Each of you should look not only to your own interests, but also to the interests of others.

Philippians 2:4

निति रहेको आराम निति नाम नै क्षेत्र, तस्मात आराम निति रहेको पनि हेत

निति २:४
ACRONYMS

BPKIHS  BP Koirala Institute of Health Sciences
BTI    Butwal Technical Institute
CARNet-N  Children At Risk Network Nepal
CCDN-N  Centre for Community Development Nepal
CMCN-N  Centre for Mental Health and Counselling Nepal
CWN    Child Workers in Nepal
DCS    Development and Consultancy Services
DMI    Dhaulikhel Medical Institute
DSHS   Department of Health Services
FHD    Family Health Division
GBS    Gandaki Boarding School
GCEES  Gandaki College of Engineering and Science
HCPL   Hydro Consult Pvt. Ltd.
HDCS   Human Development and Community Services
HMGN   His Majesty's Government of Nepal
HRDC   'Hospital and Rehabilitation Centre for Disabled Children
INGO   International Non Government Organisation
INF    International Nepal Fellowship
JIDCO  Jhimruk Industrial Development Centre
KISC   Kathmandu International Study Centre
KU     Kathmandu University
KUMS   Kathmandu University Medical School
LNC    Lalitpur Nursing Campus
MEP    Mugu Education Project
MHP    Ministry of Health and Population
MSD    Medical Supplies Department
MSMT-N  Medical Services Management Trust Nepal
NFE    Non-Formal Education
NGD    Non Government Organisation
NPCS   Nutrition Promotion and Consultancy Services
OHC-N  Oral Health Care - Nepal
OHP    Oral Health Programme
PISA   Peace Initiatives in South Asia
RDC    Rural Development Centre
RIAP   Regional Inter Agency Partnership
CSA    Core Structural Assessment
SSMP   Support to Safer Motherhood Programme
TNS    Tansen Nursing School
YUHP   Yala Urban Health Programme
List of Member Bodies

Australia
Church Missionary Society

Denmark
Dammission

Finland
Evangelical Free Church of Finland

Norwegian Evangelical Lutheran Mission

Germany
Gosner Mission

Ireland
Presbyterian Church in Ireland

Japan
Japan Overseas Christian Medical Cooperative Service

Norway
Den norske Tbismission (NHAM)

Sweden
InterAct

United Kingdom
BMS World Mission
Church Mission Society
Church of Scotland
Methodist Church in Britain
Tearfund UK

United States of America
Evangelical Lutheran Church in America
Global Missions (GOMA)
International Technical Assistance Group
Mennonite Central Committee
Mennonite Mission Network
Presbyterian Church
United Methodist Church
United World Concern
World Mission Prayer League

Multi-national Bodies
Interserve

List of Affiliated Member Bodies

Australia
TEAR Australia

Canada
Pentecostal Assemblies of Canada
Presbyterian Church in Canada
Volunteer International Christian Services

Germany
Church Development Service (EDd)
Evangelischer Entwicklungs dienst

India
Assemblies of God
Church of North India
Church of South India
Methodist Church in India
Presbyterian Church Synod Mizoram
SIM
United Evangelical Lutheran Church in India

Ireland
Church Missionary Society

Japan
United Church of Christ in Japan

Netherlands
TEAR fund Netherlands
Uniting Churches in the Netherlands

Norway
Normijon
Norwegian Pentecostal Mission

Singapore
Singapore Baptist Convention

South Africa
SAAWE

Sweden
Swedish Pentecostal Mission

Switzerland
Swiss Friends for Mission in Nepal

United States of America
American Baptist Churches
MaryKroll Sisters Congregation
Navigators
Southern Baptist Convention
Westley World Mission

Multi-national Bodies
South Asia Group

From the Executive Director

Dear Friends of UMN,

The year 2004/2005 has been a significant milestone in UMN's transition process. It was the second year of the Five Year Strategic Plan and marked not just the mid point of the transition, but the end of the year in which the great majority of UMN's Projects, Programmes, Institutions and Partners became independent Nepali organisations or completed their objectives. Understandably, this process has not been trouble or pain free, nor entirely according to our plans. But, with the exception of Tanen and Okhaldhunga Hospitals and the Kathmandu International Study Centre (KISC), which are set to transition by the end of 2005 calendar year, all other plans were accomplished successfully and on time. UMN's theme for the year was "Carry each other's burdens". There has been a real need for us to live this out; supporting staff, both Nepali and expatriate volunteers, partners and projects not just through the change but to continue in a very difficult and unstable political and security environment. The uncertainty caused by the need for the signing of a new 5 year Agreement with a new (for UMN) section of His Majesty's Government of Nepal (HMG/N) by November 2005 has added to anxiety and workload.

The end of the year saw the implementing of major downsizing of the Headquarters functions with many staff either not having their contracts renewed or needing to take on new roles. The political and security situation along with the visa uncertainty has meant there were very few new expatriate volunteers recruited during the year - but we look forward to this changing in the future. Despite this situation, it is a great credit to all staff that so much has been achieved, not just in the transition but in the new work. Two more clusters have been set up in Dhading and Rupandehi Districts to complement the work in Sunaulo and Mugli. The staff continue to develop partnerships with a variety of different types of organisation involved in UMN's chosen Areas of Work focusing on facilitating hope and change for the many people and communities who are poor and marginalized. Many new staff have been recruited, particularly Technical Advisers and Officers. A new flexible People Management Framework has been implemented, which incorporates new recruitment, selection, and employment policies with a particular emphasis on human resource development.

Many Member Bodies, donors and individuals continue to give generously to UMN and many, many more people pray regularly for Nepal, her people and UMN.

For this we are extremely grateful, as without it we could not continue. Yes, there has been much change, there have been many challenges, much has been achieved and many individuals, families and communities have been uplifted, encouraged and now have renewed hope. For all this, we are grateful to HMG/N for opportunity to serve here, and supremely to God - who is the same yesterday, today and forever - to Him be the Glory.

Jennie Collins
Executive Director
Looking ahead

Ever since the insurgency started in 1996, Nepal’s conflict has intensified with over 11,000 lives lost, thousands of families displaced and hundreds abducted or missing. With remote districts most hard-hit by the conflict, UMN continues to offer support in rural areas, while at the same time ensuring safety for its staff and projects across the country. The future of UMN’s work will also greatly depend on the new Project Agreement that awaits approval.

In the Clusters, the work in Mugu and Sunauli is maturing whilst the work in Rupandehi and Dhaling is just established. A challenge of the coming year will be to move a team into Rupandehi and expand the working area of some of the clusters into neighboring districts.

Partners experiencing the new way of working are often confused, but later excited and encouraged realizing the commitment of UMN to see them become effective and self-reliant organizations. Focusing on ‘capacity building’ and partnerships, a new, decentralised and more flexible UMN looks forward to working with more and more Nepali partners and help them become sustainable and independent organisations - in this way enabling UMN to continue to serve the people of Nepal in different, innovative, challenging, exciting and appropriate ways.

नया १९९६मा दाङुकु लाई भाग्यमा नगर्ने नेपालको लागि जनहत्या भन्दा प्रमुख प्रदर्शनका साथै काँटाले याद र बाहिर नेपालीलाई नेपालको समाजातीय कार्यक्रमका साथै लागि दाङुकु ठाउँ ।

मात्र, यी जितेको नेपालीहरूले नेपालको सञ्चालन कार्यक्रमका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।

यी गर्दछ नेपालीहरूले नेपालको सञ्चालन कार्यक्रमका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।

यी र धेरै महानिर्माणका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।

यी र धेरै कार्यक्रमका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।

यी र धेरै कार्यक्रमका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।

यी र धेरै कार्यक्रमका साथै निीको नवीन र सहमितिकारी नवीन र सहमितिकारी कार्यक्रमको साथै लागि दाङुकु ठाउँ ।
What we do

Introduction

For over 51 years, United Mission to Nepal has been serving the people of Nepal. UMN has just completed the second year of a Strategic Plan through which it has brought substantial transformation at all levels, including governance, structure, culture, strategies, areas of work and geographical locations. In its new work, UMN is working through partnering with Nepal organisations, and capacity building them in needed organisational and technical skills. The seven Areas of Work that UMN is involved in are: Education, HIV/AIDS, Women and Children, Enterprise Development, Peace and Conflict Transformation, Relief and Disaster Management, and Food Security. These areas of work were selected to assist UMN in focusing its work and areas that will help to achieve our Strategic Directions.

What does this mean for us?

UMN works in Nepal in close cooperation with other international organisations, the UN and the Government of Nepal as well as NGOs. The work is carried out by local staff, often in collaboration with local partners, and often in areas affected by natural disaster and conflict. The work is funded through a combination of government and private funding.

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Disability, no disadvantage
अनुभव, नेपाली दृष्टि

Tripta Thapa is a teacher by profession and the president of UMN partner Nepal Chillicheti Apana Sewa Samaj, an NGO looking after physically challenged women in Sunsari.
Although seriously disabled, she has continuously served her community. She has fought discrimination against women with disability. She has contributed to the empowerment of local women through establishing a micro-credit and saving programme for disabled and non-disabled and she has offered the ground floor of her house as a classroom for Non Formal Education and skill development classes.

Working in the Clusters
क्लास्टरमा काम गर्दै

Sunsari Cluster
Sunsari, located on the south-east has many areas of need and several opportunities for UMN’s new Areas of Work. This has been a year of growth and development in Sunsari where many of the new guidelines have been field tested, gaining the Cluster the name of ‘pilot’.

Technical staff have been added to the core team and the first Cluster-based Technical Adviser was appointed in Enterprise Development.

Dhading Cluster
Dhading, situated west of Kathmandu is close to the capital in kilometres but large parts of the district, especially in the north, are very remote due to the lack of roads. This has been a year of initiation for Dhading with appointment of core staff, a lengthy period of orientation and then moving to the Cluster to identify to begin relationship building with local government and other Nepali organisations.

The exploration team in 2004 identified Food Security, Education, Women & Children and HIV/AIDS as possible Areas of Work. Technical Advisers have visited and supported the core cluster staff in their relationship building and a Food Security Adviser is a member of the cluster team.

Personnel
कर्मचारी

Over the past year, the Personnel Team faced the challenge of preparing for the future work of UMN while seeking to deal well with those still involved in work in which UMN will not be involved in the future and with those leaving UMN.
Setting the aim of ensuring that transition would be accomplished in a caring and compassionate way, UMN sought to give all staff a fair opportunity to apply for jobs that would be available after July. This applied mainly to the Thapathali Office. This was done early on so that those who were not successful could know at least three months ahead of time that their job would end.
Outplacement training was offered to all who were leaving and many staff found it very helpful to be able to write good CVs and prepare to apply for jobs elsewhere.

Reducing the number of staff in any organisation is a painful process and although UMN did not always appear to achieve its aim of being caring and compassionate, several ex-employees have gone on to get new good jobs. Many left UMN but remained in the same work within the NGOs or other organisations formed from former transitional UMN projects. The same is anticipated to happen with the hospital staff later in 2005.

The first phase of transition was successfully completed and marked with a Thanksgiving and farewell programme on 15th July.

Preparation of the People Management Framework to replace the Policy of Employment took many hours. It was designed to provide a more flexible employment environment, which gives decision-making responsibility to line managers at an appropriate level within the organisation. The Framework seeks to promote good practice in all employment issues, to ensure accountability and to aid the organisational cultural changes within UMN.

The Framework covers the management of employed Nepali staff as well as of expatriate volunteers, making differentiations as appropriate throughout the document. Having carried out consultations with a wide range of stakeholders, the final Framework was produced in time to have new contracts of employment prepared for all staff by 15th July. This was accomplished by a new salary structure for Nepali staff.

The Personnel Team worked closely with the Staff Association during the past year as they prepared staff to understand and cope with change. The Staff Association also completed its work in July and in future, Staff Involvement Facilitators will be appointed to represent staff and liaise between staff and management, encouraging staff to not just come up with solutions, but to also be involved in providing solutions.

Recruitment of new Nepali staff has been an increasing feature of the work of the department during the past year. An assessment centre was designed as the approach to all recruitment. Applicants have to take part in a full day process to give them an opportunity to demonstrate their abilities in different ways through interview, role play, group work, written testing and other activities related to the role.
Existing employees who were applying for new and different jobs had to compete with external candidates in assessment centres, and many were successful in obtaining employment. Many new staff members with skills needed for UMN’s Areas of Work were also recruited.

Recruitment of expatriates has been slow this year and only a few new expatriate volunteer experts joined the organisation. This seems to be due to a combination of factors, mainly uncertainty due to transition and visa provision and a deteriorating security situation. We hope and expect things to improve in this area in the coming year as the future opportunities have been clarified. Having experimented with different ways of providing Language and Orientation, UMN hopes to give new volunteers options so that they can choose the most appropriate language learning opportunity for themselves. UMN continues to provide pastoral care for volunteers with the pastoral care coordinator travelling to projects and Cluster areas and plans in future to provide pastoral care for all staff.
Income for the Year

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<tr>
<th>Category</th>
<th>LS$</th>
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<td>Member Bodies</td>
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<td>Other major donors</td>
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<td>Individual and other small agencies</td>
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<td>International and Government agencies</td>
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<td>Total Gift and grants</td>
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<td>Hospital Income</td>
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<td>Sales and other income</td>
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<td>Per capita grants in local government</td>
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<td>Central admin support</td>
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<tr>
<td>Interest and other financing income</td>
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<td>125,464</td>
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<td>Deficit</td>
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<td>436,593</td>
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<tr>
<td>Total</td>
<td></td>
<td>3,880,122</td>
</tr>
</tbody>
</table>

Rupandehi Cluster

UNM has had many decades of involvement in Rupandehi District and there are a wide range of opportunities for new initiatives. The first multi district cluster, it incorporates Kapilpura and Nawalparasi Districts to address the needs of the adjoining areas.

This has been a year of initiative for Rupandehi with appointment of core staff, a lengthy period of orientation in Kathmandu and then moving to the Cluster to begin relationship building with local government and other Nepal organizations. The exploration team in 2004 identified Enterprise Development, Education, Women & Children and HIV/AIDS as possible Areas of Work. Technical Advisers in some of these areas have visited and supported the core staff in their relationship building.

Through the Women and Children Technical Team, Rupandehi has been identified as a national Safe Motherhood District.

Rukum Cluster

Rukum, a remote district in the mid western region, is part of the Maiti heartland and communication with the outside world is a challenge. No INGOs are currently working long term in the area and there is potential for initiatives related to most UNM areas of work.

This has been a year of exploration for Rukum with the appointment of only one of the core staff team. After orientation, the staff member moved to Sunsari cluster for practical experience.

Mugu Cluster

Mugu, in north west Nepal, borders Tibet and is one of Nepal’s most remote and the least developed district. Literacy rates are among the lowest in the country, particularly among women. However, UNM’s work in the district’s education and community development activities since 1999 has transformed lives and given villagers an opportunity in improving living conditions.

The Mugu Cluster continues to make the transition from being the place where the Mugu Education Project (MEP) was implemented to where all work is now done through partners.

The team has had many unique opportunities to complement the MEP success and to demonstrate new ways of working.

A village in the district was selected for development under the Nepal ‘Model Village’ under the Regional Inter Agency Partnership (RIAP).

Through the efforts of the Women and Children Technical Team members, Mugu has been identified as a national Safe Motherhood district and a ‘Community Based – Integrated Management of Childhood Illnesses’ district.
Safe Motherhood policy

Nepal, as many other countries, is committed to respond to the call of Millennium Development Goals. Reduction of maternal and child mortality by two thirds from the level of 1990 are two of the eight goals of the MDG. In response to this, the Nepal government recently introduced “Delivery Incentive Policy” as one of the safe motherhood policies since July 2005. Under this programme, women who deliver their baby at a government health institution will receive Rs. 1500 (US$21) in mountain districts, Rs. 1000 (US$14) in hilly districts and Rs. 500 (US$7) in Terai districts. Moreover, women from the 25 least developed districts will also receive free care during delivery.

A doctor visits her newly born patient.

Finance

Capacity Building and Technical Advisors costs were funded from the General Reserve.

It is with a sense of great thankfulness that the General Reserve, which was built up in the past, was available to cover transition work and the retention of central support during this year of change. This central support in the year included strategy planning and liaison work with the Nepal Government, UMN Board costs as well as personnel, financial, marketing, and other supporting offices. By the end of the financial year most of these areas had been reviewed and cost cutting and substantial downsizing undertaken, which will reflect in savings in next year’s figures.

During the year, UMN received financial support from Member Bodies, International Funding Agencies, church related organisations and many smaller and individual donors. This has been particularly encouraging where funds to support the new work have been given and we are grateful for this. The two remaining UMN hospitals, which are planned to be transferred in November 2005, were fully supported from local income and many individual and church donations.

The second year of the 5 year Strategic Plan has been complex and financially challenging. The Programme Team has set up its Support, Organisational Capacity Building and Technical Advisory teams. It has established five clusters in different districts and built up relationships with new and existing partners. At the same time almost all of the existing UMN implemented projects and programmes have been transferred to Nepali NGO’s or helped to complete their work according to their plans. This transition work is now entering its final phase.

Financially it has been a year of consolidation. UMN has brought financial closure to the previous work and found funding for the new direction. Grants have been received to cover the field work in the clusters and their support for the first year of operation. However, Operational

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29
Address Root Causes of Poverty so that the basic needs of the poor are effectively met.

- In Mugu and Sunsert, possible partners, including NGOs, government line agencies, co-operators, were oriented on how the Areas of Work address root causes of poverty.
- Strategic Plans and/or working documents were developed for Food Security, Enterprise Development and Education.
- Working Groups of interested professionals continued to meet, learn new innovative practices in the areas of Education, Women & Children and Food Security which were shared with the cluster teams.
- The Core Situation Assessment (CSA) Tool, a socio-economic assessment tool we have developed, is being utilised well. All new UNM Partners are trained in its use and assess their target group. The assessment measures a social and material index.

Using the Core Situation Assessment in practice
- One partner used the material index to identify which of its 25 Saving Groups Centres should be included in the Enterprise Development Pilot Project – the groups which had the lowest material index. This has been well received by all members who understand why specific groups were selected.
- Groups with low material index had high social capital index.
- In one district, a partner used a district health camp to ask every attendee to complete a form and so gained an overall impression of the situation within the district.
- On-going Support activities focused on the poor and marginalised have been in the areas of health, rehabilitation and education.

Health
In Mugu, UNM provided financial support and a staff nurse to the District Health Office for a seven days medical camp which was attended by around 8000 people. People who were unable to visit the district headquarters for three years due to restrictions caused by political issues.

The partnership for achievement, movement and respect and recognition
"We are very encouraged by the fact that we were able to participate in the UNM Mugu Cluster coordination meeting for the first time, said R.B. Rahut during the closing coordination meeting.
R.B. Rahut, a junior technician, is a local at the District Veterinary Hospital for a few years and involved in termite spraying and providing services to the nearby people. For him, the coordination meeting in Gagardal and service providers meeting held by the Regional Office supported development efforts to connect farmers, planners and service providers who were all present in the meeting.
The coordination meeting was organised by Mugu cluster in consultation with the Food Security Advisor from the Technical Advisory Team in January 2005.

"To do justice"
MSMT staff preparing to pack medicines

UMN and the International Nepal Fellowship (INF) jointly established Medical Services Department (MSD) as a project in Kathmandu in 1988 to ensure supply of necessary medical equipment and drugs in a cost effective way to their hospitals in remote areas. At the time when there were inadequate medical suppliers in the country, this was a unique initiative not only in Nepal but in the South Asian region. In time, this became a financially self-supporting institution.

Like other directly implemented programmes, UMN had a plan to divest MSD as well to a Nepali organisation for which UMN submitted proposals from parties interested in running MSD. In early 2004, a group of UMN staff members established Medical Services Management Trust Nepal (MSMT-Nepal) as an NGO and submitted a proposal to UMN. MSMT was one of the many organisations who submitted their proposals to take on MSD. After careful evaluation of the proposals, UMN decided to handover MSD to this newly established organisation.

Being a ‘not for profit’ organisation, MSMT does not intend to make profit out of its business, but has started using its operating surpluses in social welfare activities as identified by its management committee. MSMT is now growing according to their mission/objectives by which they provide high quality drugs, medical and surgical equipment at affordable cost. It has also been rendering consultancy services in the area of pharmaceutical information, inventory control and store management to non profit health care providers. Its unique service to the patients in the remote rural areas is reflected in the fact that over 90% of its supplies go to the mission hospitals and other health institutions outside Kathmandu Valley. Its service is exemplary for a country like Nepal where access to affordable and quality medical supplies still remains a question in most rural parts.

Scholarship students
came to the camp and were treated. This was a good networking activity which helped staff to build relationships.

Rehabilitation
Many old patients and children gathered together for case finding and follow-up meetings in Mugu when the Rehabilitation Officer visited. Issues of health care and schooling were raised as few disabled children attend school. The possibility of forming a support group was discussed. The opportunity for these children to have rehabilitation is recognised and respected. It has provided an opportunity for advocacy in the whole district as it is seen as a child right and justice issue. Previous patients had stories of new life and hope received. An additional ten cases were selected for treatment.

Education
Scholarships are continuing for students in Mugu, with two students now into higher secondary education. Many scholarship holders are lower caste students in the area. A survey shows that fee Dalt girls continue schooling after year 3 as a local partner organisation is taking responsibility to identify fifty Dalt girls for support. This is an advocacy and rights issue - Dalt girls are the focus group as there is a huge drop out rate and they are the most deprived in the working area.

AANNUAL REPORT 2004-05

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Umang Nepal's care for poor people such as Dalt women can be seen in the way that poor people are treated when they attend seminars. However, Umang Nepal has also had to face its own challenges, as many of the projects it has implemented have faced opposition from the local community. Umang Nepal's support for poor people has helped to improve the lives of many in the community, but it has also faced some difficulties in implementing its projects.

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Address injustice to promote justice and equality in Nepali society on behalf of the poor marginalised.

An agreement was signed with Human Development and Community Services (HDCS) - a Nepali NGO in September 2004 to work towards a partnership to govern and manage the UMN hospitals at Tansen and Okhaldhunga and to capacity build the NGO to take over their operation. Unfortunately there have been delays in the hand over of the actual hospitals to themselves, but the hand over of support services from UMN HQ to the Hospital Transition Team was well on track by July 2005 so this section was transferred on time with the assets on loan to the Health Services Directorate under HDCS in order to continue the central support services to the hospitals. This should significantly enhance HDCS's capacity to govern and manage the hospitals.

A proposal for an independent future governance structure for Tansen Hospital that includes UMN involvement up to 2008 has also been submitted to the government and a reply is awaited. Discussions about Patan Hospital now centre on the level of UMN involvement in capacity building the hospital in coming years.

Capacity building at Tansen Nursing School (TNS) was slowed down due to the lack of appropriate candidates for the Bachelor of Nursing scholarship programme. However, secondments of expatriate capacity building staff continued and activities towards establishing its as an independent institution have made progress, albeit slow. Agreement has been reached with the Council for Technical Education and Vocational Training on a way forward and a new constitution has been drafted.

Capacity building secondments to Kathmandu University (including the Medical School and the Dhallik Medical Institute), Gandaki Boarding School and Gandaki College of Engineering and Science (GCES) continued throughout the year, and with the drafting of new agreements these will continue to July 2008. Similarly capacity building secondments and co-operation in areas of real health continued throughout the year to the BP Koirala Institute of Health Sciences (BPWKIS). The Oral Health co-operation agreement was not renewed since the original partnership agreement could not complete. BPWKIS are now considering a new agreement to work with the Sunward Cluster which we hope to complete in the near future.

UMN decided to retain share ownership in Himal Bio and General Construction Ltd. and Botwil Power Company so the management of these relationships was transferred internally to the Finance Team. An arrangement with the Industrial Development Centre Pvt Ltd. (JIDCO) continues to work remarkably effectively considering the current economic situation in rural Nepal, using a simple, community-based approach that avoids politically sensitive methods. UMN originally decided to disinvest its majority shareholding in JIDCO. Potential recipients were identified and donor agreement obtained, but recently the socio-political climate has caused JIDCO's transition to be re-considered and so share disposal is currently on hold. Secondments with People Energy Environment Development Association and Nepal Hydro Electric Pvt. Ltd. concluded in June and July 2005 respectively, and these the partner relationship with UMN came to a close. BlueRidge Plywood Factory Ltd. completed its transition when the last shareholder was paid, and now the company has completed its de-registration through the Company Registrar's Office. The assets of Development and Consulting Services (DCS) are due to be transferred to BTI.

Several NGOs have been started at the initiative of UMN staff and former staff members, amongst these are the Centre for Community Development, Nepal (CCD-N); Oral Health Care, Nepal (OHNC); Sakina Sahi Samaj: The Centre for Mental Health and Counselling, Nepal (CMC-N); The Nucleus for Empowerment through Self Training (NEST); Sheer Nepal: Nutrition Promotion and Consultancy Services (NPCS); Medical Services Management Trust Nepal (MSMT-N); and Education Resource Development Centre (ERDC). The Partnership Programme has been working with all its partners to equip them for more effective independence, while also seeking opportunities for future partnerships. Twenty nine partners graduated from this programme in 2004-05, some of whom are working in co-operation second ongoing funding from financial partners. The Partnership Programme was evaluated and very useful learning extracted for the benefit of the Organisational Capacity Building Team.

A transition plan for the Kathmandu International Study Centre (KIRC) which outlined four possible routes for independent operation was approved in August 2004. Tutorial Groups for expatriate staff continue in Tansen and Kathmandu.

Organisational capacity building of TNS, Botwil Technical Institute (BTI), GCES, KU - including the KUMS and DMI will continue to 2008 as previously planned. This will be mainly through the secondment of key expatriate personnel, but TNS also has a scholarship programme to upgrade staff qualifications to Bachelor of Nursing. BTI will be assisted through the application of City & Guilds accredited courses throughout the institute, and GCES (associated with Gandaki Boarding School) will be assisted in establishing itself as an independently constituted institution with a transparent and accountable scholarship programme.
It has been about three years since UMN started development of all directly implemented programmes, projects and institutions through various transition teams. Significant progress has been achieved, with the bulk of the team being completed in 2005. From July 2005, in line with the principle of orderly transition, the Transition Teams were downsized to a new single Transition Team to continue the capacity building and disinvestment process of the remaining programmes up to July 2008. These programmes include Baldevkisna Community Hospital, United Mission Hospital - Thame, Patan Hospital, Butwal Technical Institute, Tansen Nursing School and Gandaki College of Engineering and Science. Secondments to these institutions for capacity building, and to Kathmandu University (KU), Kathmandu University Medical School (KUMS), and Dindri Medical Institute (DMI) continue to July 2008. Secondments to Hydro Consult Pvt. Ltd. (HCPL) will only continue to November 2008.

Of the remaining two UMN projects, the bulk of the Yala Urban Health Programme was successfully completed this year, including working closely with the local government in anticipation of handover and phase-out due in July 2006. The Oral Health Programme will continue to run until July 2008, so their hand-over strategy is just beginning to be implemented. Meanwhile they continue to build the capacity of their Nepali counterpart organisation Oral Health Care - Nepal, as well as HMG/N’s oral health focal point.

During 2004-2005 UMN continued to work through Nepali organisations and their own projects. Seven NGOs successfully received from Community Development Health Project Lalitpur, Maiti Nepal, the Mental Health Programme, Nutrition Programme, Oral Health Programme, Sakena Uruk (HIV/AIDS, Rural Development Centre and Medical Supplies Department). UMN worked alongside them in a capacity building role, and by the end of the financial year all these NGOs completed their transition and became fully independent of UMN. Similarly capacity building work of Lalitpur Nursing Campus (MNC) completed in July 2005 and LNC is now fully independent of UMN.

Spanjola School Partnership Programme was evaluated and phased out by July 2005. The evaluation showed a high appreciation for the programme by the community and it is hoped that the model can be replicated elsewhere.

Traditional Birth Attendants in Mugu successfully advocate for change

No longer must women deliver in cow sheds. Through the work of the Traditional Birth Attendants people are changing traditional practices, and last year of 507 safe deliveries only 2 were in cow sheds compared with 100% five years ago. Seeing the good work the Traditional Birth Attendants have done, motivated 40 year old Mrs. Kail Kami to seek the training. This mother of six lost four of her children within their first year of life. The local authorities supported her interest and despite a long and difficult journey she successfully and proudly completed her first training.

Aadheep Koirala (Kamal) - (Social worker), Hi. Dhurkidangkko, hima gahang, Kail Kami, Beka, Beka, Beka, Beka. Beka, Beka, Beka, Beka, Beka, Beka, Beka, Beka.
Relief and Disaster Management

In Mugu and Sunauli, there has been relationship building with the local disaster networks (networks are facilitated by the local Nepal Red Cross Society (NRCSS District Chapter).

In Mugu, there was participation in a rally and quiz competition for students on earthquake preparedness.

Following a Maoist attack in Mugu on November 1 last year, UMN supplied food, clothing and household supplies to five families for two weeks as part of a combined response for families in need.

UMN also supplied books and stationery to sixty children from families of internally displaced persons and helped them re-settle in school. Other organisations contributed teachers’ salaries and tuition fees.

- भू-भूतरोगिया स्थायित्व प्रमोक्ष संन्यासीले लेखन र देखक गरी उपायको रूप सास्त्रको दृष्टि निर्भर रिपोर्टको प्रतिष्ठानमा विवादितको सम्बन्धित रहेको दिनो ।
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F. UMN partner organisations that transitioned from UMN partnership during 2004-05

- Independent Society for Sufihet, Surkhet
- Animal Health Training and Consultancy Services, Kaski
- Women Craft Association, Palpa
- Bartandi Community Forestry Users’ Group, Nawalparasi
- Chandra Jyoti Integrated Rural Development Society, Dhading
- Education Training and Services for Community, Makawanpur
- Group of Helping Hands - Nepal, Lalitpur
- Village Leather Goods Training Association, Lalitpur
- Mahila Sakshyarta Savings and Credit Co-operative Ltd., Dolakha
- Likhu Denga Community Development Forum, Okhaldhunga
- National Community Forum, Jhapa

*U MN Secondaries*
A. Current UMN implemented Programmes, Projects and Institutions

B. Current UMN Partners in Transition

C. UMN Cluster Partners

D. UMN Projects, completed in 2004 – 05

E. UMN Partners (formerly UMN projects) that transitioned in 2004-05

Children at Risk advocacy an increasing need

More and more Nepali children are becoming at risk due to the deteriorating political condition and broken homes. Currently, 41% of Nepal's population are under 16 years of age with 8,000 displaced by the armed conflict. UMN is working together with one of its partners Children At Risk Network Nepal (CARINet-M), for drafting a child protection policy at the national level. UMN is also advocating Children as zones of peace.

Partnering with Nepali organisations

"To walk humbly"
Changes in one congregation

Earlier the Christian community was interested only in spiritual work but after sharing in cluster workshops they formally expressed interest in working in rehabilitation and mental health. They decided to form a women's group, and realised their need for listening skills in home visits. Slowly, the Christian community is attending the orientation workshops with other partners, feeling confident and open for networking. Basic changes in planning, committee formation and small changes in account keeping are huge improvements in this informal partnership.

And in a group of congregations

It was a brave step that led the seven congregations, from different Christian traditions, to decide to form an NGO, register and express interest in becoming a partner of UMN. Representatives of their young people have become peer educators who are reaching out to their friends at school, college and in the youth group, and sharing about unsafe behaviours. As one pastor commented, "This could have a dramatic effect on our church youth outreach."
Areas of work

Most activities in the Areas of Work are reported in previous sections - 2. Working in the Clusters, or 3. Strategic Directions (1-8). The remaining activities are reported below.

Advocacy:
The majority of the Programme Team staff have been oriented and trained on Local Capacities for Peace - Do No Harm approach.

Relief and Disaster Management:
There is currently no Adviser in post but some activities at cluster level have taken place.

Women and Children:
The Adviser has supported the selection of potential partners and shared in action planning.

Food Security:
UMIN continues to be represented on national phytotherapy and Community Based Rehabilitation and Disability networks/forums, contributing to national and regional seminars.

Peace and Conflict Transformation:
The UNMI Peace Working Group began in 2003 has continued to meet. A database of organisations working on peace issues has been prepared and updated. This included information on Human Rights organisations.

Organisational capacity of partners has been built through Participatory Organisational Assessment, action planning and specific training to develop organisational skills, for example in co-operative concept, accounting and planning.

Using the Situational Assessment Tool has developed listening, recording and reporting skills in members of partners.

The Organisational Capacity Building Team has spent the year developing materials for use with partners to address organisation skill deficits. Orientation on the material has been given to all cluster based Organisational Development Officers.

A Tearfund publication in its Pillars series on the subject of Food Security has been translated, field tested and published.

Specific capacity building in the areas of Education, Food Security, Health and Women & Children took place in Mugu as follows:-

Education: Action planning led to a one week training for librarians and practical setting up of a library in the Mahabhar Higher Secondary School.

Food Security: Under the RIAP Model, village programme training on Nursery, Kitchen Garden basic and Training of Trainers was given.

Health: Seven day Mental Health Training, 2 x 3 day De-Briefing Training.

Women and Children: Basic and Follow up Traditional Birth Attendant Training and planning with the District Health Office.

Two three day De-briefing trainings were conducted. One was for possible partner representatives and the offer for local health staff. Cluster staff also participated.

The trainings were facilitated by Center for Mental Health and Counselling-Nepal consultants. The trainings met a need expressed by local people since recent political problems and the attack on the district headquarters. They gave the opportunity for real healing to begin for many. The local NRCs District Chapter expressed interest in having a Training of Trainers course in the future. The area of counselling is important in working and there is need to build the skills of partners.

SD 7 Capacity building of Nepalis and Nepali organisations

The capacity building activities are designed to enhance the effectiveness of partner organisations and to support the long term sustainability of the programme.

The organisations in the areas of education, food security, health, and women and children's rights have been targeted for capacity building activities. These activities have included training workshops, seminars, and knowledge exchange.

The aim of the capacity building activities is to enhance the knowledge, skills, and capacity of the organisations in the programme areas. This will enable them to better deliver services and support to their communities.

The capacity building activities are designed to be participatory, ensuring that the organisations have the opportunity to play an active role in shaping the activities. This will help to ensure that the activities are relevant and responsive to the needs of the organisations.

The capacity building activities are also designed to be sustainable, ensuring that the organisations have the skills and knowledge to continue to develop and improve their services even after the programme activities have ended. This will help to ensure that the organisations are able to effectively address the needs of their communities for the long term.
Women and Children: UMN has continued as a member of national Safe Motherhood, Sub-Committee under the Department of Health Services (DoHSS), Ministry of Health and Population (MoHP). This is the national decision making body relating to safe motherhood issues. This has enabled UMN to advocate for, and secure an agreement with the Family Health Division (FHD) to support Rupandehi and Mugla as Safe Motherhood districts.

The Adviser advocated at the Child Health Division for Mugla to be a "Community Based - Integrated Management of Child Health Services" district. The Technical Advisor has been a member of the following working groups: ‘National Dalbary Incentives Policy’, ‘National Skilled Birth Attendant Policy’, ‘Development of Need Assessment Tools for Maternal and Neonatal Health Care to be used by FHD’, ‘National Minimum Package of Maternal and Neonatal Health Care’.

The Adviser also facilitated a consultancy for World Bank on ‘District Planning Workshop’ design and piloting. This may now be used in all fully deccredited districts. The Adviser developed a TORG for the Technical Management Agency for the MCHP to support the implementation of the Nepal Health Sector Programme - Implementation Plan 2004-09 and was co-author of a Human Resource Development Policy Paper.

The Adviser is the Nepal representative for a faith based organisation - ACCESS - a multi-agency consortium committed to improve maternal and neonatal health around the world (funded by USAID).

Rehabilitation: The newly revised and re-printed Non-Formal Education (NFE) book includes six disability related topics. Orientation sessions have been run for NFE facilitators. UMN continues to be represented on national physiotherapy and Community Based Rehabilitation and Disability networks/forums, contributing to national and regional seminars.

Some Technical Advisers have been contributing at the national level in their specific Area of Work. These are some examples.

Education: There has been sharing of UMN’s higher secondary schools’ experiences with the Ministry of Education and participation in meetings, workshops and reviews of the government Higher Secondary Education Board.

Food Security: Participated in and contributed to national coordination workshops and forum on Food Security, a seed seminar, agro forestry and biodiversity workshops.

HIV/AIDS: The Adviser worked with the government on Global Funding and the National Operational Plan, as well as being a consultant on national planning for working with Faith Based Organisations. Supported various Training of Trainees, attended SAARC regional and national planning conferences on TB/HIV/AIDS and participated in discussions on finalisation of a draft on human rights issues of HIV/AIDS victims in Nepal. The adviser facilitated the signing of an agreement with the National Public Health Laboratory for the quality control aspect of the Mugla HIV study.

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