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**Final Narrative Programme Report**

**United Nations Interagency Rehabilitation Programme**

Submitted by the Programme Manager

For the period of June 2010 to December 2014

|  |
| --- |
| **PARTICIPATING UN ORGANIZATIONS** |
| UNDP | **United Nations Development Programme (UNDP)** |
| UNICEF | **United Nations Children’s Fund (UNICEF)** |
| UNFPA | **United Nations Population Fund (UNFPA)** |
| ILO | **International Labour Organization (ILO)** |

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**United Nations Interagency Rehabilitation Programme**

**final programme NARRATIVE report**

**REPORTING PERIOD: from JUNE 2010 to December 2014**

|  |  |  |
| --- | --- | --- |
| Programme Title & Project Number |  | Country, Locality(s), Priority Area(s) / Strategic Results |
| **Programme Title**: United Nations Interagency Rehabilitation Programme (UNIRP)* Support to the Rehabilitation of Verified Minors and Late Recruits (United Nations Interagency Rehabilitation Programme)

**Programme Number:** UNPFN/A7**MPTF Office Project Reference Number:** UNPFN/A-7**MPTF Office Atlas Number:**00075366 | **Country/Region:** Nepal**Thematic/Priority:** Cantonment/ Reintegration**Location:** Nationwide |
| **Project Description:****Priority area/ strategic results:**The Government of Nepal and Maoist Army have the capacity to meet the CPA and AMMAA commitments for the cantonment, discharge, integration and rehabilitation of the Maoist army**Priority area/ strategic results:*** Key elements of the CPA and AMMAA were implemented through the socio-economic rehabilitation of VMLR
* To rehabilitate former members of the Maoist army verified as minors or late recruits into civilian life with support for sustainable livelihoods.
 |
| Participating Organization(s) |  | Implementing Partners |
| * UNDP, UNICEF, UNFPA and ILO
 | * National counterparts (government, private, NGOs & others) and other International Organizations
* Ministry of Peace and Reconstruction
 |
| Programme/Project Cost (US$) |  | Programme Duration |
| MPTF/JP Contribution: *by Agency* UNPFN: $11,327,877* *UNDP: 7,825,383*
* *UNICE: 2,881,331*
* *UNFP: 304,729*
* *ILO: 316,434*
 |  | **Overall Duration:** 55 months**Start Date:** 01.06.2010**Original End Date:** 31.12.2012**Actual End date:**31.12.2014**Have agency(ies) operationally closed the Programme in its (their) system? 🖸**Yes **○** NoExpected Financial Closure date: |
| Other Contributions (donors)BCPR UNDP: $693,000.00TOTAL: $12,053,989.00 |  |
|  |  | Report Submitted By |
| Evaluation Completed*:* **🖸**Yes **○** No Date: 21/03/2013Evaluation Report – Attached: **🖸**Yes **○** No  | * Name: Abdul Hameed Omar
* Title: Programme Manager
* Participating Organization (Lead): UNDP
* Email address: hameed.omar@undp.org
 |

**ABBREVIATIONS**

|  |  |
| --- | --- |
| AMF | Afghan Military Forces |
| AMMAA | Agreement on the Monitoring and Management of Arms and Armies |
| ANBP | Afghan New Beginnings Programme  |
| BCPR | Bureau for Crisis Prevention and Recovery |
| BDS | Business Development Services |
| BPS | Business Promotional Support |
| CAAC | Children Affected by Armed Conflict |
| CAAFAG | Children Associated with Armed Forces and Armed Groups |
| CPA  | Comprehensive Peace Agreement |
| CPAP | Country Programme Action Plan |
| CRIMS | Comprehensive Interagency Rehabilitation Information Management System |
| CVICT | Center for Victims of Torture |
| DFID | Department for International Development |
| DDR | Disarmament, Demobilization and Reintegration |
| DDR-IMS | Disarmament Demobilization and Rehabilitation Information Management System |
| ELS | Enhanced Livelihood Support |
| GoN | Government of Nepal |
| IDDRS | Integrated Disarmament, Demobilization and Reintegration Standards |
| IEDI | Industrial Enterprise Development Institute |
| ILO | International Labour Organization |
| IPs | Implementing Partners |
| ICWG | Inter-agency Communication Working Group |
| JMCC | Joint Management Coordination Committee |
| LTAs | Long-Term Agreements |
| ME | Micro-Enterprise |
| MEDEP | Micro-Enterprise Development Programme |
| MoPR | Ministry of Peace and Reconstruction |
| MoU | Memorandum of Understanding |
| M&E | Monitoring and Evaluation  |
| NA | Nepal Army |
| NGOs | Non-Government Organizations |
| OPRSG | Office of Personal Representative of the Secretary-General |
| PSPs | Principal Service Providers |
| PLA | Maoist People’s Liberation Army |
| RfQ | Request for Quotations |
| RHCO | Resident and Humanitarian Coordinator’s Office |
| ROs | Regional Offices |
| SGBV | Sexual and Gender Based Violence |
| SIYB | Start and Improve Your Business |
| TITI | Training Institute for Technical Instruction |
| ToR | Terms of Reference |
| TPO | Transcultural Psychosocial Organization |
| UCEP | Underprivileged Children’s Education Programme |
| UCPN-M | United Communist Party of Nepal – Maoist |
| UN | United Nations |
| UNCT | United Nations Country Team |
| UNDAF | United Nations Development Assistance Framework |
| UNDP | United Nations Development Programme |
| UNFPA | United Nations Population Fund |
| UNICEF | United Nations Children’s Fund |
| UNIRP | United Nations Interagency Rehabilitation Programme |
| UNMIN | United Nations Mission in Nepal  |
| UNPFN | United Nations Peace Fund for Nepal |
| VMLR | Verified Minors and Late Recruits |
| VST | Vocational Skills Training |
| YSESEF | Youth and Small Enterprises Self-Employment Fund |

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# EXECUTIVE SUMMARY

The 2014 Final Programme Narrative Report (FPNR) on the United Nations Interagency Rehabilitation Programme (UNIRP) in Nepal covers the period from June 1, 2010 to December 31, 2014. This report is in line with the Memorandum of Understanding (MoU) signed by participating United Nations (UN) agencies. The UNIRP FPNR is a consolidation of information, data and financial statements submitted by the Regional Offices (RO) and partnering UN agencies. It is neither an evaluation nor a performance assessment of the programme. It is designed to provide the United Nations Peace Fund for Nepal (UNPFN) and UNIRP Project Board with a comprehensive overview of progress, achievements and challenges associated with the programme.

The UNIRP was established in June, 2010 to support the socio-economic rehabilitation of 4,008 individuals, who were verified as minors and late recruits (VMLR) of the Maoist army in late 2007 and were discharged from the Maoist army in early 2010. To meet this objective UNIRP provided four sectoral rehabilitation option packages (ROPs) including, Vocational Skills Training (VST), Micro Enterprise Training (ME), health-related training and education.

In order to facilitate maximum participation of the VMLR, the programme was designed to provide robust and targeted support due to very challenging socio-economic and unique cultural context in Nepal.

# PART I: NARRATIVE REPORT

## Background and Context

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 21 November, 2006. Subsequently, a document detailing the modalities for the monitoring of the arms and armed personnel of both sides, known as the Agreement on Monitoring of the Management of Arms and Armies (AMMAA) was signed by the parties, and witnessed by the United Nations Special Representative of the 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). Out of 4008, 2234 VMLRs were eventually enrolled in the UNIRP. Under the AMMAA, VMLR were not eligible for inclusion in the Maoist army and could not be kept in the cantonments and therefore, were recommended to be immediately discharged from the Maoist cantonments.

However, for two years the VMLR continued to live in the cantonments together with other verified members of the Maoist army personnel and the discharge and rehabilitation (DR) of the VMLR came 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. On 16 December, 2009 following 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 Government of Nepal (GoN) and the Unified Communist Party of Nepal – Maoist (UCPN-M). The Action Plan laid out the overall framework for the discharge process and made clear that rehabilitation packages would be available to all disqualified individuals. The discharge process laid out in the Action Plan was completed on 8 February, 2010, which resulted 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.

## Project Summary and Objectives

UNIRP’s main objective was to support the transition of the discharged VMLR from military to civilian life. In order to achieve this objective, through interagency efforts, training and education to access employment and livelihood opportunities were provided. Community members were encouraged to participate and support VMLR reintegration back into communities.

This programme drew from best practises 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).

1.
2.

### 2.1 Project Summary

|  |  |  |  |
| --- | --- | --- | --- |
| Participating UN Organizations:  | 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:  | UNPFN/A-7 |
| Project title: | Support to the Rehabilitation of Verified Minors and Late Recruits (VMLR)(UN Interagency Rehabilitation Programme – UNIRP) |
| Total approved project budget: | USD $12,053,989.00 |
| Location: | Nation-wide |
| Executive Committee approval date: | 1 June. 2010 |
| Project duration: | 55 months | Starting date: | 1 June 2010 | Completion date: | 31 Dec 2014  |
| Project description: | To rehabilitate former members of the Maoist army VMLR 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 VMLR. |
| Project Outcome(s): | Outcome 1: VMLR were supported in their socio-economic rehabilitation  through individual rehabilitation option packages.Outcome 2: Communities were engaged in supporting the rehabilitation of  the VMLR.  |
| Outputs and key activities: | Key Outputs for Outcome 1 were:Individual rehabilitation option packages (ROPs) were prepared and made available to participants.Access to employment and livelihood opportunities promoted.Project participants received career and psychosocial counselling.Special gender considerations regarding VMLR were prioritized.Individual rehabilitation option packages were implemented.Phase-out strategy and programme closure was completed.Key Outputs for Outcome 2 were:Public sensitization and information campaign designed and implemented.Communities assisted in addressing socio-economic rehabilitation of VMLR through engagement in related capacity building projects.Capacity strengthened for vocational training service providers to facilitate sustainable services to the broader community.Specific gender considerations regarding the VMLR and the broader community were prioritized. |
| Indicator and benchmarks: | Of the 56% VMLR who had availed themselves to individual rehabilitation packages and graduated, 71% engaged in constructive livelihoods six months after the completion of the process.Communities perception of the local impact of the rehabilitation process80% participants reported being rehabilitated and reintegrated in to their families and communities without stigmatization. |

### 2.2 Outcomes

The majority of the program activities were conducted in line with the previous United Nations Development Assistance Framework (UNDAF) objective, which was that “The Government of Nepal and Maoist Army have the capacity to meet the CPA and AMMAA commitments for the cantonment, discharge, integration and rehabilitation of the Maoist army.” Other programme components have been extended because they were aligned with the new UNDAF outcome 9 stating that ‘National actors and institutions have managed conflict risk and are progressively consolidating the peace’. The project also represented a key activity of 9.4 of UNDP Country Programme Action Plan (CPAP) for Nepal which stated that, ‘Targeted populations participate in social and economic empowerment initiatives and integration programmes to diminish future conflict risk’.

UNIRP contributed to UNDAF Outcome 9 through its programme specific outcomes:

1. VMLR were supported in their socio-economic rehabilitation through individual rehabilitation option packages.
2. Communities were engaged in supporting the rehabilitation of VMLR participants.

UNIRP’s outcomes are detailed below:

The first outcome focused on VMLR and involved the preparation of a series of training and education ROPs that were made available to the participants. A public information campaign advertised the availability of these packages and the procedures to be followed for registration. A toll-free telephone number was established as the primary point of first contact for interested individuals and they were directed to one of five field offices located throughout the country. In each field office, career and psychosocial counselling was available and interested VMLR registered for the rehabilitation option of their choice. The process prioritized the special needs of girls and young women as well as youth in general. UNIRP ensured participation of women through gender sensitive planning and implementation, including gender friendly rehabilitation options and comprehensive gender specific support. These packages were offered through service providers that are governmental, semi-governmental and non-governmental in nature. Based on the guidance of a career counsellor, the participants selected a rehabilitation package available in the geographic area of their interest and pursued their training/education. During the training/education period, the VMLR received a monthly stipend and most received three meals a day (later on converted to cash). Provisions were made available for special needs cases including individuals that were facing very serious health problems. A critical aspect of the programme was to promote access to employment and livelihood options for participants by establishing strategic alliances with relevant private sector, donor, governmental and NGO counterparts who provided guidance or access to employment in relevant fields including in areas of public works.

As a result of rigorous face-to-face monitoring and follow up done in December 2013 by field staff, UNIRP found that 71% of participants are employed or have started their own business. Of the total 4008 VMLR, 30% were girls and women. Girls and women represented 38% of programme participants. Of the 71% of graduates employed, 37% were girls and women who had established their own businesses or had secured gainful employment. These are very successful rates considering the employment challenges in Nepal.

The second outcome targeted the broader community and the general population of Nepal to promote wider engagement and support for the rehabilitation of the VMLR. A public information and sensitization campaign was designed and implemented which promoted understanding, acceptance and reconciliation as the VMLR transitioned back into civilian life within the broader community. To diminish tensions towards these participants, and to promote some degree of reconciliation at the local level, a Do No Harm approach informed the activities to assist communities in promoting the socio-economic rehabilitation of the VMLR. This included working with youth clubs and other social networks in the form of peacebuilding activities at the community level.

Capacity building of vocational skills training service providers was prioritized and local schools were strengthened in certain communities, as a means of providing support useful to the broader community. The programme enrolled a vulnerable child into school for every two children who opted for education. The local school committee was involved in identifying the vulnerable child from the community.

In addition, the programme also collaborated with potential employers and explored over 1,000 employment opportunities. The private sector offered business mentoring to graduates and welcomed them to join related sectoral business associations.

**Figure 1: Employment Rate & Face-to-Face Monitoring Trend**

**Figure 2: Trend of Business Sustainability**

## Implementation and Monitoring Arrangements

1.

### 3.1 Implementation: Roles of UN Partner Agencies and Monitoring Arrangements

This was an interagency UN project involving UNDP, UNICEF, UNFPA and ILO. UNDP was 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 agencies 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 included relevant agencies and also included implementing partners and MoPR. 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, a regional coordination mechanism between UNIRP, UNICEF, the UN Monitoring team and other UN agencies was established.

The UNCT Committee Architecture for Discharge and Rehabilitation was initially used although project management arrangements replaced most of the existing mechanisms. The Joint Secretary from MoPR sat on the project executive board providing guidance and oversight. Meetings with the UCPN-M were also held at the highest level on an as needed basis.

The project was implemented under the DEX/DIM modality. UNDP had a Programme Officer and Programme Associate dedicated to the project housed within UNDP’s 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 also had a full-time administration and finance officer housed within the project.

The monitoring and evaluation mechanism for this project is described below. UNDP coordinated quarterly reporting and annual narrative reporting to the UNPFN and its Administrative Agent. Participating Agencies were responsible for individual annual financial reporting.

The programme anticipated an evolving environment and provided for flexibility regarding staffing levels and support relative to the numbers of beneficiaries to be serviced and the levels of services to be provided. An independent Special Review took place in March 2011 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 New York, accompanied by a technical rehabilitation expert from UNICEF, UNFPA and ILO’s respective headquarters. The independent Special Review, noted the level of participation and the levels of critical services to be provided in UNIRP programme document.

UNDP was responsible for the day-to-day operations and implementation of relevant activities. It was also responsible for the establishment and management of the toll-free phone system and five ROs, which were created to bring the programme into closer proximity to the VMLR. Each of the offices had space for partner agency staff on an as needed basis. UNDP was also responsible for the planning, development, and delivery of VST and ME packages through appropriate Implementing Partners (IPs). UNDP delivered gender specific and clinical support to programme participants. It was also responsible for coordinating the data collection, storage, security, reporting, and activities of the Monitoring and Evaluation (M&E) processes. Early in the programme, UNDP provided on-going support to UNMIN’s Arms Monitoring Office with data sharing and administration of contracts for 29 support staff in the cantonments, and managing the bar-coding and re-bar-coding of weapons and ammunitions that were stored at the Maoist cantonments.

UNICEF was responsible for designing and managing the formal and non-formal education support programme for VMLR; design and implementation of psychosocial support services; and engaging the community to support VMLR’s social-reintegration. UNICEF was also responsible for coordinating the Interagency Communication Working Group (ICWG) to ensure the dissemination of correct and adequate information about UNIRP to the VMLR and the general public. As well, UNICEF facilitated the social reintegration of VMLR through community-based peacebuilding and reconciliation activities by virtue of their capacity to reach communities through the IPs associated with the Children Associated with Armed Forces and Armed Groups (CAAFAG). To implement these activities, UNICEF worked in close collaboration with the CAAFAG Working Group, which was comprised of international Non-Government Organizations (NGOs), such as Save the Children, Search for Common Ground, the Transcultural Psychosocial Organization (TPO), as well as other national NGOs. Since 2006, human resources from CAAFAG programmes were mobilized in 58 districts to assist with tracing, referrals and provisions of psychosocial and social-reintegration support.

UNFPA was responsible for the planning and delivery of health-related training and education packages. It was also responsible for coordinating the design and policy advice of initiatives related to gender specific support for participants of the programme.

Overall, ILO was responsible for building the capacity of the IPs in delivering high quality VST and working with partners to improve their assessment of the labour market.

The UNIRP Project Board was headed by the United Nations Development Programme Country Director in Nepal. Meetings took place every quarter, with a final meeting that took place on 1 July, 2014.

### 3.2 Financial Resources

The programme received its funding from the United Nations Peace Fund to Nepal (UNPFN) with the Government of Norway and the Department for International Development (DFID) as the main donors and additional funding contributions provided by the UNDP/Bureau for Crisis Prevention and Recovery (BCPR).

UNPFN US$11,327,877

BCPR US$ 693,000\_\_\_

TOTAL US$ 12,020,877

### 3.3 Human Resources

Since 2010, UNIRP has at various times employed a total of 76 staff (national, international staff and consultants). They were positioned in five offices in strategic development regions across Nepal, including Kathmandu, Biratnagar, Nepalgunj, Bharatpur and Dhangadhi.

The team was comprised of the following positions:

**UNDP National:**

Rehabilitation Coordinator (1), Programme Associate (7), Counsellor on Toll-Free Number (3), Communication and Reporting Officer (1), Socio-economic Mapping Liaison Officer (1), Database and IT Officer (1), Database and IT Associate (1), Senior Career Counsellor and Monitoring Officer (5), Career Counsellor and Monitoring Assistant (10), Admin/Finance Officer (1), Admin Finance Associate (1), Micro-enterprise Programme Associate (3)

**UNICEF:**

Social Rehabilitation Support Officer (1), Psychosocial Counsellor (10), Education Case Manager (2), and M&E Field Officer (4), Programme advisor (1)

**UNFPA:**

Project Coordinator (1) and Gender Advisor (1)

**ILO:**

Programme Officer (1)

**UNDP International:**

Programme Manager (1), Senior Rehabilitation Advisor (1), Information Management, Reporting and M&E Coordinator (1), Regional Office Coordinator (1), and Regional Office Manager IUNVs (4)

See the organogram below for details:

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**Figure3. UNIRP Organogram**

### 3.4 Procurement Procedures

Project procurement was the responsibility of UNIRP’s Administration and Finance Unit and supported by the respective programme units for local technical assistance and service provision. UNIRP followed the procurement rules as prescribed by the UNDP standard procedures. In line with this, proposals and Requests for Quotations (RfQ), including standard Terms of Reference (ToR), were announced at a national and local level, as per the requirement. The technical and financial proposals were overseen and approved by a procurement committee/selection committee, based on a competitive process with the evaluation and selection involving the top three competitors.

Four Principle Service Providers (PSP), who sub-contracted with local service providers received Long-Term Agreements (LTAs). The Training Institute for Technical Instruction (TITI) delivered services for the VST programme in the eastern and mid-western development regions for UNDP as well as Health-related training for UNFPA. As part of UNDP, the Underprivileged Children’s Education Programme (UCEP) delivered services for the VST programme in the central development region. Similarly, Alliance Nepal delivered services for the VST programme in the western and far-western development regions. On behalf of UNIRP, UNICEF expanded the cooperation with the IPs of CAAFAG to 58 districts, provided orientation to partners on the programme and developed a set of guidelines that ensured the delivery of standardized support to VMLR in all targeted districts of Nepal.

Altogether, UNIRP signed a significant number of contracts at both the central and local levels in order to maximize quality and timely service delivery of the programmes. More than 180 small and medium contracts were activated for the five development regions of Nepal. This was an innovative approach for UNIRP and an area of great achievement that resulted in improved efficiency and value for money through working directly with on-the-ground Service Providers (SP). This significantly reduced the amount of cash transfers as well as the time for the contracting process. In addition, UNFPA initiated new direct contracts with SPs to facilitate services for the second group of VMLR who had passed the entrance examination for health-related training and education.

### 3.5 Monitoring Arrangements

One of UNIRP’s main responsibilities was monitoring project activities and outputs, and implementing an innovative and dynamic M&E process that ensured timely adaption to the operational realities and diverse needs of the VMLR. Throughout this process, UNIRP regional offices conducted regular individual monitoring and follow-up, during training and after graduation, to assess the needs of the participants in a timely manner. Some of these activities involved the monitoring of IPs and their implementation of training curriculum, as well as the distribution of materials and toolkits, e.g., in-house and on-the-job training by staff at the regional and head office. Monitoring of VMLR participants in the VST, ME and health-related training and education programmes was conducted by the respective ROs. The M&E process was also supported by a unified reporting and data collection system specific to each agency’s needs for collecting, collating and analysing both qualitative and quantitative data and information. This enabled the programme to identify issues for appropriate and timely programme adjustments.

In addition, programme monitoring was implemented through an integrated approach by UNDP and UNPFN joint field missions (with donors and Nepal Peace Trust Fund), that provided constant follow-up with VMLR, needs assessment, career counselling, family counselling, business mentoring, Enhanced Livelihood Support (ELS), Business Promotional Support (BPS), and micro-credit linkage support. At the same time, UNICEF worked with district implementing partners and the support from regional and central staff to ensure the social reintegration and smooth participation of VMLR in community-based schools. UNIRP also capitalized on the strengths of CAAFAG network and their presence in more than 60 districts for tracing and follow-up activities with VMLR scattered across Nepal.

UNIRP also supported independent reviews of its process by stakeholders and international NGOs, as well as considered the results of assessments, commentaries and recommendations on improving its design and delivery. In February-March 2011, the Bureau for Crisis Prevention and Recovery (BCPR) put together a team comprised of experts from the headquarters of the four participating agencies that conducted a special review of UNIRP and provided recommendations that UNIRP integrated into the programme.

UNIRP also facilitated several visits from high level officials, including UNDP Administrator Helen Clark, Crown Prince Haakon of Norway, as wells as senior officials from GoN, including the offices of the Secretary, Joint Secretaries and Under Secretaries of MoPR to view its activities on the ground. Visiting officials were impressed by the remarkable achievements made in the reintegration of VMLR. In addition, UNDP’s senior management and donors of the UNPFN and the Nepal Peace Trust Fund (NPTF) visited UNIRP’s central and remaining three regional offices (Kathmandu, Biratnagar and Nepalgunj).

Overall, UNIRP was responsible for monitoring its activities and outputs at the field level. The data collected was entered into the online Disarmament Demobilization and Rehabilitation Information Management System (DDR-IMS) for analysis and to generate reports. During 2013, the programme shifted focus from in-kind/training support to post-training monitoring. Effective face-to-face monitoring of the participants was central to the programme’s successful implementation. Due to limited human resources, graduates who were visited more than once and had attained successful self/employment were then monitored by telephone. UNIRP conducted 25 monitoring missions in 48 districts to track the socio-economic transformation that took place.

For the education component of the programme, monitoring was conducted by UNICEF with the support of UNIRP staff. During the reporting period, UNICEF held regular review meetings with IPs at regional and district levels in order to review progress and challenges.

**Figure 4: Post-monitoring Status**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Rehabilitation Package** | **Number of individuals monitored after graduation from training** | **Number of individuals monitored face to face** | **Number of individuals monitored only on telephone** | **Number of individuals monitored only via SP/IP** |
| **Number Pursuing Vocational Skills Training** | 376 (2% F, 98% M) | 320 (2% F, 98% M) | 43 (0% F, 100% M) | 13 (0% F, 100% M) |
| **Number Pursuing Microenterprises** | 1242 (50% F, 50% M) | 1168 (50% F, 50% M) | 72 (43% F, 57% M) | 2 (0% F, 100% M) |
| **Number Pursuing Education** | - | - | - | - |
| **Number Pursuing Health Training** | 38 (29% F, 71% M) | 32 (25% F, 75% M) | 5 (40% F, 60% M) | 1 (100% F, 0% M) |
| **Total** | **1656 (38% F, 62% M)** | **1520 (39% F, 61% M)** | **120 (27% F, 73% M)** | **16 (6% F, 94% M)** |
| **Post Monitoring Rate****( % out of graduates)** | **94% of 1759** | **86% of 1759** | **7% of 1759** | **1% of 1759** |
| **Out of total monitored** |  | **92% of 1656** | **7% of 1656** | **1% of 1656** |

### 3.6 UNIRP Information Management System (IMS)

As the UNIRP gained momentum in early 2010, it became evident for UNIRP that the DREAM database was insufficient to comprehensively support the multiple components of the rehabilitation programme such as; data collection, client classification, unified reporting, dynamic M&E, client tracking etc. in a timely and efficient manner. Thus, in the beginning of third quarter of 2010, UNIRP initiated an in-house design and development of an online and real time Information Management System to address the dynamic requirements of the programme.

In the first quarter of 2011, DDR-IMS was officially launched which was designed as a dependent application as it picks personnel information of ex-combatants from DREAM. It was named Rehabilitation Information System (RIS) i.e. *UNIRP IMS version 1.0*. With integration of the M&E module, Resource Library and improvements in the reporting module, it was renamed as Comprehensive Rehabilitation Information Management System (CRIMS) i.e. *UNIRP IMS version 2.0.* Finally, with the integration of Registration and Verification modules and the deployment of registration & verification data with removing dependencies from DREAM, the system is called DDR-IMS i.e. *UNIRP IMS version 3.0.*

Hence, DDR-IMS is an improved version of the commonly used DREAM database system and tailored to the specific needs of the Nepal rehabilitation programme. It makes information management more intuitive and responsive to emerging needs in DDR interventions. It's an online system which is accessible with strong data security policy and measures through internet and intranet structures. It allowed ROs and interagency partners to remotely access the system that helped data collection and timely generation of reports for analysis. The DDR-IMS contains personal information of the Maoist army and their arms and ammunition collected during the UN led registration and verification process in 2007. It also includes information on the various stages and components of the rehabilitation support to the 4008 VMLRs.

## Evaluation and Studies

An Independent Evaluation of UNIRP, commissioned by UNDP, was carried out by Transitions International in late 2012 and the report was released on March 21, 2013. It reviewed UNIRP vis-à-vis the programme objectives and provided an assessment of its relevance, effectiveness, efficiency and sustainability. A summary of the assessment is given below:

**Figure 5: Independent Evaluation of the UNIRP – Key Findings**

|  |
| --- |
| **Summary of Key Findings of Final Evaluation** |
| The programme has used several good practices which could be replicated across other DDR-related programmes:* Linking of the vocational skills training to the national certification system
* Extensive gender support
* Health service training, which catered to rural Nepal’s needs
* Effective psychosocial support provided to the participants
* Building on the existing (CAAFAG) network
* Interagency collaboration and joint implementation

The UN approach to ‘deliver as one’ through joint planning and programming has been successful in the UNIRP and could be a good model for other countries, with further improvements at local implementation levels.The programme also had a number of weaknesses, as outlined in this report. Among them the following are highlighted:**The programme design lacked a focus on sustainability**. Since rehabilitation is not a short-term support activity, the programme should have been planned for a longer duration with a gradual handover to the government so that long-term support, beyond the lifespan of the programme, could have been ensured. **Rehabilitation and reintegration cannot be achieved through the delivery of a package.** The concept of “packages” and “entitlements” is misleading and reintegration and rehabilitation programmes should rather use the language of “assistance”. This is not only a matter of semantics but would have implied a change in the approach, for example, in the way implementing partners (IPs) were contracted: not as vendors to deliver a package but as agents to create change through tailor-made assistance.**Economic reintegration could have been more successful.** If professional follow-up services would have been mobilized in terms of job placement and Business Development Services (BDS), the economic reintegration component of UNIRP would have been stronger and more sustainable. |

Between 2010 and 2013, UNIRP was addressed in the following field study/survey/reports.

**Figure 6: Studies / Surveys / Reports on UNIRP**

|  |  |  |
| --- | --- | --- |
| **Name of Study / Survey / Report** | **Objective** | **Remarks** |
| Recommendations to Promote Psychosocial Well-Being of Children Associated with Armed Forces and Armed Groups (CAAFAG) in Nepal, May 14, 2007  | A research and recommendations report prepared by Transcultural Psychosocial Organization (TPO) – Nepal for UNICEF & the CAAFAG Working Group | Report presented to UNIRP |
| Disarmament Demobilization and Reintegration (DDR) and Security Sector Reform (SSR) in Nepal: A Preliminary Sociological Observation, March 7, 2010 | A paper, written by Bishnu Pathak and Devendra Uprety of the Say Peace First Conflict Study Centre on DDR and SSR in Nepal.  | Paper shared with UNIRP |
| Carter Centre Observations on Discharged PLA Combatants, July 23, 2010 | A report, prepared by the Carter Centre, on on-going issues related to the discharged PLA combatants with lessons learned and areas for future consideration during the larger rehabilitation process. | Report shared with UNIRP |
| Rehabilitation of Discharged Combatants of the Maoist Army: Lessons Learned and Recommendations for Improving the Rehabilitation Process, September 2010 | A briefing paper, prepared by Saferworld, on recommendations for strengthening the rehabilitation process for discharged Maoist Army combatants in Nepal. | Report presented to UNIRP |
| A Longitudinal Psycho-social Assessment among Verified Minors and Late Recruits during the Reintegration Process, October 2012 | An assessment conducted by Transcultural Psychosocial Organization (TPO) on behalf of UNICEF to obtain views on the protective and risk factors associated with psychosocial well-being and to monitor the psychosocial well-being of VMLR over time.  | Report presented to UNIRP |
| Evaluation of UNDP Reintegration Programs – Nepal Country Report, November 2012 | An evaluation prepared by Yvan Conoir and Paul Bonard to review overall lessons learned, challenges and best practices from the reintegration phases of disarmament, demobilisation and reintegration efforts. | Report presented to UNDP |
| Independent Evaluation of the UN Interagency Rehabilitation Programme (UNIRP) in Nepal, Final Report, March 21, 2013 | An independent evaluation commissioned by the UNDP and prepared by Transition International to review the results of the UNIRP vis-à-vis the programme objectives, and assess its relevance, effectiveness, efficiency and sustainability. | Report presented to UNIRP |
| UNIRP Post-Rehabilitation and Participant Satisfaction Survey, Final Report, September 2013 | A post-rehabilitation and participation satisfaction survey prepared by UNIRP to learn about the impact of the UNIRP intervention and to assess the transformation that took place in the lives of the VMLR. | Report shared with UN stakeholders  |
| ‘Towards One UN’ in Nepal: An Integrated Approach to Reintegration of Ex-Combatants, September 2013 | A knowledge document prepared by UNIRP that includes policy analysis, best practices, lessons learned, data analysis, technical knowledge and project information on the integrated UN approach. | Report shared with stakeholders and practitioners around the globe |
| Mainstreaming Conflict Sensitivity in the Rehabilitation Programme, September 2013 | A knowledge document prepared by UNIRP that includes policy analysis, best practices, lessons learned, data analysis, technical knowledge and project information on mainstreaming conflict sensitivity in the rehabilitation programme. | Report shared with stakeholders and practitioners around the globe |
| UNIRP Notes on Psychosocial Issues, September 2013 | A knowledge document prepared by UNIRP that includes policy analysis, best practices, lessons learned, data analysis, technical knowledge and project information on psychosocial issues related to UNIRP. | Report shared with stakeholders and practitioners around the globe |
| UNIRP Notes on Gender Issues, September 2013 | A knowledge document prepared by UNIRP that includes policy analysis, best practices, lessons learned, data analysis, technical knowledge and project information on psychosocial issues related to UNIRP. | Report shared with stakeholders and practitioners around the globe |

##

## Narrative of Key Programme Results

### 5.1 Report on Progress against AWP Targets

#### Outcome 1: VMLR were supported in their socio-economic rehabilitation.

**Output 1.1 Individual Rehabilitation Option Packages were prepared and made available to participants.**

A set of four ROPs that included options for training or education were prepared and offered to VMLR on a voluntary basis. The packages were designed on the basis of likely job opportunities and also included inputs from VMLR during visits to the cantonments. The packages included options related to: VST, ME, health-related training and education. The packages were 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 conflict-affected. The total value of each individual package is around NPR 100,000 (as per the cap on support established by the government) with the exception of health related training and education.

Following a tracing initiative conducted by UNICEF through its CAAFAG network in 2011, it was revealed that the actual number of VMLR residents in Nepal was 3,040, less than the 4,008 that were recorded during the verification process earlier in 2010. In light of these numbers, 90% (2,743 out of 3,040) of the VMLR who were in Nepal contacted UNIRP. Among them, 81% (2,477 out of 3,040) received career counselling and were referred to specific training or education programmes.

Counting 151 latecomers who were enrolled in July 2012, 73% (2,234 of 3,040) of the VMLR eventually enrolled in one of the four ROPs. The counselling method used by UNIRP proved to be effective in retaining VMLR; however, the experience was challenging. As reported in the Evaluation of UNDP Reintegration Programmes, UNIRP counsellors within the regional teams initially had to work with young people who were unmotivated, frustrated and at times violent because they had been demobilized. Counsellors sometimes faced threats, intimidation, and verbal abuse. Despite the challenges, the implementation of the optional packages was considered a success. In the 2011 Interagency Programming Mission Report reported that, “the UNIRP managed to set up in a very short time a well-articulated system of referral, counselling, and delivery of vocational skills training...” because the “programme was adequately staffed ... and its architecture and operational modalities were well established.”

The followings reflect key statistical results as of end of July 2013:

**Figure 7: Summary of Key Statistics**

|  |  |  |  |
| --- | --- | --- | --- |
| **Steps in Rehabilitation Process** | **Of the total 4,008 VMLR** | **Of the 2,394 VMLR discharged through cantonment ceremonies** | **UNIRP Target Population:****Of the 3,040 VMLR who were not working abroad** |
| **Total** | **% of Female** | **Total** | **% of Female** |
| **VMLR who contacted UNIRP through the toll-free phone number and Regional Offices** | 2,743 (68%)  | 34% | 2,131 (89%) | 34% | 2,743 (90%) |
| **VMLR referred for Training / Education** | 2,477 (62%) | 36% | 1,954 (82%) | 36% | 2,477 (81%) |
| **VMLR enrolled for Training / Education** | 2,234 (56%) | 38% | 1,761 (74%) | 37% | 2,234 (73%) |

**Output 1.2 Access to employment and livelihood opportunities promoted.**

Early in the programme, a socio-economic team developed a support strategy in consultation with key members of the private sector, staff at the ROs, and graduates of the programme. As a result of the consultations, five major components of the programme were identified as areas for improvement, including employment linkages, access to micro-credit, mentoring, monitoring and follow up, and referral for enhanced training and education. The team produced a set of guidelines, which defined the implementation stages of each strategic component, and held a series of orientation workshops at the regional offices for its implementation. An employment and micro-credit needs assessment matrix was also developed, which matched needs of the graduates with employment possibilities. It also illustrated micro-credit market realities that helped to guide VMLR with linkages to possible job opportunities.

Agreements with stakeholders: To enhance the capacity of the newly established entrepreneurs, the programme made efforts to identify potential institutions that offered loans, particularly those that did not require collateral. In addition, UNIRP and the Youth and Small Entrepreneur Self Employment Fund (YSESEF) under the Ministry of Finance signed a MoU that enabled UNIRP graduates to access affordable loans to sustain and expand their businesses. The agreement allowed UNIRP to facilitate linkages with micro- finance institutions and local-level cooperatives in order to enable participants to access loans for the purposes of promoting their businesses. A special YSESEF fund was also set up to provide participants with access to micro-credit soft loans in amounts up to NRs. 200,000 without collateral. In early 2013, UNIRP held a series of information-sharing sessions with UNIRP graduates and micro-finance institutions (MFIs), as the service providers of YSESEF, on the loan processing mechanisms.

Micro-credit Linkages: Altogether, UNIRP held 14 joint orientation workshops on processing loans through YSESEF intermediaries. Overall, 53 districts were covered. In total, 738 UNIRP graduates and 920 of YSESEF’s financial intermediaries and district coordinators participated in the sessions. UNIRP also worked to enhance VMLR accessibility to loans through business mentoring and linkages with community-based saving and credit groups, cooperatives and local MFIs. By the end of June 2013, over 195 graduates had either received micro-credit from local banks or financial institutions, or they had become members of local saving and credit groups as a way to expand and sustain their businesses. By the programme’s closure, 49 participants had received loans through the YSESEF mechanism while 350 applications were still being reviewed.

Mapping local job opportunities: For those who did not succeed in establishing their own business, UNIRP helped to provide them with job placements by mapping and contacting institutions and organizations in an effort to create linkages with potential employers at both a national and local level. Programme induction meetings were held with Nepalese national and local level private sector employers as well as local government bodies. Nine workshops on strengthening the socio-economic dimension of the VMLR in major industrial corridors took place in Biratnagar, Birgunj, Bharatpur, Kathmandu, Pokhara, Butwal, Dang, Nepalgunj and Dhangadhi.

Stakeholders consulted: As part of the socio-economic strategy, UNIRP prioritized its efforts on follow-up messages, which included mentoring and developing effective linkages with potential local and national level initiatives and organizations. Stakeholders included the Federation of Nepalese Cottage & Small Industries and its 32 district chapters, as well as 55 districts with the Chambers of Commerce and Industry, and a number of contractor associations at a regional and district level. For the enhanced training component, UNIRP developed linkages with GoN’s MoPR, Care International, EVENT, the Emergency Peace Support Program, as well as the Helvetas Nepal.

As part of its continuous efforts and collaboration with potential employers, UNIRP explored over 1,000 employment opportunities. In addition, the private sector offered business mentoring to graduates and welcomed them to join related sectoral business associations. These efforts were fundamental in creating employment opportunities for VMLRs. The stigma associated with their past involvements otherwise would have created difficulty while seeking employment opportunities through their own efforts. In total, 79% of the 2,234 VMLR who had enrolled in UNIRP completed their training or education (education support until Dec 2014). As of the end of July 2013, nearly 75% of the graduates had secured employment or established their own businesses.

**Output 1.3 Project participants received career and psychosocial counselling.**

Career counselling: Given that many of the VMLR had spent their prior years in the army, they lacked the skills, education, family support and clear guidance that would lead them to sustainable livelihoods. To support their socio-economic rehabilitation, UNIRP provided career counselling in the initial stages to 2,477 VMLR. During the post-training phase, UNIRP maintained post-training career counselling with the graduates through continuous and on-going field visits and telephone calls. The sessions included in-depth needs assessment to identify barriers preventing them from achieving their goals. In total, 507 participants received guidance in developing a career path to help them reach their goals.

Business mentoring: Another component of the career counselling programme was business mentoring. Specific support was provided to VMLR on how to develop new skills, link with local markets, mobilize resources, establish customer relationships, access low interest loans, improve financial literacy and promote their businesses. UNIRP also provided the programme participants with an opportunity to observe how other participants in similar businesses had successfully managed their problems. As part of this support programme, representatives from the District Chamber of Commerce & Industry provided mentoring services to UNIRP graduates and linked them with required future support. Altogether, 1072 graduates received business mentoring as part of their socio-economic rehabilitation.

Psychosocial counselling: For many of the VMLR, the war had a damaging effect on their psychosocial well-being. Following their release from the cantonments, a significant number of the VMLR displayed signs of post-traumatic stress disorder and other psychosocial problems. Adding to their feelings of fear and anxiety, many of the VLMR exhibited various forms of anti-social behaviour and aggression, which also created additional challenges for UNIRP staff in their rehabilitation process. Coordinated by UNICEF, CAAFAG and CAAC working group members provided psychosocial support to the VMLR in several districts of Nepal. One of the major components of the psychosocial programme was building the capacity of local partners on psychosocial issues in order to ensure the sustainability of support services, as well as providing context specific services to the CAAFAG/CAAC and the larger community. Fifty five community social workers in child protection received training on basic psychosocial support services. In total, 45% (1,373 of 3,040) of the VMLR received psychosocial services and 480 cases were followed-up. The results of a longitudinal study conducted by TPO revealed that 35% of the overall respondents contacted had attended psycho-social counselling sessions. More females (42% of total female contacted) had consulted counsellors than males (31%).

Cases with special needs were referred to CAAFAG partners, TPO and CVICT for specific support. Participants with war injuries were referred for specialized health and psychosocial treatment. By the end of the reporting period, 28 VMLR had received specialized mental health and psychosocial support.

**Output 1.4 Specific gender considerations regarding VMLR were prioritised.**

Since 30% of the VMLR were women and girls, the UN placed a priority on gender issues from the beginning of the discharge process from the Maoist cantonment. Social workers (NGO partners) were specially trained to assess gender needs and provide individual care, counselling and follow-up support to individual and their families. At that point, UNIRP undertook a comprehensive gender responsive approach in order to ensure the participation and successful rehabilitation of the female ex-combatants as well as to introduce extra measures to support children and families with specific needs. A comprehensive Gender Specific Support matrix was implemented to target particularly vulnerable women and men, i.e. pregnant and lactating mothers, and women caring for young children under five years old and single parents. It also focussed on better protection and well-being of their children while at the same time encouraging more participation of both men and women VMLR. Forms of gender support that UNIRP provided women and men included: child care grants, reproductive or health support, nutritional support such as baby food, and maternity allowances for pregnant women. Four key partners of UNIRP were the Women’s Federation in Nepal, the Women Rehabilitation Centre, Department of Women Development and the Ministry of Women, Children and Social Welfare. UNIRP provided 2,221 gender specific support services to 1024 VMLR and their immediate families. The support was in the form of nutritional support to 554 pregnant and lactating mothers and spouses of male participants; reproductive health support for 22 mothers; basic health support to 186 children; childcare support for 388 participants, while childcare grants were given to parents of 966 children with baby food supplies; 73 maternity / paternity allowances; and 32 other gender specific support. UNIRP found that gender support was a vital part of reintegration because the participation of women and girls increased remarkably with the introduction of gender-specific support. After the closing of the enrolments, 38% of those enrolled in the programme were female, while their share of the total group of VMLRs is 30%. UNIRP’s continuous monitoring showed that without specific support, many women, girls and single parents in particular were unable to participate in trainings.

The rates of those who had completed training/education were proportionally higher for women in ME, health-related training or education. The ratios in support of female VMLR were positive indicators of the success of the gender specific support policy. In addition, a total of 26 national level networks and women’s organizations helped to implement United Nations Security Council Resolutions 1325 and 1820. In coordination with MOPR, an assessment to identify what are the gaps in 1325/1820 and how to contribute to overcome these gaps was implemented through these networks.

**Output 1.5 Individual rehabilitation option packages were implemented.**

Through a process of dynamic adjustment, the programme components were continuously strengthened and levels of excellence were achieved. UNIRP worked closely with SPs and IPs to ensure compliance with the agreed ToR and government approved curriculum addressing national standards. In view of the market demands and participants interest, UNIRP enhanced VST, ME, health-related training, and formal education options. UNICEF reintroduced the Open Education option for VMLR in consultation with the GoN’s Ministry of Education. Through its innovative lens of dynamic M&E, UNIRP implemented a flexible approach for the enhancement and revision of the training options in response to the changing market demands and needs of the participants. The programme not only expanded the number of marketable trades and options, it also improved the quality, duration of training, and mode of delivery. Another essential improvement was in enhancing access to trainings for vulnerable participants, and ensuring that services such as counselling were gender sensitive and empowering.

**Vocational Skills Training:**Training in a range of vocational skills was available to help individuals seek self and wage employment opportunities. This covered 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. The skills training programmes were available with on-the-job training and minimum toolkits were available. Bridging courses were offered to individuals who required preliminary support to take up certain options. Post-training support included advice on how to access micro-financial resources, information about work opportunities and support in finding employment. Training periods ranged from three to eleven months depending on the selected option. Depending on the option, training was available through government, semi-government or private sector service providers.

**Micro-Enterprise Training:** Options in this area included technical as well as business induction training. Specific options included: tailoring, mobile repairing, digital photography, hair cutting and 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 masala (spice) making. In some cases, skills training involved apprenticeships. Literacy and numeracy bridging support was offered to individuals who required basic education to qualify for certain options. Intensive post-training support to help individuals start and promote their own businesses included 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 did not bring the total value of the rehabilitation option package beyond 100,000 rupees). Further, needs based Refresher Skills Training/ business promotional support was provided.

**Education Options*:***Education options supported individuals in pursuing both non-formal and formal education. Non-formal education included open school options which allowed individuals who were 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 durations were also available for lower secondary, secondary and higher secondary. Education was provided through existing government schools located across the country and participants had 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 was varied depending on the level involved. Hostel arrangements were facilitated for girls who had to pursue education away from home. The support for education participants in school continued until December 2014 by UNICEF.

Training periods ranged from two weeks to eight months depending on the course being pursued. Some of these packages required formal educational requirements to enter while others required up to Grade VIII.

Based on demands made by VMLRs (education graduates) and Project Board decision of 1 July 2014, a total of 257 (49 % F) education graduates (VMLRs) were provided (one-time) in-kind support (such as books, stationaries, admission fees additional income generating support to sustain education), utilising the remaining balance from the individual funding of Rs 100,000. Determination of type of support to VMLRs was based on individual (VMLR’s) need assessment.

**Health Services Training and Education:** Health sector vocational training options were also made available. Opportunities in this area included: Auxiliary Nurse Midwife (ANM), Community Medical Assistant (CMA) and Laboratory Assistant (LA). Entrance preparation classes were provided to prepare for relevant national entrance exams organized by the Council for Technical Education and Vocational Training. Post-training support included on the job training, registration of the graduates into the Professional Health Council, assistance in linking to specific employment opportunities and basic tool kits. The training periods ranged from between fifteen to eighteen months. The trainings were 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 were completion of School Leaving Certificate.

The successful rehabilitation of the VMLR, through the facilitation of realistic employment and livelihood opportunities was seen as an important step towards bringing a sustainable degree of peace to the country.

**Figure 8: Summary of Key Statistics**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Rehabilitation Option** | **Total number enrolled by sector** | **Those currently in training /education** | **Those who have dropped out** | **Those who have completed training/education** | **Those Employed / Started own business** |
| **Vocational Skills Training** | 442(1% F, 99% M) | 0 (0% F, 0% M) | 29 (0% F, 100% M) | 413 (1% F, 99% M) | 275(2% F, 98% M) |
| **Micro-enterprises** | 1,325(48% F, 52% M) | 0 (8% F, 92% M) | 36 (8% F, 92% M) | 1,289 (49% F, 51% M) | 963(48% F, 52% M) |
| **Education** | 406 (44% F, 56% M) | 226 (49% F, 51% M) | 137[[1]](#footnote-1) (14% F, 86% M) | 43 (49% F, 51% M) | - |
| **Health Training** | 61 (30% F, 70% M) | 1 (100% F, 0% M) | 3 (0% F, 100% M) | 57 (30% F, 70% M) | 19 (21% F, 79% M) |
| **Total** | **2,234** **(38% F, 62% M)** | **227** **(49% F, 51% M)** | **205****(11% F, 89% M)** | **1,802****(38% F, 62% M)** | **1,257** **(37% F, 63% M)** |
|  |  |  |  |  **Employment Rate (%)** | **71%** **(of the total 1,759)[[2]](#footnote-2)** |

**Output 1.6 Phase-out strategy and programme closure.**

Phase-out strategy and Programme Closure: UNIRP implemented a gradual and well-coordinated phase out strategy in consultation with Ministry of Peace and Reconstruction, UN partner agencies and key stakeholders. As part of the UNIRP Phase-out Strategy for the VMLR component, capacity building of relevant government staff and officials took place in 2013 in consultation with MoPR. Capacity building sessions occurred with the GoN to further the final caseload handover. This included certified training for MoPR technical staff on managing the DDR-IMS database and information management system.

The operational closure of the VMLR component of UNIRP concluded in 2013. The closing of the regional offices took place the third week of July 2013. As part of the operational and financial closure of UNIRP, surplus assets, such as furniture, generators from closed/merged regional offices were auctioned or handed over to other UNDP projects. A small team was retained to conclude the remaining work and to help the Government of Nepal prepare for and carry out a study on the Socio-economic Impact of the Return of Voluntary Retirees to Communities.

#### Outcome 2: Communities were engaged in supporting the rehabilitation of VMLR participants.

In the early stages of the programme, the Interagency Communications Working Group (ICWG) developed and implemented a communications strategy that informed VMLR about the ROPs, and prepared communities and the general public to play a part in facilitating the reintegration of the programme graduates. The primary audience for this strategy were the VMLR and the communities.

Former Maoist army personnel: Those discharged in Jan-Feb 2010 had been briefed about ROPs but many, while they were under other influences in the cantonments, did not to enrol in the programme. The UN had informed a significant number of VMLR about the programme upon their discharge; however, many others were still unaware of the programme, including those who were not present in the cantonments during the discharge, as well as those who had been unwillingly discharged in March. Therefore, communication was necessary to inform them of the packages, how to access them, and to convince the VMLR that the packages would be useful for their future. Since a high percentage of the VMLR were women and girls, communications was targeted at them. The existing CAFAAG/CAAC networks were strategically used to increase their participation.

Families, communities and the general public: As part of the communications strategy, it was important that the public learned about how the ‘rehabilitated’ discharged VMLR were devoted to helping build a ‘new Nepal’ and that their energy and skills could make a substantial contribution to the larger society. It was important that the general public understood that the VMLR needed to be given an opportunity to discuss their return to communities.

The Post Rehabilitation & Participant Satisfaction Survey published in September 2013, revealed that the vast majority of participants felt they had made a positive transition into their communities. The data provided by the survey respondents confirmed that 80% of the respondents reported that UNIRP helped them become more respected in their communities, while 80% reported that the programme brought about a positive change within their family. The survey also confirmed that as an increased number of VMLR engaged constructively in their communities through employment, running businesses or providing health related services, the public perception towards the VMLR had significantly improved. Lastly, 97% of participants reported that they were “happy” in their communities.

**Output 2.1 Public sensitization and information campaign designed and implemented.**

Media scanning and analysis by UNDP: There were 150 positive media spots including national and international print and audio-visual media that featured positive changes in VMLR lives after returning to civilian life. Various media organizations were invited on field visits for interviews with VMLR about their life stories and experiences in rehabilitation. In addition, five media organizations, including *Rising Nepal, Republica, Himalayan Times, Annapurna Post*, and *ABC TV Nepal*, covered positive changes of the VMLR upon their return to civilian life. Stories were also featured in 50 other journals and media spots.

As part of the information campaign, communication activities included an updated information kit (in both English and Nepali) with the most recent publications and photos that were uploaded to the UNIRP website ([www.unirp.org.np](http://www.unirp.org.np)), websites of participating agencies, and the UN Nepal Information Platform. The content of the UNIRP website was later on migrated to UNDP’s official website (np.undp.org/unirp). Both the UNIRP and UNDP websites are active at the moment.

Each participant who arrived for their counselling session received an information kit that included pamphlets on the programme and support services. Public Service Announcements were also printed in the local newspapers and broadcasted on the radio during critical points, especially when it was important to raise awareness of the availability of rehabilitation packages and the need to welcome discharged VMLR back into the communities and societies. The UN Radio in Nepal also produced and broadcasted a radio drama about the need for community support. Through ICWG, UNIRP worked with the news media by holding news conferences, coordinating media visits, and providing interviews. In addition, an online resource library was prepared and launched in the CRIMS. A special video documentary on gender specific support was produced, as well as VMLR success stories and newsletters (all available on the UNDP and UNIRP websites).

**Output 2.2 Communities assisted in addressing socio-economic rehabilitation of VMLR through engagement in related capacity building projects.**

This component of the programme promoted peacebuilding activities that included various events delivered through UNICEF’s CAAFAG networks, NGOs and community-based organizations. Some of the events included: street theatre performances, talent shows, dance, essay, poem, song-writing and public speaking competitions.

The community based peacebuilding and reconciliation activity, engaging young people of the community and VMLRs, was aimed at fostering community harmony, reconciliation and social reintegration of VMLRs. It facilitated VMLRs’ engagement in community based activities with other young people (children/youth clubs), which was helpful in installing a sense of belonging among the VMLRs. In many instances, VMLRs were seen to be taking over the leadership role of child/youth clubs, which possibly can be attributed to the leadership skills they may have acquired during their association with the Maoists.

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

To support capacity development, one of the major components of the programme was strengthening the capacities of service providers and IPs, which was led by the ILO in the areas of VST, ME and health-related training. A series of meetings and workshops were held with PSPs and ROs, which aimed to identify capacity needs and to develop future plans for skills and institutional capacity building. TITI and Industrial Enterprise Development Institute (IEDI) developed and conducted the training, while in-house experts from ILO contributed to several training modules. Between 2010 and May 2012, ILO offered trainings to 422 participants, representing a total of 353 different resource workers from 156 service providers. The workshops focussed on six different areas: capacity building for vocational training, labour market information and analysis, training institute management, computer application in training and education, and Training of Trainers (ToT) on effective enterprise development for service providers. Altogether, 20 workshops were held with many of the participants attending more than one workshop.

**Output 2.4 Specific gender considerations regarding the VMLR and the broader community were prioritized.**

As 30% of the VMLR were women and girls, UNIRP took an integrated, contextualized gender responsive approach in the planning and delivery of the programme, especially considering the initially low participation rate of female VMLR in reintegration packages. At the organizational level, UNIRP incorporated gender sensitive approaches into various components of the programme, such as the development of a comprehensive support matrix, hiring of appropriate focal points at all levels, and the provision of needs assessments, staff trainings, operational guidelines, and capacity building of key IPs. By the end of the July 2013, 181 people were trained for the project implementation of UNSCR 1325 and 1820.

In addition to the employment training and gender support, participants were also offered life skills training on the subjects of reproductive health, Sexual and Gender Based Violence (SGBV), HIV/AIDS awareness and human rights. VMLR were then encouraged to involve themselves as ‘champions’ and to advocate for gender-specific peacebuilding activities. In total, 58 SGBV survivors from among the VMLRs who reported to psychosocial counsellors received clinical and psychosocial support.

### 5.2 Implementation Issues & Major Challenges

Since its inception, UNIRP operated in a highly politically sensitive environment in the absence of adequate political leadership from the GoN and lack of support from the Maoists. This weakened national ownership of the rehabilitation process for VMLR, even though MoPR was on the Project Executive Board and made all major decisions on the implementation of UNIRP. Nevertheless, the programme managed to create a conducive environment for programme operations to move forward. The following are some specific challenges faced by the programme since 2010:

**2010**

* Absence of a political buy-in by the GoN and the UCPN-Maoist leadership made the rehabilitation process for VMLR less likely to succeed. Ownership of the programme and responsibility for sustainable rehabilitation rested with the GoN to prevent recurrence of violence and VMLR joining other splinter groups.
* Smooth access to the rehabilitation programme was disrupted by the lack of support from the UCPN-Maoist at both the central and local levels. There were patterns of strong political links between the VMLR and UCPN-Maoist who had not officially agreed with GoN on the rehabilitation packages.
* A cap of NRs. 100,000 (approx. $1,400 USD) for individual rehabilitation packages, decided by the GoN, restricted the capacity for improving the technical packages to facilitate the development of more sustainable and longer-term livelihood options. This adversely affected the costs of implementing partners, which, in turn, affected the available options for the beneficiaries.
* The absence of appropriate VMLR socio-economic profiling, a process that was forbidden by UCPN-Maoist leadership, limited the capacity to design tailored individual rehabilitation options suitable to the needs and aspirations of each participant.
* Some level of stigmatization affected VMLR upon their return to their communities, particularly among inter-caste married couples and former female combatants. This limited resettlement choices and adversely reduced the potential for reunification of families. In addition, reintegration into feudal community structures and traditional cultural roles was complicated by the broadened life experiences to which the VMLR were exposed.
* A number of VMLR suffered from injuries and different forms of disabilities that required support beyond the life and capacity of the programme. Lack of special provisions to fulfil the long-term health support to war wounded, people with disabilities and chronically ill participants seriously challenged the smooth rehabilitation of these individuals.

**2011**

* Reluctance and in some cases active discouragement on the part of the UCPN-Maoist affected the smooth access to rehabilitation programme.
* Many of those who graduated lived in remote areas and were difficult to reach for post-training follow-up, monitoring and mentoring. This implicated their ability to secure sustainable livelihood options. This was addressed by increasing outreach by regional office staff through improved collaboration with working partners as well as CAAFAG partners who had a reasonable reach to the remote districts.
* Artificially high expectations of the VMLR often created obstacles in the implementation of the rehabilitation programme. This was initially addressed through the counselling process and it was also mitigated through the dissemination of positive news stories in the media, particularly regarding success stories of programme graduates.
* In a poor and limited job market situation, employment after completion of training including linkages to micro-credit support for self-employment was an extremely difficult challenge. In addition, some of the graduates refused low paid jobs as many of them were still being supported and receiving salaries from the UCPN-Maoist.

**2012**

* While face-to-face post-training monitoring and counselling proved effective in encouraging participants to gain and maintain a sustainable livelihood, it was difficult for staff to manage them considering VMLRs’ wide geographical spread across the country, where in many cases staff members had to walk for days to reach a single participant.
* UNIRP found that some VMLR faced constraints in their social and economic reintegration that had not been foreseen. In general, absence of support from communities of return, lack of acceptance of inter-caste marriages and persisting health and psychosocial problems associated with their war experiences added challenges to their reintegration in the communities.
* In a poor and limited job market situation, securing employment after completion of training, as well as receiving micro-credit support for self-employment was an extremely difficult challenge. As well, the Nepalese employment market is concentrated in a major economic zone and graduates were living in remote as well as semi-urban areas where there were fewer opportunities. It was difficult to match available job opportunities with their preferred locations.
* In some cases, private sector employees had a negative perception of ex-combatants, which affected their access to available employment opportunities.
* Business sustainability was a challenge because of the limited market capacity. VMLR were vulnerable at early stages of the establishment of their businesses; however, business mentoring was offered to support the sustainability of the newly established enterprises.

### 5.3 Lessons Learned and Best Practices

UNIRP has drawn from valuable lessons, good practices, and experiences that were useful to other similar programmes not only in Nepal but at the international level. A summary of lessons learned since the programme’s inception in 2010 are as follows:

* *Taking national ownership of the process*: Clear political and sound leadership buy-in and support is required to contribute to national ownership, management of expectations and sensitivities, and the sustainability of outputs. This would be reflected in a functioning tripartite institutional steering and technical structures that would involve the GoN, UCPN-M and the international community.
* *Adapting global lessons to context*: All rehabilitation programmes are implemented in a unique context. However, lessons learned and best practices from other programmes are equally applicable in most of the reintegration and rehabilitation programmes. Adaption of international lessons learned from other similar programmes proved to be extremely useful.
* *Managing diverse expectations*: Unrealistically high expectations of the VMLR created a situation of confusion that seriously challenged full access of the VMLR to the rehabilitation programme. Little was done by the UCPN-M to manage these expectations, in which VMLR refused to take jobs because the starting salary was lower than their expectations (NRs. 5,000-6,000). Management of expectations is critical to programme implementation and success; it is associated with a broad national buy-in, collaboration and an agreed integrated communications strategy. Consistent communication through regional office staff, implementing partners, and related agencies was the most effective way to address this issue.
* *Individual profiling with socio-economic mapping is vital*: Socio-economic profiling of the participants should be conducted before offering rehabilitation packages. In addition, an appropriate labour market survey should contribute to the programme design and enhance placement potential. As well, a community-based programme and private sector development programme should be implemented as a parallel programmes.
* *Opening to market demands*: Rehabilitation option packages should not be linked exclusively to government endorsed curriculums. There are often other options in high demand within the market that might not be part of the government’s standard curriculum.
* *Long-term value of Capacity Building*: Capacity building of the staff members are required to perform synergic results. Therefore, context specific professional training would add value for smoother programme implementation. As well, more specialized staff need to be allocated for socio-economic work and creating linkages for optimal results.
* *Frequent face-to-face monitoring*: Regular field visits with multiple activities, such as pre-condition verification for starting a business, business mentoring, family counselling, provisions of support for cross-cutting issues and monitoring worked very well in supporting the rehabilitation of participants. The programme staff focused on family and community support for the VMLR, which created a more conducive environment for the well-being of the VMLR and their businesses and employment.
* *Prioritizing cross-cutting support services*: Support for cross-cutting issues, gender-specific needs, psychosocial, health, career counselling and job placements were critical elements of the programme. Addressing gender-specific needs enhanced both men and women’s participation in the programme. A study conducted by UNICEF in 2011 showed that approximately one-third of VMLR faced psychosocial problems due to stigma associated with the word “disqualification[[3]](#footnote-3)”, adjustment problems, post-traumatic disorder, etc. Psychosocial support helped to improve their psychosocial well-being and readjustment to their communities. Health support also ensured the continuous participation of beneficiaries in training. Career counselling and job placement support contributed to the employment rate of the programme graduates.
* *Importance of flexibility*: Individual case management was very effective in supporting the rehabilitation and return of VMLR to their communities. UNIRP provided support with flexibility in training options and support based on the needs and circumstances of every individual. For example, more than 25 VST drop-outs were allowed to re-enrol into the programme with the opportunities of changing their training option to ME for better opportunities of livelihood as a result of career counselling and mentoring by dedicated UNIRP staff. Although it was time consuming to assess every individual, this flexible case management system contributed to the success of the programme. This was a need based sustainable approach which was termed as enrolment of drop-outs and option switching.
* *Benefits of timely support and intervention*: Community rejection, lack of support from friends and family members and unemployment were cited as the major risk factors of unsuccessful reintegration of VMLR. The programmes experience showed that appropriate and timely support and intervention in six months after graduation from training played an important role in addressing those risks. The lesser the gaps period for programme interventions and support, lesser the risks.
* *Building a supportive community*: Increasing the number of graduates who were successfully employed, running their businesses, or providing health-related services in their communities contributed to enhancing the social perception of VMLR. In addition, private sector involvement was required where the business community, known as non-political, could significantly support the rehabilitation of the participants in various ways.
* *Taking the UNCT Approach*: The UN interagency approach (UNDP, UNICEF, UNFPA and ILO) to programme development and implementation was successful in optimizing significant institutional strength, comparative advantages and developing synergetic outputs. Nevertheless, this could only work to its full optimal with all project staff, no matter from which agency, sharing the same project office and with clear reporting and management lines.
* *Effectiveness of Knowledge Sharing*: Adaption of international standards, lessons learned and best practices from other similar programmes proved to be extremely useful for the case of Nepal. This included for example parity in terms of assistance support to ex-combatants across the different training and support packages; providing material support and not cash to verified minors (child soldiers in other countries); equal support to both men and women and ensure women have access and control over their support.

UNIRP compiled a set of four Knowledge Documents that also summarized the key lessons learned and best practices of four major areas of the programme, including topics on the UN “Working as One” approach, psychosocial support, gender support and conflict sensitivity.

## Indicator Based Performance Assessment

Outcome 1: VMLR were supported in their socio-economic rehabilitation through individual rehabilitation option packages.

There was no baseline information and no information on how many VMLR would participate in the programme because rehabilitation was offered on a voluntary basis. Based on this, it was impossible to reach 100% participation from VMLR.

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| **PRIORITY CLUSTER A. Cantonment/Reintegration** |
| **Strategic Result** | **Contributing Outputs** | **Verifiable Indicators** | **Baseline (by year)** | **Milestones and Target (by year)** | **Current / Final Status** |
| ***The Government of Nepal and Maoist Army had the capacity to meet the CPA and AMMAA commitments for the cantonment, discharge, integration and rehabilitation of the Maoist army*** | A strategy was implemented to facilitate the Maoist army discharge and provide rehabilitation assistanceOrderly discharge of VMLR from Maoist army cantonments in line with the AMMAAVMLR were supported in their socio-economic rehabilitation and reintegrated into civilian communities with suitable livelihood options consistent with inline established global standardsCommunities engaged in supporting the rehabilitation of VMLR participantsThe UN was a strategic partner to the GoN that played a key role in providing rapid response to cantonment management, registration & verification, discharge & rehabilitation of Maoist Army Personnel | * 1. % of VMLR successfully discharged with UN support
 | * 1. 0 out of 4,008 registered VMLR in Dec 2007
 | * 1. 4,008 of VMLR registered and discharged by 23 March 2010
 | * 1. The discharge process began on 8th Jan 2010 and completed on 23rd March 2010
 |
| * 1. A timely offer and start of the rehabilitation assistance to discharged combatants
 | * 1. No rehabilitation programme (Dec 07)
 | * 1. Effective start date of the rehabilitation programme was 08 Jan, 2010
 | 1.2 Toll-free phone line as first line of contact for VMLR and five regional offices were opened on the 8 January, 2010 and closed in August 2011 (end of enrolment in Sep 2012). |
| * 1. % of VMLR that participated in the rehabilitation programme offered by the UN (disaggregated by gender)
 | * 1. 0% (2008)

100% of VMLR needed rehabilitation support. 40% of the 4,008 were absent during the discharge ceremony (discharge database 2011)30% of the VMLR participants were women and girls (2011) % of the women combatants | * 1. 31% (1,252) of 4008 VMLR received rehabilitation support (Dec 2010)

54% (2,149) of 4,008 VMLR received rehabilitation support (Dec 2011)54% (2,149) of 4,008 VMLR received rehabilitation support (May 2012) | 1.3 56% (2,234) of 4008 VMLR enrolled and supported for rehabilitation by end of Dec 2012 (38% women 62% men ) |
| 1.4 % of VMLR participants enrolled in rehabilitation programme received psychological support | * 1. 70% of VMLR participants had psychosocial needs
 | * 1. 30% of VMLR with psychological needs benefited from psychosocial support
 | 1.41,373 or 54 % of those who received career counselling in the initial stages (2,539) were assessed and received psychosocial support.22% of VMLR participants received regular follow-up psychosocial support.Referral mechanism set-up cases requiring longer term support from counsellors and community psychosocial workers. |
| * 1. % of VMLR engaged in constructive livelihoods six months after the completion of the rehabilitation training (disaggregated by gender)
 | * 1. 0% (2008)
 | 1.538% (470) of 1,252 completed training (Dec 2010)48% (1,040) of 2,149 completed training (Dec 2011)62% (1,330) of 2,149 completed training (May 2012) | 1.51,802 (81%) out of 2,234 VMLR completed their training with 71% of them employed or have started their own business |
| * 1. Communities perception of the local impact of the rehabilitation process
 | * 1. N/A
 | 1.670% of communities was positive by April 2012 | 1.6Through field monitoring missions and tracing families of the VMLR, it was found that more than 70 % of the local communities are positive.  |
| * 1. % of VMLR participants who reported being rehabilitated in their families and communities without stigmatization
 | 1.70% (2008) | 1.797% of VMLR participants reported as being “happy” in their community (September 2013) | 1.7Results were retrieved from a UNIRP Post-Rehabilitation and Participant Satisfaction Survey, Final Report, September 2013 |
| * 1. The UN provided and deployed quick and strategic assistance and support to the GoN
 | 1.8The UN was seen by the parties as a neutral and strategic partner to support the CPA and AMMAA commitments for the cantonment, discharge, and rehabilitation of the Maoist army (2007) | 1.8Provisions provided by UN agencies were timely, neutral and technical assistance was offered along the different steps of the cantonment, discharge, integration and rehabilitation of the Maoist army personnel | 1.8Rapid deployment of registration teamUpon request from GoN, winter clothing was procured and delivered to cantonments over a period of three months. It involved procurement of goods in China and their shipment to NepalA UN Technical and logistic team of 60 staff were hired, trained and deployed in less than two weeks to conduct the discharge of 4,008 VMLR Regular coordination meetings with Special Committees (SC) MoPR and partner agencies Provided technical assistance to MoPR and SC on integration and rehabilitation |

## Cross Cutting Issues

The cross cutting issues of the programme were prioritized and dealt with in a timely manner. The programme had no access to the VMLR and could not develop profiles to identify their needs prior to the discharge process. It was therefore necessary for the programme to remain flexible and adapt throughout. Most of the cross cutting support was completed in 2012 but UNIRP continued to provided gender specific support to programme graduates and their family members 2013.

### 7.1 Sustainability of the Project

The majority of the participants completed their training or education programme during the first two years of the programme. However, the programme was subsequently extended to July 2013 because of the need to follow up with graduates in order to ensure that they were engaged in sustainable livelihood opportunities. The extension covered two major activities: the first was to conduct a tracing of the individuals and to provide continuous programme interventions, and the second was to engage in monitoring and follow up for the last six months.

Since the fundamental principle for sustainability was based on accommodating individual needs, one of the major programme interventions was to conduct individual needs assessments through which further support was recommended. This was a part of the individual case management system, in which staff assessed the needs of a participant on a case-by-case basis and supported them accordingly within the various programme intervention initiatives while also showing flexibility for the individual’s needs.

One of the challenging tasks for the successful socio-economic rehabilitation of the VMLR was a result of the heterogeneous social structure, diverse culture, limited employment opportunities, and poor absorptive capacity in the labour market as well as a depleted economy in Nepal. To ensure successful rehabilitation, participants were provided with a range of programmes and services, including career counselling, psychosocial support, life skills training, work skills training, entrepreneurship workshops, business mentoring, and civic education.

Participants received additional support based on individual needs assessments. It included BPS, which involved the provision of in-kind support, such as tools and material, as well as Refresher Skills Training, which lasted up to three months as per the needs of the individual. For those participants who wanted to divert their business, or run two businesses simultaneously, Diverse Support was also provided, which helped them increase their earnings and sustain their businesses. For VST participants, ELS was provided to help create employment linkages, expand participants’ businesses, enhance their skills, and establish their own business.

UNIRP and the Youth and Small Entrepreneur Self Employment Fund (YSESEF), under the Ministry of Finance signed a memorandum of understanding in October 2012, which enabled UNIRP graduates to access affordable loans to sustain and expand their businesses. UNIRP and YSESEF organized 14 joint orientation workshops in Panchthar, Ilam, Morang, Dhankuta, Makawanpur, Kathmandu, Kaski, Rupendehi, Dang, Surkhet, Banke, Kailali, Kanchanpur, and Dadeldhura. Altogether, 738 programme graduates, the YSESEF district focal person, banks and financial institutions attended.

##### 7.1.1 Capacity Development

As part of the UNIRP Phase-Out Strategy, capacity building of relevant government staff and officials took place during the final months in consultation with MoPR. It primarily included capacity building sessions leading to the final caseload handover to the GoN. The process involved discussions identifying government initiatives that could provide on-going support to VMLR, as well as training seminars for MoPR technical staff on managing the database and information management system. As part of the handover, UNIRP had integrated a “Case Closure” module to DDR-IMS to ensure that data on each VMLR had been fully entered before the files were closed. It is worthy to note DDR-IMS can be replicated for similar programmes elsewhere and serve as an important contribution to other peace building efforts around the world.

##### 7.1.2 Sustainability Strategy

A six-month extension was necessary for UNIRP to exercise a gradual and coordinated withdrawal plan to ensure that the programme’s graduates maintained sustainable livelihoods. In September 2012, a workshop was held on Peace Sensitivity in the UNIRP Phase-Out Strategy, where concerns were raised over the issues of the political commitment and government ownership regarding the success and sustainability of the programme. During this time, UNIRP worked closely with relevant agencies to provide follow-up services for the beneficiaries and transfer responsibilities, information and experience of the programme. It was important to offer a combination of on-going services so that the successful graduates could sustain their jobs and businesses. The extension also allowed the education participants to complete their studies by December 2014. For fresh graduates, it was also critical to identify other programmes for effective linkages with potential local and national level initiatives and organizations. The programme managed to coordinate possible referral of programme graduates with GoN’s MoPR, Care International, EVENT, the Emergency Peace Support Program, as well as the Helvetas Nepal, in order to ensure their long-term success. During this time, UNIRP focussed its efforts on providing continued M&E and required support services.

###  7.2 South-South Cooperation

Within the first week that UNMIN was established in January 2007, the UNCT requested the support of the UNDP-Afghanistan in December 2006 to register the ex-combatants from the cantonments and satellite camps because there were no individual profiles. As part of a south-south collaborative effort, UNDP-Nepal requested help on the registration process from the Afghan New Beginnings Programme (ANBP), a UNDP programme that had been established to assist the Government of Afghanistan in the DDR of the Afghan Military Forces (AMF). Under the direct supervision of the Office of Personal Representative of the Secretary-General (OPRSG), an international team of 10-members provided training to specialist staff from UNMIN, UNDP and UNICEF on the registration process, which involved acquainting them with a personnel and weapons recording database and reporting system, as well as providing training and briefings to the UN Monitoring Teams.

As demonstrated by the contributions of UNDP Afghanistan, collaboration was essential for the success of Nepal’s registration process. In January 2007, the UN team conducted the registration of the Maoist combatants and continued the verification process that began in June 2007 under the guidance of the Joint Management Coordination Committee (JMCC). Teams were composed of UNMIN arms monitors, UNDP registration experts and UNICEF child protection officers who carried out interviews with the Maoist ex-combatants. UNMIN - with the support of UNDP and UNICEF - then led the verification and identification of combatants in the cantonment sites.

Another example of south-south cooperation was the practices used by other UN programmes in addressing issues of conflict sensitivity. Although it was not an explicit objective of the programme, it was necessary to address the risk of former combatants who were causing unrest, returning to armed opposition, or joining criminal groups. Within this context, it was essential for the UN and the GoN to manage the rehabilitation support in such a way that it would not create negative side effects that would affect peace and stability in Nepal. Drawing upon practices throughout other UN programmes, mainstreaming conflict-sensitivity in the UNIRP was a pilot effort developed by UNDP’s Peace Building and Recovery Unit in 2010 and implemented by UNDP, the Resident and Humanitarian Coordinator’s Office (RHCO) and UNICEF through the Interagency Conflict Sensitivity Initiative.

Gender-specific support initiatives of UNIRP were also recognized as one of the good practices DDR experts had observed at the field level. In May 2011, a five-day rehabilitation training workshop was held in partnership with Folke Bernadotte Academy, Sweden and Interagency Working Group (IAWG), Geneva. It provided an opportunity for UNIRP to share its lessons learned and good practices, as well as to strengthen the capacity of UNIRP staff and partners on international rehabilitation standards and good practices used elsewhere. More than 50 participants from UN interagency partners and CAAFAG’s IPs participated in the workshop. As a by-product of this workshop, IAWG on DDR, Geneva provided financial support to UNIRP’s gender-specific programming by channelling $155,000 for strengthening the programme’s gender-specific activities.

**United Nations Peace Fund for Nepal**

**Revised Project Budget**

**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

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| **REVISED PROJECT BUDGET** |
| **CATEGORIES** | **Budget as per the last Revision ( Rev 4)** | **Revised Budget**  |
| **UNDP** | **UNICEF** | **ILO** | **UNFPA** | **TOTAL** | **UNDP** | **UNICEF** | **ILO** | **UNFPA** | **TOTAL** |
| 1.       Supplies, commodities, equipment and transport | 431,657 | 32,657 | 4,879 | 0 | 469,193 | 431,657 | 32,657 | 4,879 | 0 | 469,193 |
| 2.Personnel (staff, consultants and travel) | 3,630,698 | 540,863 | 171,456 | 68,131 | 4,411,148 | 3,630,698 | 540,863 | 171,456 | 68,131 | 4,411,148 |
| 3.       Training of counterparts | 68,025 | 329,743 | 113,608 | 18,169 | 529,545 | 68,025 | 329,743 | 113,608 | 18,169 | 529,545 |
| 4.       Contracts | 3,136,797 | 1,820,516 | 0 | 185,871 | 5,143,185 | 3,136,797 | 1,789,569 | 0 | 185,871 | 5,143,185 |
| 5.       Other direct costs  | 739,264 | 0 | 5,790 | 12,622 | 757,676 | 739,264 | 0 | 5,790 | 12,622 | 757,676 |
| **Sub-Total : Project Costs** | **8,006,441** | **2,723,779** | **295,733** | **284,793** | **11,310,747** | **8,006,441** | **2,692,832** | **295,733** | **284,793** | **11,310,747** |
| **Contribution from BCPR** | 693,000 |   |   |   | 693,000 | 693,000 |   |   |   | 693,000 |
| **Total UNPFN Funded Project Cost** | **7,313,441** | **2,723,779** | **295,733** | **284,793** | **10,617,747** | **7,313,441** | **2,692,832** | **295,733** | **284,793** | **10,586,799** |
| Indirect Support Costs  (7 % of Sub-Total Project Cost)\* | 511,941 | 190,665 | 20,701 | 19,936 | 743,243 | 511,941 | 188,499 | 20,701 | 19,936 | 741,077 |
| **GRAND TOTAL UNPFN Funded Project Cost** | **7,825,383** | **2,914,443** | **316,434** | **304,729** | **11,360,989** | **7,825,383** | **2,881,331** | **316,434** | **304,729** | **11,327,877** |

\* Is not charged against the UNDP/ BCPR funding..

**UN Interagency Rehabilitation Programme – Detailed Budget Analysis**

The table below shows the change in budget from the last project revision (REV3 and Rev 4: US$11,851,717 from Feb 2013) to the new total of US$11,327,877. It reflects internal budget adjustments and refund of the unspent funds by UNICEF (totalling US $ 33,112)

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| **UNIRP Budget Analysis including internal adjustment of fund within different budget line of UNDP for 2014**  |
| **Budget Items by Category** | **Revised Budget after Project Extension** | **Ratio**  |  **Surplus fund refunded to Donor (2014)**  | **Total Revised Budget (Rev- 4)**  |  **Surplus fund available for refund from UNICEF in 2015**  | **Total Revised Budget after refund of surplus fund (UNICEF/UNFPA)**  | **Ratio** |
| **($11.85M)**  **including for the extended period until Dec 2014**  |
| **1. Direct Supports to Programme Participants** |  |  |  |  |
| 1 | *Rehabilitation Packages (Education and training services to ex-combatants)* | 3,430,256 | *27.34%* | -401,894 | 3,028,362 | -30,946 | 2,997,416 | *24.94%* |
| *1* | *Education for Community Youth: 1 vulnerable from community receives education support for every 2 ex combatants* | *37,800* | *0.30%* |  *-*  | *37,800* |  | 37,800 | *0.31%* |
| *1* | *Refresher Training to Graduates to enhance their skill in accordance with labor market demand* | *69,273* | *0.55%* |  *-*  | *69,273* |  | 69,273 | *0.58%* |
| *1* | *Three meal/day to ex combatants during training* | *402,227* | *3.21%* |  *-*  | *402,227* |  | 402,227 | *3.35%* |
| *2* | *Registration, Stipend and Transport to ex-combatants* | *231,457* | *1.85%* |  *-*  | *231,457* |  | 231,457 | *1.93%* |
| *2* | *Gender Specific Support to Programme Participants*  | *200,000* | *1.59%* |  *-*  | *200,000* |  | 200,000 | *1.66%* |
| *2* | *Specific Support for Girls in Education Away from Home* | *125,000* | *1.00%* |  *-*  | *125,000* |  | 125,000 | *1.04%* |
| **Sub Total of Direct Support to Programme Participants** | **4,496,012** | *35.84%* | -401,894 | 4,094,118 | -30,946 | 4,063,172 | *33.80%* |
|
|  **2. Additional Direct Benefits and Services**  |  |  |  |  |
| *2* | *Training of Counterparts (Implementing partners)* | *497,816* | *3.97%* |  | *497,816* |  | 497,816 | *4.14%* |
| *2* | *Psychosocial Support (Services to ex-combatants by National Specialized agencies)* | *459,410* | *3.66%* |  | *459,410* |  | 459,410 | *3.82%* |
| *2* | *Community-based Social Integration (Peace building, life skill and reconciliation activities)* | *407,750* | *3.25%* |  | *407,750* | 407,750 | *3.39%* |
| *2* | *Public Information and Sensitization (including direct SMS and participants tracking)* | *56,438* | *0.45%* |  | *56,438* |  | 56,438 | *0.47%* |
| *3* | *Toll Free online counseling and referral services (Toll Free counselors-4)* | *28,532* | *0.23%* |  | *28,532* |  | 28,532 | *0.24%* |
| *3* | *Psychosocial Services (Regional Psychosocial counselors (5) and assistant counselors (5) for 5 regional offices)* | *110,000* | *0.88%* |  | *110,000* |  | 110,000 | *0.92%* |
| *3* | *Career Counseling Services (Career Counselors -5 and assistants counselors-10 for five Regional Offices)* | *451,220* | *3.60%* |  | *451,220* |  | 451,220 | *3.75%* |
| *3* | *Rehabilitation design, implementation and coordination of training services (National Officer-1)* | *73,083* | *0.58%* |  | *73,083* |  | 73,083 | *0.61%* |
| *3* | *Education referral, coordination and monitoring services (Education referral and coordination support officers)*  | *119,500* | *0.95%* |  | *119,500* |  | 119,500 | *0.99%* |
| *2* | *Microenterprise services (Microenterprises coordinator for 5 Regional Offices)* | *80,491* | *0.64%* |  | *80,491* |  | 80,491 | *0.67%* |
| *2* | *Gender support and coordination (UNFPA- National Officer-1)* | *26,200* | *0.21%* |  | *26,200* |  | 26,200 | *0.22%* |
| *2* | *Employment referral and linkages (\*National Officer-1 and \*International Consultant-1)* | *168,546* | *1.34%* |  | *168,546* |  | 168,546 | *1.40%* |
| *2* | *Outreach, business counseling and Mentoring including Programme Monitoring* | *438,266* | *3.49%* |  | *438,266* |  | 438,266 | *3.65%* |
| *2* | *Capacity Development of Vocational Training Service Providers (ILO Direct programme staff salary)* | *113,383* | *0.90%* |  | *113,383* |  | 113,383 | *0.94%* |
| *2* | *Regional office operational and security cost* | *591,183* | *4.71%* |  | *591,183* |  | 591,183 | *4.92%* |
| **Sub-total of Additional Direct Benefits and Services** | **3,621,817** | *28.87%* |  | **3,621,817** |  | **3,621,818** | *30.13%* |
| **3** |  **Indirect services (Programme Management, FO coordination, M&E and database services)**  |  |  |  |  |  |  |  |
| 3 | *Programme Management and support staff cost* | 1,969,470 | *15.70%* |  -  | 1,969,470 |  | 1,969,470 | *16.38%* |
| *( 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 Assistent-1/ UNICEF- international staff-1 on cost sharing basis, National Programme officer-1, finance assistant-1/ ILO- Programme Assistent-1, Driver-1 and short term international consultant-1 /UNFPA- National Officer-1,* |
| 3 | *IT and database:* | 110,986 | *0.88%* |  -  | 110,986 |  | 110,986 | *16.02%* |
| *UNDP- \*Data Base officer -1, associate-1 /UNICEF- Database associate -1,* |
| 3 | *Information Management and monitoring Cost: UNDP -International -1, \*National Monitoring Officer-1* | 354,671 | *2.83%* |  -  | 354,671 |  | 354,671 | *2.95%* |
| 3 | *Support staff to UNMIN for monitoring in Cantonments until Jan-2010* | 82,200 | *0.66%* |  -  | 82,200 |  | 82,200 | *0.68%* |
| 4 | *Supplies, commodities, equipment and transport* | 445,669 | *3.55%* |  -  | 445,669 |  | 445,669 | *3.71%* |
| 4 | *Office Rent & Ops (includes communications and security costs of offices)* | 162,595 | *1.30%* | -56,730 | 105,865 |  | 105,865 | *0.88%* |
| 4 | *Miscellaneous* | 166,049 | *1.32%* |  -  | 166,049 |  | 166,049 | *1.38%* |
| 4 | *Field office Managers: UNDP- UNV Regional Office Managers-4* | 359,900 | *2.87%* |  -  | 359,900 |  | 359,900 | *2.99%* |
| **Sub-Total of Indirect services** | ***3,651,541*** | ***29.11%*** | ***-56,730*** | ***3,594,811*** | ***0*** | ***3,594,810*** | *29.90%* |
| **A** | **Total Programme Costs** | **11,769,370** | *93.82%* | **-458,624** | **11,310,746** | ***-30,946*** | ***11,279,800*** | *93.84%* |
| **B** | **Agencies Corporate Overhead (7%)** | 775,346 | *6.18%* | **-32,104** | ***743,243*** | ***-2,166*** | ***741,077*** | *6.16%* |
| **C** | **Grand Total Programme Cost (A+B)** | **12,544,717** | *100.00%* | **-490,728** | ***12,053,989*** |  | ***12,020,877*** | ***100.00%*** |
| **D** | **Total Contribution from UNPFN (C-E)** | 11,851,717 | *94.48%* | **-490,728** | ***11,360,989*** | ***-33,112*** | ***11,327,877*** | ***94.24%*** |
| **E** | **Total Contribution from UNDP BCPR\*\*** | 693,000 | *5.52%* |  -  | ***693,000*** |  | ***693,000*** | ***5.76%*** |

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| \*\* Subtracted here as 7% indirect cost is not applied to this funding.  |
|  *Percentage figures are calculated against the total budget including BCPR funding* |

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**ANNEX:**

**Annex-A:** Independent Evaluation Report

**Annex-B:** Knowledge Management Documents

**Annex-C:** Post Rehabilitation and Participant Satisfaction Survey

**Annex-D:** Fragile Femininities, Violent Masculinities? Gender in the reintegration of Maoist ex-combatants in Nepal, Laura Ronkainen, Department of Political Science and Contemporary History, University of Turku, March 2013

**Annex-E:** 4 Success Stories (1 representing each of the rehabilitation packages)

**Annex-F:** Review of Reintegration Programme by BCPR

1. In 137 education dropouts, 42 Migrated, 23 not in contact and 50 working or engaged in economic activities [↑](#footnote-ref-1)
2. 1759 are those who have completed training under VST, ME and Health option. 25 graduates under vocational skills training refused jobs offered, because they have income from other sources. The employment rate will rise to 73% if these are considered as employed. [↑](#footnote-ref-2)
3. Verified Minors and Late Recruits (VMLR) were initially referred to by government officials and media as “*disqualified*”, after they were verified as minors or as later recruits (recruited after the signing of CPA). The Nepali translation of the word “disqualified”, (‘*aayouga*’ in Nepali), however, has negative connotation as it means ‘*incapable*’ in Nepali. This ‘title’ was resented by the VMLRs as they did not regard themselves as incapable (of being People’s Liberation Army). Moreover, according to many VMLRs accounts, they felt disgraced to go back to their community and family tagged as ‘*aayouga*’ or *‘incapable’*. The UNIRP project managed to popularise the term ‘Verified Minors and Late Recruits (VMLR)’ to address the minors and late recruits at the later stage. [↑](#footnote-ref-3)