

Progress Report - 2008

Human Security Fund Project: Basic education/Literacy, Income Security and Employment for Vulnerable People including Children and Women in Bhutan

Administrative Agent: UNDP Bhutan

United Nations Children's Fund
United Nations Development Programme
United Nation's Population Fund
World Food Programme

March 2009

Section 1: Basic data/Summary

1. **Date of submission:** 27 March 2009
2. **Benefiting country and location of the project:** Bhutan (Chukha, Dagana, Lhuntse, Mongar, Samtse, Thimphu and Zhemgang Districts)
3. **Title of the project :** Basic education/Literacy, Income Security and Employment for Vulnerable People including Children and Women in Bhutan
4. **Duration of the project:** 30 months, November 2007 to April 2010
5. **UN organization responsible for management of the project:** UNDP Bhutan
6. **UN executing partners:** UNDP, UNFPA, UNICEF and WFP
7. **Total project cost (including Programme Support Cost):** US \$ 2,175,449.10

Budget Details in US \$

Agency	Project cost	PSC	Total project budget
UNDP	1,018,000.00	71,260.00	1,089,260
UNFPA	117,000.00	8,190.00	125,190
WFP	402,000.00	28,140.00	430,140
UNICEF	476,000.00	33,320.00	509,320
<i>Sub-total:</i>	<i>2,013,000.00</i>	<i>140,910.00</i>	<i>2,153,910.00</i>
AA-fee:	-	-	21,539.10
Total:	-	-	2,175,449.10

8. **Reporting period:** 01 November 2007 to 31 December 2008
9. **Type of report :** 1st Progress Report

10. Executive summary

Objective I: Construction of hostels with separate matron quarters in the two schools in Dagana and Zhemgang Districts have begun in 2008 which once complete will provide facilities for 637 students per year including 295 girls and 342 boys in rural areas. Twenty nine district education officers and relevant teachers have been trained on improvement of implementation of school feeding programmes and other related procedures. Capacity building of teachers and education officials on child friendly school (CFS) has begun. Five CFS schools have been identified in Mongar, Zhemgang and Dagana districts while the work on developing CFS teaching learning materials and reviewing monitoring tools to make them child friendly have already begun.

Objective II: Under the output "improvement of the school sanitation and environment", 62 cooks were trained in nutritional cooking and proper storage of food contributing to the provision of nutritious meals for 8,688 students including 4,103 girls and 4,585 boys. Preliminary activities of establishing kitchens with fuel efficient stoves and food storage facilities have begun at 6 schools. This will lead to improved hygiene and sanitation in the kitchen and stores. Forty eight school health coordinators were trained on safe health and hygiene practices and are now actively contributing to raising awareness on these issues within the school and the nearby communities. Activities initiated on building latrines in four schools each in Mongar and Samste Districts and on clean drinking water schemes in 10 schools in Dagana and Zhemgang Districts were also completed.

Objective III: Over 1500 Non-Formal Education Centres (NFE) learners have enrolled in the post literacy course in the four districts (Zhemgang, Mongar, Samtse and Dagana) and have acquired essential knowledge on good parenting skills, life skills, early detection of childhood disabilities, etc. which will improve the quality of their life as well as their children's lives. Further, 485 NFE instructors were trained on conducting classes on life skills based education, adult teaching, HIV/AIDS etc.

Under the "One village-one product" concept, a needs assessment study has been completed that ascertained appropriate villages to work with based on their resource and skills potential, artisans, requirement for necessary tools and equipments and also the availability of village-based skills training instructors. Accordingly the preparations for the training have been completed and will be rolled out in 2009. The toolkits procured as part of the activity has been earmarked for distribution to the identified artisans during the training.

The sites for 6 Community Information Centers (CICs) have been identified based on the availability of electricity, telephone connectivity and road access. In line with the public-private partnership approach taken for the management of the information centres, the Department of Information Technology selected appropriate entrepreneurs to operate the centers. The UNV ICT specialist has been recruited and is assisting in the preparation of the management manuals of CICs.

Objective IV: As part of the support provided by the project the Bhutan Development Finance (BDFC) Corporation has initiated providing micro finance services for the rural households. In this connection the BDFC also carried out a participatory assessment on the needs and utility of micro finance services among rural poor households, particularly women. Based on the report, client oriented and easily

accessible micro finance products and services were identified and training manuals on credit management for staff developed supported by the UNV micro credit specialist recruited under the project.

Objective V: A study on in-depth analysis of existing job counseling and job search programmes was conducted and the recommendations of the report endorsed for implementation. The UNV counseling specialist recruited under the project contributed to developing and strengthening the job-matching and counseling services through the website offering such services through the integrated One Stop Service Center, In addition an employer’s forum on occupational Health and Safety Standards targeting supervisors/managers was conducted in December 2008 while the thematic forums for employers and job seekers are being planned for 2009.

Objective VI: RENEW, a local NGO completed documenting the voices and reflections of rural women, the first of its kind in the kingdom that illustrates the lives of women in various occupation and the local culture they live in. RENEW also established a woman support network through NFE classes in the rural and most remote villages.

The project also supported the Textile Museum in organising the Crafts Festival 2008 to enhance linkages between rural producers and urban marketing centers. As part of the festival a number of training programmes on quality improvements of handicrafts were conducted for rural artisans too together with another NGO -the Handicraft Association of Bhutan (HAB).

Support to the Youth Development Fund (YDF), another NGO facilitated: providing 6 poor students with scholarships to pursue basic education, training of 4 recovering addicts to manage the “drop in center” established by the YDF in Thimphu; skills training of 13 girls from the YDF managed Souvenir Production Centre in Punakha; development of curriculum for vocational training for the Draktsho Vocational Training Institute for the Disabled; and the review of the Non-Formal Education (NFE) curriculum for the Special Needs Education. The NFE instructors were trained in the identification of people with disabilities (PWD) and a training on “Youth and Social Work in Our Communities” was organized in 5 districts while 22 youth from across the country competed for the National Golden Youth Award in 2008.

List of abbreviations and acronyms

ADEO	Assistant District Education Officer
CFS	Child Friendly School
CICs	Community information Centres
CPS	Community Primary School
DEO	District Education Officer
DSE	Department of School Education
DYS	Department of Youth and Sports
M&E	Monitoring and Evaluation
NFCED	Non Formal and Continuing Education Division
NFE	Non Formal Education
PHED	Public Health Engineering Division
WASH	Water and Sanitation
MoEA	Ministry of Economic Affairs
MOIC	Ministry of Information and Communications
MoLHR	Ministry of Labour and Human Resources

YDF	Youth Development Fund
PWD	People with disabilities
NFE	Non-Formal Education
RENEW	Respect, Educate, Nurture and Empower Women

Section II: Purpose

This section is a summary of the project as approved in the project document.

a. Main objectives and outputs expected as per the approved project document;

Objectives	Outputs
Objective I: Improved access and 15 child-friendly schools resulting in higher enrolment and completion of rural children, girls and boys, in primary education. (WFP / UNICEF)	1) Improvement of facilities for three selected boarding schools in vulnerable/food insecure areas. (WFP)
	2) Quality enhancement training for district education officers and relevant teachers of remote and rural districts and schools (WFP)
	3) Capacity building of district education officers, assistant education officers, evaluation and monitoring officers and teachers of 15 selected community primary schools to implement and manage child friendly schools. (UNICEF)
	4) Monitoring and participatory assessment for continuous quality enhancement (WFP and UNICEF for both Output 1 and 2)
Objective II: Provision of clean drinking water in 20 community schools, latrine in 8 schools and kitchens with fuel stoves to improve school sanitation, and environment in 14 selected rural schools (WFP / UNICEF)	1) Improvement of the school environment related to feeding (WFP)
	2) Provide capacity-building assistance to Ministry of Education. (WFP)
	3) Provision of latrine in 8 selected community primary schools as the community's environment and sanitation models (UNICEF)
	4) 20 selected schools in remote communities are provided with clean drinking water. (UNICEF)
	5) Awareness on the importance of inclusive education, and health/sanitation (hygiene, waste management, use of latrines, etc.) raised in the unreached communities. (UNICEF)
Objective III: Increased knowledge, skills and income of rural poor households through the provision of non-formal education, village skills training and the establishment of a network of Integrated Community Development Centres (UNICEF / UNFPA / UNDP)	1. Increased outreach and quality of non-formal education (NFE) in targeted rural communities (UNICEF)
	2. Provision of reproductive health, HIV/AIDS and gender classes as part of NFE
	3. Community income /employment generation programme using "One village-one product" model through formation of locally available resource persons, who will serve as village skills' instructors and organize village skills/product/market development courses covering 50 villages.
	4. Provision of access to information, knowledge and relevant

	market information, public documents/forms and learning materials through enhanced communication facilities and local human capacities.
Objective IV: Micro finance services for the rural poor households, particularly women, improved reaching the unreached. (UNDP/ UNV)	1. Participatory assessment on the needs and utility of micro finance services among rural poor households, particularly women
	2. Increased quality and outreach of microfinance services (credit and saving) through enhanced capacity of BDFC outreach staff.
	3. Enhanced financial management capacity of rural farmer groups, cooperatives and SMEs.
Objective V: Increased jobs, self-employment and small business to reduce unemployment, particularly among youth and women. (UNDP/ UNV)	1. In-depth analysis of existing job counselling and job search programmes in rural and urban areas of Bhutan in both formal and informal settings
	2. Development of job matching and counselling programmes linking the supply side and demand side
	3. Development and implementation of “Apprenticeship and Business advisory Programme” through involvement of local entrepreneurs of both small-mid scale enterprises and larger scale enterprises.
	4. Development and implementation of “IG (Income Generation) Start-up Support Programme”, with supporting package including technical training, equipment & raw materials, and start up seed grant, for estimated 50 unemployed/new business starters and/or small enterprises which will provide employment opportunities to the unemployed.
Objective VI: Capacity of civil society organisations enhanced in supporting vulnerable populations and promoting gender equality (UNFPA/UNDP)	1. Capacity of national NGO, “Respect, Educate, Nurture and Empower Women (RENEW)” strengthened in promoting gender equality, reproductive health, HIV/AIDS as well as in addressing gender-based and domestic violence.
	2. Capacity of handicraft training institutions (e.g, Handicraft vocational school, Vocational centre for disabled, Textile Museum and Textile Emporium) and local artisan groups strengthened with enhanced product quality and marketability.
	3. Support to national NGOs (Youth Development Fund) helping out-of-school children or youth due to poverty or other socio-economic difficulties to return to formal education system or to attend vocational training.

b. Reference to how the project aims to attain the human security objective;

The project focuses to empower and increase the level of human security of vulnerable people particularly children and women of rural Bhutan through addressing issues relating to rural poverty, illiteracy, school enrolment, maternal health, unemployment and HIV/AIDS .

In order to increase school enrolment in rural areas, particularly that of girls, the project supports construction of boarding schools with matron quarters and makes many schools in identified rural areas child friendly. Making schools child friendly will not only improve education quality but also access and retention of children especially in remote primary schools are improved. Life and livelihood skills acquired by the NFE learners will equip them with the knowledge and skills to effectively handle everyday problems and undertake economic activities to alleviate poverty. They would also have proper child rearing skills for better cognitive and emotional development of their children, and detecting children with disabilities in need of special education.

The water and sanitation support at schools will improve the health/hygiene environment for both children and adults in the selected communities. The premise is that improvement of sanitation facilities in schools contribute towards greater enrolment of girls in schools as per the regional (South Asia) findings which demonstrated that school enrolment rate of girls increases by up to 33% with provision of water and sanitation facilities.

The project aims to tackle poverty in rural areas through a holistic and multi-sectoral approach which includes empowerment of vulnerable population particularly women and children. It promotes targeted interventions tailored to the real needs of disadvantaged people and communities through providing access to information, micro finance services and introducing income generating activities. The Community Information Centers (CICs) supported by the project will provide knowledge, relevant market information, public documents/forms and learning materials for the villagers including farmers and small-scale entrepreneurs. Rural communities are supported with income generation initiatives with establishment of self help groups including most skilled and experienced local farmers, artisans and business persons. They are provided with necessary training and appropriate tools to improve the quality of their products and to penetrate new markets. With the help of the project, Bhutan Development Finance Corporation, the only institution in Bhutan providing micro finance support in rural areas, will expand its coverage to support remote rural areas and introduce new micro credit products to facilitate existing and new cooperatives/ associations of farmers and other producers.

The job matching and counseling programmes, upgraded with the support of the project effectively support both rural and urban unemployed youth to identify available job opportunities and encourage them to improve their skills based on the market requirements through vocational schools and other skill training courses. Further, income generation startup programme will provide seed capital and necessary equipment for the youth with necessary skills and entrepreneurship capabilities to start businesses and generate employment.

As a contribution to the ongoing initiatives to strengthen the civil society in Bhutan, having recently transitioned into a democratic form of government, this project provides knowledge and information to wider population on ill effects associated with gender based violence, substance abuse, HIV/AIDs diseases. This is strengthened through a support network, established among the teachers of the non formal education system and the community support groups. Voices of rural women in Bhutan, a document dedicated to the women of Bhutan was produced to document the lives of women living in the rural communities and raise awareness among decision makers, donor agencies and the wider community. Development of the handicraft industry including hand woven textiles through enhancing quality,

marketability and productivity will help rural artisans/ weavers mainly women to improve their quality of life through access to new markets and higher prices. The children at the *Draktsho* school for the disabled and the out-of-school children or youth due to poverty or other socioeconomic difficulties are direct beneficiaries of the project component implemented by the Youth Development Fund (YDF).

c. A list of the main implementing partners

A total of 13 Implementing Partners from government, non-governmental and financial institutes are involved in the implementation of the project as below:

Government agencies:

- a. Ministry of Education
 - Department of School Education (DSE)
 - Department of Youth and Sports (DYS)
 - Non-Formal and Continuing Education Division (NFCED)
- b. Ministry of Health
 - Public Health and Engineering Division (PHED)
- c. Ministry of Labour and Human Resources
- d. Ministry of Economic Affairs
- e. Ministry of Information and Communications

Financial institute:

- f. Bhutan Development Finance Corporation

Non-governmental Organization

- g. Handicraft Association of Bhutan (HAB)
- h. Respect, Educate, Nurture, Empower Women (RENEW)
- i. Youth Development Fund (YDF)

Section III: Results

1. Main activities undertaken

Objective I

- a) Hostels and matron quarters construction initiated in 3 schools to encourage higher school enrolment, particularly of girls.
- b) Training of district education officers and relevant teachers of remote and rural district schools to improve the quality of school feeding programmes.
- c) Child Friendly Schools (CFS) training of trainers completed for 22 school principals in eastern districts including Mongar and Zhemgang.

Objective II

- Fuel efficient stoves distributed to 14 schools, leading to improvement of school kitchen hygiene and reduction of firewood consumption.
- Kitchens and stores constructed in 6 schools
- Training of 62 cooks and store keepers to improve hygiene and quality of school feeding programmes completed.

- Pour flush latrines for 4 schools constructed
- Safe drinking water supply schemes in 10 schools, 4 in Dagana and 6 in Zhemgang Districts supported.
- 48 school health coordinators from the central region including Zhemgang and Sarpang districts trained to intensify school health programmes.

Objective III

- All NFE learners have been trained on life and livelihood skills, good parenting skills, sanitation and hygiene
- 485 NFE instructors, including those in Dagana, Mongar, Samtse and Zhemgang Districts, trained on life skills based education and appropriate teaching approaches for adult learners.
- A needs assessment exercise completed to identify appropriate villages, artisans, necessary tools & equipment and village skill instructors as local resource persons. Following the study, participants lists have been finalized, master craftsmen identified to be recruited as village skilled instructors and 180 sets of toolkits procured. Three training sessions will be conducted in January/ February in 2009.
- The sites for 6 Community Information centers were identified based on criteria such as availability of electricity, telephone connectivity and road access. To facilitate management of the CICs in a PPP approach, appropriate entrepreneurs to operate the centers have been identified. The UNV ICT specialist, is presently preparing necessary management manuals of CICs. Equipment for the 6 centres has been procured and distributed.

Objective IV

- The participatory assessment to identify needs and utility of micro finance services among rural poor households, particularly women has been completed. Based on the report, client oriented and easily accessible micro finance products and services have been identified and training manuals on credit management for staff have been developed.

Objective V

- An international consultant was recruited to conduct an in-depth analysis of existing job counseling and job search programmes. The UNV recruited to develop and strengthen job-matching and counseling services also helped the exercise. The resulting study report, “Strengthening Careers and Employment Counseling” was presented to the stakeholders including Ministry of Education, Ministry of Labour and Human Resources, National Commission for Women and Children, and the Parliamentary Committee on Labour and Employment and the recommendations endorsed for further implementation.
- The on-line job portal was also revamped and made user-friendly. The system now incorporates additional features enhancing the services provided at the One Stop Service Center, such as Job Search Tips for Job Seekers, Know Your Rights and FAQ.
- A Forum on Occupational Health and Safety Standards targeting supervisors/managers and Occupational Health and Safety representatives from private and corporate companies was organized in Phuentsholing in December 2008.

Objective VI

Activities undertaken by the Textile Museum/Handicraft Association

Support was provided to the Textile Museum to organize the Crafts Festival 2008 to enhance linkages between rural producers and urban marketing centers. As part of the festival, three training programmes on quality improvements of handicrafts were conducted for rural artisans.

Activities undertaken by YDF

- A curriculum for vocational training for the Draktsho Vocational Training Institute for the Disabled was developed
- The Special Needs Education curriculum for the NFE reviewed
- Six students were provided with scholarships to pursue basic education;
- Four recovering addicts are currently undergoing training at the “drop in center” established by the YDF in Thimphu,
- Thirteen girls have completed training from the YDF managed Souvenir Production Centre in Punakha
- NFE instructors were trained in the identification of people with disabilities (PWD).
- Training on “Youth and Social Work in Our Communities” was organized in 5 districts.
- Twenty two youth from across the country competed for the National Golden Youth Award in 2008.

Activities undertaken by RENEW

- Conducted awareness raising activities for rural women on gender, reproductive health and HIV/AIDs
- Conducted awareness raising campaign on Gender based violence, social, economical, and emotional challenges of the effects of HIV/AIDs
- A walk on preventing HIV/AIDs was organised generating high level of awareness on the issues
- An educational and advocacy material documentary on “Voices of women in Bhutan” is complete
- Advocated the status of women in Bhutan through launch and dissemination of the voices of Bhutanese women
- Established a women support network including rural areas through NFE teachers and community support groups
- The publication of the book titled “Reflections” was launched in October 2008 with participation from 60 women who came from very remote villages. For some, the visit made to the capital city was for the first time in their lives.

2. Progress towards the achievement of the outputs i.e. outputs accomplished and level of accomplishment (as measured against the stated outputs in the Detailed outputs, activities and resource framework)

Outputs	OVI s	Progress	Recommendations/Comments
Objective I			
1) Improvement of facilities for three selected boarding schools in vulnerable/food insecure areas (WFP)	Number of students benefitted	Construction work of 2 hostels with toilets, shower blocks and matrons' quarters started. Construction of the 3 rd school will start at the beginning of 2009	Due to the hike in the construction costs, WFP has topped up with other funds to meet the target of infrastructure improvement in 3 schools.
2) Quality enhancement training for district education officers and relevant teachers of remote and rural schools.(WFP)	Number of officers with the capability of enhancing quality of education	12 District Education Officers, 6 Assistant District Education Officers, 11 school Principals from rural districts trained	Training was conducted during the Annual Education conference
3)Capacity building of DEOs, ADEOs, M&E officers and teachers of 15 CPS to implement and manage child friendly schools (CFS). (UNICEF)	Number of DEOs, ADEOs, M&E officers and teachers trained on managing CFS.	22 head teachers of eastern districts including Mongar and Samste districts are skilled on CFS.	Principals and teachers of the remaining 10 schools from the 4 selected districts will be trained in 2009. The DEOs and ADEOs will receive separate training.
4)Monitoring and participatory assessment for continuous quality enhancement.(WFP)	Number of schools benefited from quality enhancement assessment	112 schools were monitored in 17 districts and action taken for quality improvements. The schools were monitored jointly with officials from Ministry of Education, Gross National Happiness Commission and respective district officers.	The findings from the monitoring trips were shared with the Implementing Partners for relevant follow-ups and any improvements in the system
Objective II			
1) Improvement of school environment related to feeding.(WFP)	Number of kitchens and stoves improved	Kitchen and stoves are being constructed in 6 selected schools in 5 districts 61 fuel efficient stoves distributed among 22 schools 24 electric cookers distributed	

		to 4 schools	
2) Provide capacity-building assistance to Ministry of Education.(WFP)	Number of cooks trained on nutritional cooking and hygiene Number of teachers trained on nutrition and warehouse management	62 selected cooks from various districts were trained on nutritional cooking and hygiene. 83 teachers of various schools from 18 districts were trained on nutrition and warehouse management	
3) Provision of latrines in 8 selected CPS as the environment and sanitation models (UNICEF)	Number of community latrine built	Construction materials for pour flush latrines for 4 schools procured	
4) 20 remote CPS provided with clean drinking water. (UNICEF)	Number of schools with clean drinking water	Construction materials were provided for constructing safe water supply schemes in 10 schools	
5) Selected remote communities are aware of inclusive education, health/sanitation and waste management. (UNICEF)	Number of communities enjoying improved healthy and hygienic environment	48 school health coordinators were trained on sanitation & waste management	
Objective III			
1) Increased outreach and quality of NFE in targeted rural communities (UNICEF)	Number of NFE learners with access to teaching learning materials on life skills education, HIV/AIDS, childhood disabilities etc. Number of NFE instructors trained on life skills, etc.	Over 3,500 NFE learners were provided with teaching learning materials & made aware of the issues. Almost 70% are women. 485 NFE instructors trained.	Refresher training course NFE instructors and regular supply of materials will be made to the NFE learners in 2009.
2) Provision of reproductive health, HIV/AIDS and gender classes as part of NFE	Number of trainers and NFE teachers trained on reproductive health and HIV/AIDS		Activities have been planned and will start at the beginning of 2009
3) Community	A consultant for	A consultant for product	Formation of village

<p>income /employment generation programme using “One village-one product” model through formation of locally available resource persons, who will serve as village skills’ instructors.</p> <p>Conducting skills/product/market development training in targeted villages</p>	<p>product development recruited</p> <p>Needs assessment completed</p> <p>Village skill instructors identified</p> <p>Improved tools and equipment provided</p> <p>Formation of village producers/ groups facilitated</p>	<p>development has been recruited and training will be starting from January 2009</p> <p>Needs assessment is complete and village skill instructors have been identified</p> <p>180 sets of improved tools procured</p>	<p>producers will start in January 2009 along with training</p>
<p>4) . Provision of access to information, knowledge and relevant market information, public documents/forms and learning materials through enhanced communication facilities and local human capacities.</p>	<p>UNV IT Specialist recruited</p> <p>Venues for CICs identified</p> <p>Number of CIC operators and users trained</p> <p>Management manuals prepared</p>	<p>UNV IT specialist has been recruited</p> <p>Venues for 6 CICs identified and equipment procured</p> <p>Preliminary arrangement activities for training of operators and users are complete</p> <p>Manuals are being prepared by the UNV</p>	<p>Identification of users, particularly NFE learners will be carried out jointly with other relevant implementing partners and UN partner agencies as discussed at the last steering committee meeting.</p> <p>Due to the price hike of computer equipment, Ministry of Information and Communications made a request to reduce the number of CICs to 06 from 10.</p>
Objective IV			
<p>1. Participatory assessment on the needs and utility of micro finance services among rural poor households, particularly women</p>	<p>UNV Micro Credit Specialist recruited</p> <p>Needs assessment completed</p>	<p>UNV Micro Credit Specialist has been recruited</p> <p>Needs assessment is complete</p>	
<p>2. Increased quality</p>	<p>Management and training manuals</p>	<p>Based on the findings of the needs assessment, management</p>	<p>Training of trainers will take place in first quarter</p>

and outreach of microfinance services (credit and saving) through enhanced capacity of BDFC outreach staff.	<p>developed</p> <p>Training of trainers completed</p> <p>Monitoring and evaluation mechanism for rural credit schemes established</p>	and training manuals are complete and the monitoring mechanism is being prepared by the UNV	of 2009 after completing the training manuals
3. Enhanced financial management capacity of rural farmer groups, cooperatives and SMEs.	<p>Financial management guidelines for rural SMEs and farmer groups developed</p> <p>Number of rural self-help groups benefitted from advocacy and training sessions</p> <p>Number of rural producer groups/ villagers benefitted from pilot micro finance schemes</p>	Financial management guidelines are being prepared by the UNV	
Objective V			
1) In-depth analysis of existing job counseling and job search programmes in rural and urban areas of Bhutan in both formal and informal settings	Analysis of job counseling and job search programmes completed	<p>A report on “Strengthening Careers and Employment Counseling” with recommendations to improve job counseling services has been prepared by an international consultant assisted by an UNV. The report has been presented to various stakeholders in the government, civil society and donor agencies.</p> <p>Key recommendations are being implemented.</p>	
2) Development of job matching and counseling	Number of school leavers and unemployed	A UNV was recruited to strengthen the job counseling services of the One Stop	Forums for job seekers will take place in 2009

programmes linking supply and demand sides	youth facilitated through job counseling and job fairs	Service Centre under the MoLHR. The on-line job portal has been reviewed and revamped to make it more user-friendly. In addition, counselors, trained by the UNV are posted to the newly established Employment Service Center in Gelephu. A forum targeting supervisors/managers was conducted on occupational health and safety	
3) Development and implementation of “Apprenticeship and Business advisory Programme” through involvement of local entrepreneurs of both small-mid scale enterprises and larger scale enterprises.	Number of people who became skilled workers through apprenticeship training Number of people employed including self-employed		Activities under this output were not implemented due to the late transfer of the Entrepreneurship Development Programme from the Ministry of Economic Affairs to the MOLHR.
4) Development and implementation of “IG (Income Generation) Start-up Support Programme”, with supporting package including technical training, equipment & raw materials, and start up seed grant, for estimated 50 unemployed/new business starters and/or small enterprises which will provide employment opportunities to the unemployed.	50 small enterprises or businesses supported providing employment or income opportunities for no less than 300 unemployed by the end of the project	The implementation of the IGSP was moved to 2009. The strategy for implementing IGSP is being prepared to determine methods of disbursement and monitoring of this start ups.	
Objective VI			
1) Capacity of national NGO, “Respect, Educate,	Awareness on gender equality, reproductive	All the 7 activities planned towards achieving this output was implemented. With the	Sine the project focus was mainly concentrated on the most needy areas, it

<p>Nurture, and Empower Women (RENEW)” strengthened in promoting gender equality, reproductive health, HIV/AIDs as well as in addressing gender-based and domestic violence.</p>	<p>health and HIV/AIDs raised</p>	<p>implementation of these activities, women from the poorest communities were provided with knowledge and information on gender based violence, prevention mechanism of HIV/ AIDs, legal rights for women as per the law of the country and a support net work is also established for the victims to access the services of basic counseling and reporting mechanisms.</p>	<p>could not be spread to other parts of the country due to lack of funds. Although the documentation of the voices and photographs were taken at a national level, but the support mechanisms are provided only in the poorest part. Some additional funding is extremely needed to replicate the activities to other parts of the country.</p>
<p>2. Capacity of handicraft training institutions (e.g, Handicraft vocational school, Vocational centre for disables, Textile Museum and Textile Emporium) and local artisan groups strengthened with enhanced product quality and marketability.</p>	<p>Income generation of local artisans improved</p> <p>Producers and buyers linked through marketing events</p> <p>Product development and branding strengthened</p>	<p>Craft Festival helped artisans to display their products and to meet new local buyers and tourists.</p> <p>Rural artisans mainly women were trained on quality improvements and using of natural dyes in the textile industry</p>	
<p>3.Support to national NGOs (Youth Development Fund) helping out of school children or youth due to poverty or other socio-economic difficulties to return to formal education system or to attend vocational training</p>	<p>Number of out of school children and youth in difficult circumstances regaining access to education through vocational training and other NGO programmes</p>	<p>6 students were provided with scholarships to pursue basic education;</p> <p>4 recovering addicts are currently undergoing training in the management of the drop in center established by the YDF in Thimphu, and in peer-to-peer counseling, in addition, other recovering addicts are doing out-reach work in the capital;</p> <p>13 girls have completed training from the YDF managed Souvenir Production Centre in Punakha; a curriculum for vocational training for the Draktsho Vocational Training Institute for the Disables was developed, and the Special Needs Education curriculum for the NFE reviewed.</p> <p>NFE instructors were trained in</p>	

		<p>the identification of people with disabilities (PWD).</p> <p>In addition, training on “Youth and Social Work in Our Communities” was organized in 5 districts.</p> <p>22 youth from across the country competed for the National Golden Youth Award in 2008</p>	
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4. Achievements as measured against stated objectives

Objectives/Purpose	OVI	Progress	Recommendations/Comments
<p>Objective I: Improved access and 15 child-friendly schools resulting in higher enrolment and completion of rural children, girls and boys, in primary education. (WFP / UNICEF)</p>	<p>School enrolment ratio</p> <p>Proportion of girls and boys complete primary education (difficult to measure the above two within the project period)</p>	<p>School enrolment of boys and girls will improve after the construction is over.</p> <p>Increased enrolment and completion of primary education through the quality enhancement training of education officers. 40,434 students (girls 19,111 and boys 21,323) benefitted</p> <p>Quality of education and feeding programmes were monitored in 112 schools</p>	<p>US\$ 180,000 which was estimated in 2005 was not enough for 3 schools. Hence, additional funds were sought to meet the target of 3 schools.</p>
	<p>Number of child friendly schools.</p> <p>Number of children benefiting from CFS.</p>	<p>Activities are in progress in 5 CF schools</p>	
<p>Objective II: Provision of clean drinking water in 20 community schools, latrine in 8 schools and kitchens with fuel stoves to improve school sanitation, and environment in 14 selected rural schools (WFP / UNICEF)</p>	<p>Number of schools/students benefitted from stoves distributed</p> <p>Number of schools/children benefitted from improved kitchen facilities</p>	<p>22 schools and around 2500 students benefitted from stoves distributed</p> <p>Construction of kitchen facilities are in progress (6 schools and around 1847 school children will benefit from kitchens and stoves)</p>	
	<p>Number of schools</p>	<p>Water and sanitation</p>	

	supported with functional water and sanitation facilities in the selected Dzongkhags Reduced drop-out rate in targeted schools (no more than 5%)	facilities are under construction in 18 schools.	
Objective III: Increased knowledge, skills and income of rural poor households through the provision of non-formal education, village skills training and the establishment of a network of Integrated Community Development Centres (UNICEF / UNFPA / UNDP)	Number of NFE learners equipped with skills of good parenting, life skills, knowledge of HIV/AIDS, livelihood skills, etc.,	1500 post literacy learners in Dagana, Samste, Zhemgang and Mongar Districts are knowledgeable on good parenting skills, HIV/AIDS, life skills, etc. 70% of the learners are women	
	Number of NFE learners knowledgeable on reproductive health, gender equality and HIV/AIDS		Activities towards realizing this objective will be implemented with the Department of Adult and Higher Education under Non Formal and Continuing Education Division in the year 2009
	Number of rural households benefitted from income generation activities	180 families indentified for the quality improvement training on cane & bamboo products	180 sets of improved tools procured
	Number of families benefitted from information and knowledge given at CICs		CICs will be established in the first quarter of 2009
Objective IV: Micro finance services for the rural poor households, particularly women, improved reaching the unreached. (UNDP/ UNV)	Number of households/ self help groups benefitted from micro credit services		Development of micro credit products and preparation of relevant manuals/ guidelines are in progress
Objective V: Increased jobs, self-employment and small business to reduce unemployment, particularly among youth and women.	Number of people who became skilled workers through apprenticeship training and the	Recommendations to improve job counseling services are being implemented, and the on-line job portal has been revamped and made user-	Development of the strategy for implementing business start up support programme is in the process

<p>(UNDP/ UNV)</p>	<p>number of people employed including self-employment</p> <p>50 small enterprises or businesses supported providing employment or income opportunities for no less than 300 unemployed by the end of the project</p>	<p>friendly for job seekers.</p>	
<p>Objective VI: Capacity of civil society organisations enhanced in supporting vulnerable populations and promoting gender equality (UNFPA/UNDP)</p>	<p>Strategies undertaken on promoting gender equality</p>	<p>With the implementation of these activities, women from the poorest communities have been provided with knowledge and information on gender based violence, prevention mechanism of HIV/ AIDs, legal rights for women as per the law of the country</p> <p>A support net work is also established for the victims to access the services of basic counseling and reporting mechanisms</p> <p>Importance of gender equality is being promoted through the documentary and the book prepared.</p>	<p>Sine this project focus was mainly concentrated on the most needy areas, it could not be spread to other parts of the country due to lack of fund. Some additional funding is extremely needed to replicate the activities to other parts of the country.</p>
	<p>Number of artisans benefitted from product development courses/ marketability events</p>	<p>Around 40 (35 women and 05 men) artisans directly benefitted from the craft festival and the training programmes conducted in November 2008</p>	
	<p>Number of out of school children and youth in difficult circumstances</p>	<p>Development of curriculum for the training institutes to improve the quality of skills development courses and supporting vocational</p>	

	regaining access to education through vocational training and other NGO programmes	training institutes to absorb many students are in progress.	
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5. Implementation constraints, including plans for addressing them.

Bhutan became a democratic constitutional monarchy in 2008. The elections took place in March 2008 with the new democratically elected government taking office in May 2008. This meant that most of the government staff and invariably project counterparts were engaged in preparing for Bhutan's first general election in early 2008. Further the Centenary celebrations and the Coronation of the fifth King took away valuable implementation time of the project counterparts who were involved in these important national events. The project implementation was consequently delayed and the Project Steering Committee has recommended extending the project time period by 3 months till July 2010 to make up for the lost time.

Another factor that affected the implementation of project activities was the delay in transfer of HSF funds to the country offices. Efforts however have been made to minimize the impact of this by many UN agencies using own resources to fund respective activities reflected under the AWP for 2008 during the first quarter of the year.

A very critical constraint has also be the limited capacity of the implementing partners wherein, UN agencies encountered difficulties in getting progress reports in time and occasionally slow implementation. The project would as such benefit from targeted investments in building the capacity of key implementing partners in the areas of advocacy, documentation and project implementation.

Issues with the financial aspects unique to some of the implementing partners also affected implementation in 2008. Specifically the Ministry of Economic Affairs had an outstanding balance that aged more than one year and this did not allow advance of funds with UNDP ultimately carrying many of the activities under direct execution. This issue especially affected the progress of activities under objective III, output 3 activities planned for 2008. The issue has however been resolved by the end of the year and will significantly smoothen implementation of project activities in 2009.

External factors such as the marked hike in the construction costs meant that UN agencies such as WFP had to mobilize additional resources from other sources to meet the targets set under the project. This also meant reduction in some targets such as the request from the Ministry of Information and Communication to reduce the number of CICs planned to 6 from 10 as the costs had escalated significantly from the projections based on 2005 prices.

6. Lessons learnt

6.1 Working with partners

It became clear during the implementation of the project that it is of vital importance that Implementing Partners be involved in critical project definition activities such as the selection of beneficiaries (eg schools, NFEs). The need for a coordinated approach and openness to working together could not be stressed enough in achieving the project goals and as such the "integration of project components" has been a rolling agenda item during all the project coordination meetings. Discussion were made on identifying mechanisms and ways of achieving better synergy and capitalising on the self-set objective of

the UN system in Bhutan to operationalizes the vision of “Delivering as One”. A lot of coordination and working together has been made practical by the signing of the common Country Programme Action Plan (cCPAP) signed by various UN agencies and the government. The joint Annual work plans (AWP) designed under the auspices of this cCPAP and implemented by two or more UN agencies allowed efficient coordination of inter-agency work and facilitated incorporating different outputs of the HSF projects into the AWPS for joint implementation.

6.2 Good Practice/Innovation

Documenting the voices of women from all walks of life is one of the first of its kind in the kingdom. Under the support of this project, most women were able to understand their right as individuals. Through advocacy programs, most women and men knew about their rights and that no one should live under abusive conditions under the law of the kingdom of Bhutan. While protective laws are in place, many women do not know about their rights due to lack of education and conformity within their villages and houses. The book “Reflections” have documented some of the scene/lifestyle that women in Bhutan live. These were some examples of the support the project made to good practice and innovative ideas documentation.

6.3 Application of human security concept

The main focus of the project was on four most disadvantaged districts in the country. The poorest districts were picked as per the Poverty Analysis Report of the Royal Government of Bhutan and the other related documents. The project aims to empower and increase the level of human security of vulnerable people by improving access to primary education for rural children. This is to be achieved through the improvement of schools’ infrastructures and improved school sanitation and environment. The project also aims to support capacity building of the RGoB in the smooth implementation of the school feeding programmes. Further, most of the poverty reduction activities such as income generating, micro finance services and employment generating activities are also targeted at these poorest districts. There is a strong government support to this approach and has the hope that the project will immensely improve the quality of life of the people live in these rural areas.

Recognizing that poverty is one of the main contributing factors of spread of HIV/AIDs; gender based violence, substance abuse and other health related issues, the project supports reducing the vulnerabilities of the most disadvantaged groups by enhancing the basic security of these people by targeted interventions that aim to uplift them from the cycle of poverty. Further the project is also cognizant of the fact that ignoring the basic security of the most vulnerable group of people will set back the country in achieving the MDGs and hence supports especially poverty reduction interventions.

6.4 Project management

Despite the large number of outputs and equally large number of implementing partners, the UN system in Bhutan working under the aegis of "Delivering as One" has efficiently coordinated various project activities leading to smooth and effective implementation of the various project activities and achievements of key project deliverables and milestones.

7. Important findings from project evaluations conducted in the course of the year.

No evaluation conducted

8. Any actions taken or planned in response to the recommendations of project evaluations

- NA-

9. Percentage of budgeted funds actually spent

33.64% of the total budget of the project

68.77% of the planned budget in 2008

10. Impact of key partnerships and inter-agency collaboration

Inter-agency collaboration provides opportunities for the entire relevant stakeholder to discuss issues and understand common challenges during the project formulation, review meeting and implementation phase.

11. Impact of project on women, girls, boys and men respectively (please provide gender and age disaggregated data)

The schools are selected based on areas with low girls' enrolment and in food in-secure areas. The improvement in the schools' infrastructures will encourage rural families to send girls to schools and will also help in retain girls to complete primary education.

- 1) Increased enrolment and completion of primary education through the quality enhancement training of education officers. 40,434 students benefitted (girls 19,111 and boys 21,323)
- 2) Around 2500 girl students benefitted from the stoves distribution
- 3) 1500 post literacy learners in Dagana, Samste, Zhemgang and Mongar Districts are knowledgeable on good parenting skills, HIV/AIDS, life skills, etc. 70% of the learners are women
- 4) Around 40 (35 women and 05 men) artisans directly benefitted from the craft festival and the training programmes conducted in November 2008
- 5) The focus of the Objective VI, output 1: Capacity of national NGO, RENEW strengthened in promoting gender equality, reproductive health, HIV/AIDS as well as in addressing gender-based and domestic violence is mainly focusing on women and girls.

Section IV: Forthcoming annual work-plan

1. Provide an overview of the major objectives and planned activities, including key milestones and quantifiable performance indicators, for the following year.

Objective 1:

1. An additional school will receive assistance in terms of infrastructure improvements

2. Select 10 schools in the 4 districts of Samste, Zhemgang, Mongar and Dagana
 - i. Build capacity of teachers, principals, education officers in the districts
 - ii. Provide Teaching learning materials along with advocacy materials on CFS
 - iii. Work with communities around the 15 CFS schools to involve them in monitoring.

Objective 2:

1. Additional schools will be identified for construction of kitchen and stoves
2. WASH component will carry out the following activities.
 - i. Procure and construct pour flush latrines in 10 schools.
 - ii. Construct water supply schemes in 20 schools.
 - iii. Develop awareness and educational materials to promote proper sanitation and hygiene practices.
 - iv. Hire youth to conduct hygiene and sanitation campaigns for remote schools and communities in at least 3 districts.

Objective 3:

Output 1:

- i. Provide teaching learning materials for post literacy learners in NFE
- ii. Further equip NFE instructors with life skills, etc., through teachers' handbook and refresher training.
- iii. Undertake social mobilization activity at the district level to ensure higher enrollment in NFE centres

Output 2:

- i. Develop teaching and learning material on reproductive health, HIV, and gender using visual, dramas and local languages
- ii. Conduct training of trainers as well as training of NFE teachers and other community resource persons
- iii. Monitor the progress and impacts of the learning.

Output 3:

- i. Conduct quality improvement training on cane & bamboo products
- ii. Develop new marketable products
- iii. Conduct training for textile weavers using semi mechanized machines and help procuring a few machines
- iv. Facilitate the formation of village producer groups/cooperatives

Output 4:

- i. Establish six CICs
- ii. Conduct training for operators of CICs and users

Objective IV

- i. Complete management and training manuals of new micro credit services
- ii. Conduct training for regional staff of BDFC
- iii. Develop financial management guidelines for rural enterprises & self help groups
- iv. Conduct training for rural enterprises and self help groups

Objective V

- i. Conduct apprenticeship training for the unemployed and school leavers
- ii. Conduct business advisory training
- iii. Develop a strategy for implementing Start up support programme
- iv. Implement the Start up support programme

Objective VI

Output 2

- i. Operationalisation of Bhutan Excellence of SEAL
- ii. Promoting of products obtained SEAL of Excellence
- iii. Hire a Culture & Development consultant to provide technical assistance, guidance and support to culture industry stakeholders and partners
- iv. Conduct yarn knowledge and weaving training

Output 3

- i. Provide job/skills training for youth
- ii. Provide vocational training and tools for young girls
- iii. Enhance human resource capacity in teaching methods and curriculum development for people with disabilities

3. Indication of any major adjustments in the strategies, targets, or key outcomes and outputs planned.

- i. It was suggested at the first steering committee meeting that the project should be extended by 3 months till July 2010 as transferring of funds and signing of the project document with the government were delayed.
- ii. Objective III, output 1: Target will also include out of school youth for NFE programme
- iii. Objective III, output 2: This output was initially planned to be implemented with Ministry of Health. It was decided in consultation with MoE and MoH that this output will be implemented with the Department of Adult and Higher Education under Non-Formal and Continuing Education Division (NFCED), MoE.
- iv. Objective III, output 3: It has been planned to hire a consultant from India as it was not able to find a suitable UNV volunteer with handicraft designing knowledge
- v. Objective III, output 4: Due to the insufficient funds, MOIC requested to reduce the number of CICs to 6 from 10

4. Submission of annual work plan. The work plan for the current year should be attached to the prior year progress report. (Attached)

Names of the respective Annual Work Plans (AWP) attached

	Project Objective	Annual Work Plans attached (file name)
01	Objective I: Improved access and 15 child-friendly schools resulting in higher enrolment and completion of rural children, girls and boys, in primary education. (WFP / UNICEF)	WFP 18months AWP-final.pdf Education AWP UNICEF-final.xls
02	Objective II: Provision of clean drinking water in 20 community schools, latrine in 8 schools and kitchens with fuel stoves to improve school sanitation, and environment in 14 selected rural schools (WFP / UNICEF)	WFP 18months AWP-final.pdf AWP UNICEF water 2009-final.xls
03	Objective III: Increased knowledge, skills and income of rural poor households through the provision of non-formal education, village skills training and the establishment of a network of Integrated Community Development Centres (UNICEF / UNFPA / UNDP)	Education AWP UNICEF-final.xls AWP MOE.pdf AWP rural credit-industries.pdf AWP localization E-gov and CICs 2009.pdf
04	Objective IV: Micro finance services for the rural poor households, particularly women, improved reaching the unreached. (UNDP/ UNV)	AWP rural credit-industries.pdf
05	Objective V: Increased jobs, self-employment and small business to reduce unemployment, particularly among youth and women. (UNDP/ UNV)	AWP labour market analysis 09.pdf
06	Objective VI: Capacity of civil society organisations enhanced in supporting vulnerable populations and promoting gender equality (UNFPA/UNDP)	AWP children and youth participation 09.pdf AWP culture industry 09.pdf

5. Estimated budget required (including any major funding shortfalls).

Second installment of the project funds: **US \$ 753,601.00**

6. Section V: Resources and financial implementation

a) An outline of the total approved budget and a summary of the resources available to the project.

Table 1: Total approved budget and summary of resources available to the project:

	Amount (US \$)
	Current period January/2008 to December 2008
Total approved programme costs (I)	2,013,000.00
<i>Programme costs received to date (II)</i>	1,308,700.00
Total approved PSC (III)	140,910.00
<i>PSC received to date (IV)</i>	91,609.00
Total funds received to date (V)	1,400,309.00
Total approved budget (VI = I+III)	2,175,449.10
Estimated total expenditure (VII)	710,304.14
Balance (VIII = V-VII)	690,004.86
Expenditure vs funds received (IX = VII/V)	50.72%

b) A provisional report on the financial implementation status

Objective	Total Approved budget (A)	Planned expenditure for 2008	Actual Expenditure 2008 (B)	Total available resources (A-B)
Objective I: Improved access and 15 child-friendly schools resulting in higher enrolment and completion of rural children, girls and boys, in primary education. (WFP / UNICEF)	327,420	173,319	156,149	171,271
Objective II: Provision of clean drinking water in 20 community schools, latrine in 8 schools and kitchens with fuel stoves to improve school sanitation, and environment in 14 selected rural schools (WFP / UNICEF)	512,530	198,945	192,974	319,556
Objective III: Increased knowledge, skills and income of rural poor households through the provision of non-formal education, village skills training and the establishment of a network of Integrated Community Development Centres (UNICEF / UNFPA / UNDP)	527,510	313,838	175,777	351,733
Objective IV: Micro finance services for the rural poor households, particularly women, improved reaching the unreached. (UNDP/ UNV)	108,070	35,738	26,661	81,409
Objective V: Increased jobs, self-employment and small business to reduce unemployment, particularly among youth and women. (UNDP/ UNV)	415,160	185,431	61,662	353,498
Objective VI: Capacity of civil society organisations enhanced in supporting vulnerable populations and promoting gender equality (UNFPA/UNDP)	233,260	125,571	97,081	136,179
Project Evaluation	29,960	0	0	29,960
Total	2,153,910	1,032,842	710,304	1,443,606

