nepal and with support from the United Nations. This support is intended for 4,008 disqualified former Maoist army personnel to return to school or to find long-term civilian employment. Individuals can choose from one of the following four packages:

- a) Educational Support
- b) Starting a micro enterprise
- c) Learning a Vocational Skill or
- d) Training and education for Jobs in the Health Sector

a) Educational opportunities: For individuals who wish to pursue further education Under the option for formal education, a dischargesee can return to classroom studies in primary, lower secondary or higher secondary. Depending on the chosen level, the participant can study for different periods.

Duration: Up to class 12. The total duration will depend on the entry level, not exceeding four years support.

b) Starting a micro enterprise: For individuals who would like to open a small/micro enterprise, support will include orientation, raw material and market assessment skills training help with equipment to get started.

Business Options: It currently includes but not limited to 42 trades.

Duration: Training ranges from two weeks to three months, depending on the option selected.

c) Vocational Skills Training: For individuals who want to develop specific skills for employment.

Training Options: There are more than 35 skill options available.

Duration: From three to 11 months, depending on the option.

d) Health services-Related Training and Education: For individuals seeking employment in health sector.

Training Options: There are three main options: Auxiliary Nurse Midwife (ANM); Community Medical Assistant (CMA) or Laboratory Assistant (LA).

Duration of Training: Fifteen months for CMA and LA and eighteen months for ANM.

3. Social components: Support to social reintegration and psychosocial counselling

2) Overall objective

Facilitate the social integration of the participants within the civil society.

Specifics objectives

i. Provide psychosocial care and support through specifics interventions

- Individual and group (psycho) – social counselling
- Social counselling to family members where required, to facilitate family acceptance
 - Engaging participants in dialogue to share their feelings and perception of the new environment (the community they return)
 - Help participants to cope with the new situation, individually or within the group
 - Referral systems to regional psychosocial counsellors and for those who need special care, for specialised counselling

ii. Facilitate the social reintegration of the participants through the promotion of life skills, community based peace building and reconciliation activities

- Support joint activities with community youths (recreational activities, training on youth leadership, life-skills, conflict transformation and civic education).
- Engage the discharges and other community youths into a dialogue on the overall peace building process and the role of youths and peace building

b) Support to social reintegration and psychosocial counselling

Those two main components are complementary and aim at facilitating the social reintegration process within the civil society of those who have been discharged from the cantonments.

i. Introduction:

Experiences of conflict (loss of family member/friends, separation, witnessing fighting/killings or other frightening events; gender based violence, experience of abuse, uncertainty of future etc.) can have damaging consequences for the individual's well-being. Physical injuries sustained from weapons, or forms of disability can also have consequences for an individual's self-image and social acceptance. Moreover, former combatants (especially female and those from dalit and other marginalised groups) may find it difficult adjusting to the traditional gender and status roles when they embark on civilian lives. Many of them have played a significant role during the conflict and their stay with the Maoists, have been given specific responsibilities (and recognition) and have gained skills that they might find difficult to apply in their new environment. As a consequence, individuals may face physical and social challenges (prolonged sadness; generalized anxiety; aggressiveness or destructiveness; lack of interest and energy – apathy; restlessness, sudden changes in mood etc.) which may impede his/her successful reintegration. Girls are the one who will be most likely to face those challenges. We should be in the position to assess and understand the social dynamics around girl reintegration and identify appropriate measures to facilitate their reintegration process. The social components support will emphasis in maintaining or restoring normal developmental processes so that the former Maoist combatants (disqualified minors and late-recruits) are fully able to engage with their environment in ways appropriate as civilians, develop their potential to the fullest, and become active and productive members of the community. The focus will be to promote a social environment that protects and ensures support for recovery and reintegration of former Maoist combatants (disqualified minors and adults) who have been exposed to situations harmful to their psychosocial development.

- ii. Psychosocial care and support*
Definition: Psychological effects include people's feelings, behaviour and thinking and social effects include the relationships between people, economic environment, cultural norms and values)

iii. Strategies

The psychosocial care and support component will focus on identifying and addressing any obstacles to the ability to develop appropriate social roles and engage in culturally expected social relationship⁵. This will also help identifying positive factors and help the individual reinforcing those, using a variety of innovative strategies to help young people deal with trauma.

This engagement is achieved through working with the individual and the local community groups s/he belongs to and organizations that can mobilise and advocate for improved access to community support, basic psychosocial services, and restore everyday recreational and social activities. Efforts will be focused on the following strategies:

- Mobilising existing resources within CAAFAG Working Group members and community based social workers, teachers and health workers to identify psychosocial needs and provide relevant support at community level. Enhance existing referral system for comprehensive psychosocial care and interventions, appropriate to the individual needs.
- Capacity building to additional community based social workers and service providers (vocational training, micro enterprise, education, health) based on capacity gap assessment. Basic psychosocial training will be provided to social workers, UN regional counsellors and service providers enabling them to identify symptoms for psychosocial interventions and to provide basic counselling. Cases needing long term intervention will be referred to regional psychosocial workers from national agencies (TPO and CVICT).
- Capacity building of teachers and health workers and peer groups (youth clubs, women and other community based groups) to facilitate and support social cohesiveness activities to promote psychosocial resilience and address caste and gender based discrimination/biasness.
- Capacity building - refresher training to implementing partners
- Longitudinal follow-up to assess and track the psychosocial wellbeing of referred cases.
- For those, who have returned to their villages, the network of community based social workers will be mobilized for individual assessment, including family and individual mediation/counselling.
- Encourage traditional rites and ceremonies to reinforce social cohesiveness and acceptance e

iv. Expected results

- Community level workers, teachers and health workers are trained and provide psychosocial counselling to participants who request such support.
- Participant special needs are addressed within scope of the programme through identification and needs analysis

⁵ The Paris Principle

v. *Proposed Activities*

Capacity building:

- Training of UN regional career/ technical counsellors and services providers (trainers and teachers on basic psychosocial care and support, handle difficult groups and also to manage work related stress)
 - Define contents of training packages for those groups based on their expected roles and responsibilities (identification of psychosocial issues, provision of basic support, make referral)
- Refresher training of psychosocial/ social workers
- Provide specialized training on GBV and substances abuses using existing training materials and capacities

Establishing the first contact with the participants:

Psychosocial assessment of individuals will be done at various contact points:

- Regional counselling offices based in the 5 regions
- Service Providers ((Vocational, Micro-enterprise and health related training centres)
- Schools and at community in case of educational support

Technical Support at regional level:

- Female Regional psychosocial counsellors will be assigned to each of the regional UN counselling office and will establish the first contact with the participant. This first contact will also allow them to identify severe cases for relevant support. The regional psychosocial counsellor (RPC) will be recruited by national specialised agencies and will be deployed as follows:

Chitwan	TPO	CVICT
Nepalgunj;		
Biratnagar:	TPO	
Kathmandu:	CVICT	
Dhangadhi:	TPO	

Regional Level:

- Counselling will be provided at the regional level by RPC.
- In addition, RPC will be conducting initial interaction with female participants to assess gender issues and concerns.
- Regional based service providers (regional training centres) will be linked to Implementing partner (IP) and psychosocial support for participants, in the training centres, will be provided through IP social workers.
- The RPC will provide technical support to regional and district based Implementing Partners' counsellors.

District level:

- The RPC will provide technical support to district level (Implementing Partners (IPs) counsellors and provide support to severe cases identified at the district levels.

- The IP social worker will be linked to all training centres, in their respective districts, and schools and provide group counselling. Individual counselling support will be provided based on assessment conducted by the trainer/ teacher. Severe cases will be referred to the regional psychosocial counsellors
- Meeting and support to the participants at district and community levels:**
 - District and community level psychosocial support and care: The IP trained district counsellor and social worker will identify cases and provide appropriate and relevant support and care
 - They will refer severe cases to the regional psychosocial counsellor
 - In CAAFAG programme districts, technical support will be provided by TPO and CVICT through regular monitoring and support visits.
 - In the non-CAAFAG supported districts, TPO and CVICT will organise regular monitoring of districts in their respective working regions through their national offices.

Individual assessment and case management:

- Individual assessment: The RPC and the IP (for educational support) will get to know the individual profile, background and history and will engage in a dialogue on their feelings and perception of the new environment. RPC will also support the identification of the special needs of the female participants during their interaction at UN Regional Offices.
- The individual assessment will be handed over and dealt by the IPs (case management) from respective region/district.
- Appropriate support and continuous individual monitoring and follow up will be provided through RPC and IP.

Referral system:

- Referral: regional psychosocial counsellors will hand over all assessment forms to the IPs for follow-up and other appropriate support.
- IPs will refer difficult cases to the RPC based on pre-determined referral criteria.
- RPC will refer long term and severe cases for specialised support to appropriate institutions as per the established referral mechanism

o) Support community based reintegration activities and youth and peace building

i. Background:

Experiences around the world have shown that community participation and support is crucial for the successful reintegration of former combatants. In the process of reintegrating the former combatants into their respective communities, the delicate interplay between the former combatant and the communities' expectation and fears must be taken into consideration and measure must be taken to address them. The social and economic toll of the conflict may have created anger and resentment towards the former combatants. This can be aggravated if they are perceived as receiving special privileges in the form of economic packages. There may also be the fear of the former combatants because of the stereotype image of violent and association to criminal activities. Moreover, in the context of Nepal, the inter party rivalry and the emergence of new armed and radical-ethnic based groups possess new challenges to the reintegration process as the young people can either be targeted as the rival group or may be potential recruits for the new armed and radical groups.

Strategies and activities need to be responsive to the needs and aspirations of the youth. Though this is a huge challenge, neglecting them, however, is not impossible, as youth form the majority of the rehabilitation programme participants. We need to recognize young people's resilience, coping strategies and distinct experiences in conflict

situations and make every effort to open up opportunities to them for changing their future. It is important that young ex-combatants find meaningful roles in the post-conflict period that are similar in terms of responsibility and status to those they played during conflict, without relying on the use of force to get what they need. Past experiences have shown that minors and young people, associated with armed groups/forces, are able to provide leadership and inspiration to their societies if they are given opportunities. It is, therefore, important they have a stake in the post-conflict social order and they are able to participate in constructive activities which promotes and recognises their skill and participation.

It is also important to have an understanding of social and security risk which the community may perceive in relation to the reintegration of the returning former combatants. Accordingly, relevant orientation and sensitization programme can be tailored to address these risk and perceptions.

For the community to support and facilitate the reintegration of the returning former combatants (minors and post-recruits), it is important that they see the benefit in supporting the process. Further stigmatisation can be minimised if community members are sensitized on the reintegration process and if they perceive the community benefiting from the process. It is also important that the community perceive no related threat, are aware of the process, including the support received by the former combatants, and realise the importance of their role to participate in the overall process. Efforts will focus on clear information sharing; contributions to community development; opportunities for group discussions related to the reintegration.

Sensitization of community members is important to give correct information on the reintegration process and to raise awareness on possible problems faced by the returning former combatants, especially minors and female combatants. It is important to involve key community people in the process to encourage community participation and acceptance. Considering that youths form the majority of the participants (minors and late-recruits), emphasis should be given on the roles of the youths to create a supportive and favourable environment for the return and reintegration of minors and late-recruits. It is, therefore, important that role of youths are promoted as agents of change and their capacity is enhanced to carry out peace building activities in their community.

ii. Expected results

- Youth groups/ clubs are engaged in promoting peace building activities at the community level
- The participants are accepted by the community, facilitating their social-reintegration

iii. Objective

Facilitate the social reintegration of the participants through the promotion of life skills, community based peace building and reconciliation activities

iv. Strategies

- Capacity building of implementing partners and youths clubs/ groups/ networks
- Promote youths as agents of changes – promote a nonviolence approach and build on a common agenda (non-discrimination, human rights, gender equity)
- Facilitate interaction and joint initiatives between the participants and other local community based youths as a way to restore social cohesiveness
- Promote participation of girls throughout the whole activities

v. Activities

Capacity building of partners:

- Training of implementing partners on peace building, life skills and civic education; Provide them with skills which will enable them to conduct such training with youth groups/clubs/ networks and to implement social activities at the community level
- Technical support, coaching and follow up of implementing partners

- Capacity building of the youth/clubs/ networks (facilitate by the social worker):
- Identification of youth clubs/ groups (based on set criteria); It is recommended that there is a parity between the numbers of participants and the members of the youth clubs

- Establish relationship and dialogue between the participants and the youth clubs/ networks through social activities
- Identification and training of joint youths facilitators (include girls, leaders of youth clubs and participants);
- Organize monthly discussions among female participants and female youth clubs members on issues important for their day to day live and beyond
- Development of joint action plan to promote peace and social activities with their peers at the community level in consultation with the services providers
- Support the organisation and implementation of activities related to the promotion of peace at the community level as a way to enhance social cohesiveness through the provision of seed grants

Examples of Youth clubs/ networks activities in promoting social cohesiveness:

- Joint recreational activities
 - sport
 - drama
 - music
 - cultural programs eg Dohori
 - etc.
- Community development/social work (using acquired technical skills)
 - community voluntary works for maintenance, repairing
 - campaigns around social issues
 - tree planting
 - etc...
- Community dialogue with different community groups on:
 - roles of youths in the peace process
 - roles and responsibilities of youths in VDCs
 - social and gender inclusion (the role of women in community development...)
 - inter generation
 - dialogues across dividing lines to promote cooperation, social harmony and to address root causes of conflict through peace building.
 - etc.

Community based activities:

- Establish clusters of 2 to 3 VDCs which will be targeted based on the number of registered participants (minimum 5)

- Conduct initial assessment: The social worker and community mobilizer will conduct:
 - An initial assessment of community level of awareness on and attitudes towards discharge and reintegration of discharges.
 - This also includes their perception on the role that the former combatants have played during the conflict and how that might have affected them individually and the community as a whole
 - Integrate a gender approach (perception towards the roles of girls and their reintegration process).
 - This will help refine the communication messages which will be integrated in the training package of the IPs and youths.
 - Facilitate the return process to the community of origin: Facilitate the return of participants back to their community, according to individual's preference: facilitate family mediation, provision of start-up packages and establish linkages with community based support groups such as micro-credit groups, Para-legal committees etc.
 - Monitoring of community acceptance, attitudes and support

d. Gender Specific Support

It is a proven fact that women experience armed conflict in diverse ways; as victims, survivors, leaders and peacemakers where they play significant role in institutionalizing peace in the society. In the context of the on-going UNIRP, almost 30% of total VMLRs are women/girls who have different needs and expectations. At the same time it has also been identified that men are equally vulnerable in the situation of conflict and the aftermath impact is equally visible on them as well.

Despite of the various decisions making roles played by the combatants during the insurgency period reintegration of the same group back into the community has been a challenge. Inter-caste marriage, single male and females parents, social stigma imposed towards the returnee etc. have hampered the programme from achieving true success in terms of reintegration.

As the UN Rehabilitation programme runs into its second year, the programme has been able to cater to 55% of the total participants through Micro Enterprise package, 40% women participants through Education package and 20% of total participants through Health related Training and Education. In due course, the programme has been able to identify various gender specific issues that need to be addressed; lessons learnt and best practices at the community level. The programme also received recommendations from the UNIRP Special Review Team on strengthening gender specific support by exploring linkages with national mechanisms, National Action Plans (1325 and 1820), National Action Plan against Gender Based Violence and inter-agency initiatives to allow for a smooth transition of programme interventions. The mission has focused more on linking participants with the services available in their community along with considering gender specific support with activities that have already been planned in the regional / district level such as giving priority to VMLR with reproductive health needs in the RH camps that are conducted at the regional level; linking the already existing youth focused programmes related to gender mainstreaming, RH education to the females etc. At the same time recommendations obtained from training workshops held at different regions have also been incorporated into the new matrix.

To optimise participation of female VMLRs in the programme, a matrix of robust gender specific support is being implemented including the following.

- Nutritional support to pregnant women and lactating mothers
- Maternity / paternity allowance
- Childcare support including one to one childcare support, childcare centre, childcare grant and baby food to children below five years of age
- Support to victims of SGBV and to inter-east marriage cases including specialised counselling and legal support
- Gender sensitive recreational support for participants in trainings

e. Medical Treatment Support

i. Background

Analysis of information from 30% of dischargees who have joined the training and education packages show that more than 50% of participants fall sick during the course of training. They are exposed to a range of health risks - different disease agents, and changes in temperature, altitude and humidity - all of which can lead to health problems. Over the last six months, several cases have been reported to the programme where participants have not been able to attend training or education due to health problems. Participants have continuously expressed their inability to cover health needs from their own resources and monthly stipend of NRs. 3,000. Many vent their frustration at the Interagency Rehabilitation Programme (IRP), Regional Offices (ROS) and the Service Providers (SPs).

Data from the UN led Verification Process also indicates that more than 5% of the 4,008 VMLR are suffering from war injuries and minor disabilities mostly mixed with evident psychosocial problems. To this effect UNICEF has been assisting dischargees with war injuries through the UN Mine Action Programme (MA), CVICT and Handicap International (HI) to facilitate their participation in the rehabilitation programme. The support through the mentioned network is constrained by limited budgetary allocations as some of these individuals need to undergo complex surgeries which require long term support. Therefore, there is an urgent need for a more targeted and quick-to-respond support mechanism which should ideally include collaboration and referral to potential existing programmes. Failure to address the health needs of the VMLRs will have an impact on the successful transition of these individuals to civilian life.

ii. Guiding Principles:

Principle 1: Health programmes/actions should be planned and implemented in cooperation and consultation with the national authorities and other key stakeholders to ensure resources are effectively used and the short and long-term health needs of the VMLRs (men and women) are sustainably met;

Principle 2: Health programmes/actions should promote and respect basic ethical and internationally accepted human rights standards;

Principle 3: Health programmes/actions should be devised after careful analysis of different needs and in consultation with a variety of representatives (male and female, adults, youth and children, etc.);

Principle 4: As an essential component of rehabilitation support in the resource-poor environment of Nepal, health programmes/interventions should ideally remain open to all VMLRs in need. However, due to budget constraints, the health support hereby proposed will be accessible only to those beneficiaries who are enrolled and/or will enrol in the programme.

iii. Key Operational Principles:

Access to basic health care is a fundamental right of every participant in the rehabilitation programme. The aim is to facilitate their smooth participation in training/education programmes and facilitate their social and economic reintegration.

- It is intended to use existing government health support system at the central and local levels.
- Health support will be made available to all participants (male and female) undergoing training/education programmes.
- Participants should not be passive recipients, instead be actively engaged in accessing the services.
- During career counselling, participants will be informed about the scope and limitations of the health support provided under the programme.
- The management, implementation and monitoring of the health support scheme will be undertaken at the central and local levels i.e. the service providers should

verify and recommend cases to regional offices for health support.

iv. Objective:

The key objective of this support is to provide basic and immediate health care that is appropriate to the different needs of male and female VMLRs participating in the rehabilitation programme. These services will be supported by effective referral systems and emergency accidental support, support to vulnerable groups – women with special needs, chronically ill, war wounded and persons with minor disabilities, to facilitate their smooth rehabilitation into civilian life.

UNPFFN Project Summary

Participating UN Organization:	UNDP, UNICEF, UNFPA, ILO	UN Fund cluster and/or Nepal PBF Priority area:	Cantonment/ Reintegration
Implementing partner(s):	Training Institutes, CAAFAG partners, public schools and private sector.		
Project number:	UNPFFN/A-7		
Project title:	Support to the Rehabilitation of Verified Minors and Late Recruits (UN Interagency Rehabilitation Programme – UNIIRP)		
Total approved project budget:	USD 11,409,888 (Revised May 2012)		
Location:	Nation-wide		
Executive Committee approval date:	1 June 2010		
Project duration:	32 months	Starting date:	1 June 2010
Project's Strategic Outcome:	N/A	Completion date:	31 January 2013
Project description:	To rehabilitate former members of the Maoist army verified as minors or late recruits into civilian life, with potential for sustainable livelihoods.		
Peace-building Impact:	Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of Verified Minors and Late Recruits (VMLRs). Outcome 1: Verified minors and late recruits are supported in their socio-economic rehabilitation through individual rehabilitation option packages. Outcome 2: Communities are engaged in supporting the rehabilitation of the verified minors and late recruits.		
Project Outcome(s):			
Outputs and key activities:	Key Outputs for Outcome 1 are: 1. Individual rehabilitation option packages are prepared and made available to		

	<p>participants.</p> <ol style="list-style-type: none"> 2. Access to employment and livelihood opportunities promoted. 3. Project participants have received career and psychosocial counselling. 4. Special gender considerations regarding verified minors and late recruits are prioritized. 5. Individual rehabilitation option packages are implemented <p>Key Outputs for Outcome 2 are:</p> <ol style="list-style-type: none"> 1. Public sensitization and information campaign designed and implemented. 2. Communities assisted in addressing socio-economic rehabilitation of verified minors and late recruits through engagement in related capacity building projects. 3. Capacity strengthened for vocational training service providers to facilitate sustainable services to the broader community. 4. Special gender considerations regarding the VMLRs and the broader community are prioritized.
Indicator and benchmarks:	<p>Of the 55% VMLRs who have availed themselves of the individual rehabilitation packages and graduated, 60% engaged in constructive livelihoods six months after the completion of the process.</p> <p>Communities perception of the local impact of the rehabilitation process</p> <p>80 % participants report being rehabilitated in their families and communities without stigmatization</p>

Gender Specific Support for Verified Minors and Late Recruits 2012

S/No	Details	Responsible Agencies & Lead Agencies	Planned budget from UNPRN (US\$)	Status
A.				
A1	Training of IP/SP/UN counsellors on 1325, 1820, 1888, and 1889	UNFPA	\$ 10,000.00	Completed (Report to be submitted by WOREC)
A2	Training and follow-up support to CAAFAG IPs on gender assessment/ mainstreaming	UNICEF	\$ 12,000.00	Ongoing Report to be shared by UNICEF
A3	Gender mainstreaming training/workshop with government counterpart, implementing partners and other stakeholders i.e. WCO, DAO, DDC, civil society and LPCs at the local level to share experience and document lessons learned on Gender and Social inclusion.	UNFPA	\$ 5,000.00	
A4	Orientation of SPs on gender mainstreaming and Referral mechanism	UNFPA	\$ 5,000.00	Completed (Report to be submitted)
A5	Integrate gender in monitoring and evaluation tools/processes.	UNDP/UNFPA/ UNICEF	NTR	Done and ongoing
A6	Joint Interagency monitoring of programmes from gender perspectives.	UNDP/UNFPA/ UNICEF	DSA will be borne by each agency	Ongoing, joint planning to be done.
A7	Continued gender specific needs assessment (to be carried out in UN regional counselling offices, training centres and community pre, during and post training/education period	UNDP/ UNFPA/UNICEF	NTR	Done and ongoing. Continued assessment will conducted till August 2012 so that identified needs can be addressed till mid December 2012.

A9	Integration of adolescent girls of VMLRs through participation in Choose Your Future (CYF) programme	UNFPA	NTR	Name list of participants has been forwarded to district level UNFPA programmes.
	Total of A			
B1	Ensure gender friendly environment during counselling. <ul style="list-style-type: none"> ▪ Presence of female staff for counselling ▪ Support for childcare during counselling 	UNDP	\$ 32,000.00	Ongoing. Tips on health, sanitation, nutrition referral etc. to be provided to participants
B2	<ul style="list-style-type: none"> ▪ Nutritional diet for pregnant women and lactating mothers during training programmes 	UNICEF (for participants under education) UNDP (for VST, ME and HT participants)	UNDP \$ 23,000.00 UNICEF \$ 10,000.00 \$ 33,000.00	Ongoing, will continue till December 2012. Analysis to be done on basis of report submitted by each agency/region every quarter.
B3	<ul style="list-style-type: none"> • Arrangement of child care for children under-5 years of age of participants enrolled in rehabilitation packages and single mothers (VMLR) in community. • Enrol children (under 5) in existing child care centres or set up child care space in TC • Structural support to community based childcare centres where children of VMLR are enrolled. 	UNDP for VST/ME and HT; UNICEF for those in schools/community	UNDP \$ 15,000.00 UNICEF \$ 15,000.00 Total \$ 30,000.00	Ongoing till December 2012.
B4	Childcare grant for children under-5 years (maximum 2 children) at the rate of Rs. 500/- per month for supplementary diet for approximately 636 children for one year.	UNDP for VST/ME and HT; UNICEF for those in schools/ community	UNDP \$ 27,000.00 UNICEF \$ 18,000.00 Total \$ 45,000.00	On-going will continue till December 2012.

B5	Linking female VMLR to existing micro-credit groups, cooperatives and employment.	UNDP		\$ 10,000.00	On-going till December 2012
B6	Maternity Allowance/Paternity Allowance	UNDP		\$ 14,000.00	Ongoing , will continue till Dec. 2012
B7	Health support to children of VMLRs during training and education	UNDP		\$ 10,000.00	Ongoing till Dec. 2012
	Total of(B)			\$ 145,000.00	
C:Referral for Health, Psychosocial and legal support					
C1	→ Reproductive Health Support to women with special needs and medical support for pregnant mothers with complicated delivery cases	UNFPA		\$ 5,000.00	Ongoing till Dec. 2012
	Support to victims of SGBV:				
	• Referral to Health Support	UNDP for VST & ME		\$ 20,000.00	Ongoing till Dec. 2012
C2	<ul style="list-style-type: none"> • Legal counselling/support to victims of SGBV and referral to support through existing referral mechanisms (PLCs) • Psychosocial support to victims of sexual abuse through existing Psychosocial support network 	UNFPA for HT UNICEF for education			
	Total of (C)			\$ 25,000.00	
D. Social Reintegration					
D1	Family and community counselling, mediation including cases with trauma, distress, substance abuse.				Ongoing till Dec. 2012
D2	Work with network of women organizations to Support rehabilitation of female VMLR at the community level through de-stigmatization initiatives. <ul style="list-style-type: none"> a) Orient women organization regarding social rehabilitation of female participants. b) Orient VMLRs on RH and Gender 	UNFPA		\$20,000.00	Ongoing, till Dec. 2012 <i>Need to develop process for this</i>
D3	Organize peace/civic education and life skills to youth leaders including female VMLR, to be	UNICEF	From other budget line		Ongoing To continue till Dec. 2012.

	replicated into the communities and training centres.			Quarterly Reports Required highlighting # of event, # of participants, # of communities benefitted
	<ul style="list-style-type: none"> Female youth leaders will organize peace building related activities with the VMLRs from the community and the training centres. Link female youth leaders to be supported by women organizations. 	UNDP	\$21,000.00	
	Total of D		\$ 41,000.00	
E. Information-Sharing and dissemination				
	<ul style="list-style-type: none"> Develop information package on gender support matrix with key messages for participants and service providers Distribute the information package to IRP ROs, SPs, IPs and CAAFAG partners. Conduct regular orientation/ awareness-raising on health and gender support at IRP ROs, training centres and communities regarding health support. Incorporate gender information or develop gender specific programme communication tools. 	UNDP	\$ 5,000.00	
				Ongoing till Dec. 2012
	Total of E		\$ 5,000.00	
	Grand Total of A+B+C+D+E		\$ 248,000.00	
	UNICEF		\$ 55,000.00	
	UNFPA		\$ 45,000.00	
	UNDP		\$ 148,000.00	

Acronyms:

1. VMLR	Verified Minors and Late Recruits
2. UNIRP	UN Interagency Rehabilitation Programme
3. IP	Implementation Partner
4. SP	Service Provider
5. CAFAAG	Children Associated with Armed Groups and Armed Forces
6. RTG	Rehabilitation Technical Group
7. RO	Regional Office
8. DWD	Department of Women Development
9. MoWCSW	Ministry of Women, Children and Social Welfare
10. SGBV	Sexual and Gender Based Violence
11. RH	Reproductive Health
12. WFN	Women Federation in Nepal
13. CYF	Choose Your Future Programme
14. VST	Vocational Skills Training
15. ME	Micro Enterprises
16. HT	Health Training
17. TC	Training Center
18. MFI	Micro Finance Institution
19. MoPR	Ministry of Peace and Reconstruction
20. MoPH	Ministry of Health and Population
21. DoHS	Department of Health Services
22. PLC	Para-Legal Committee
23. HRO	Human Rights Organization
24. SOP	Standing Operating Procedures
25. UNICEF	United Nations Children's Fund
26. UNFPA	United Nations Population Fund
27. UNDP	United Nations Development Programme
28. ILO	International Labour Organization