



Alliance Nepal
Alliance for Social Mobilization (P.) Ltd.



Annual Report 2012

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BRIEF DESCRIPTION OF THE ORGANIZATION

Alliance Nepal (AN), a consulting firm founded in 1997, has now accumulated an experience of over one and half decade for serving as a partner, facilitator and providing a platform for effectively accomplishing objectives of the development projects and programs. It seeks to foster sustainable growth through continued efforts in development of organization and human resources. It is registered in Company Registrar Office, GoN with its registration number 22323/059-60. Its PAN/VAT number is 301607223. The annual turnover of the last fiscal year was approximately NC Rs.50 Million. The expertise of Alliance Nepal lies in building alliances within organizations, individuals and communities for achievement common goals. Its outreach has been throughout Nepal with a field office in each development region.

The organization has been established with following vision, mission and objectives:

Vision : A trusted institution with professional ethics for development support

Mission : Committed for an alliance among the allies-in-development

Objectives :

1. To provide professional fulfillment to donors and clients thru efficient services ultimately aimed for the poor and disadvantaged people
2. To provide technical and management trainings for transformation
3. To provide institutional development support to public and private institutions for people's benefits
4. To carry out professional action/research works
5. To advocate for refined TEVT systems and implement programs with some model technical institutes
6. To manage socio-economic development projects and programs
7. To apply appropriate strategies and approaches to uplift and sustain the image of Alliance Nepal

AN's professionalism is guided by following working principle:

• Participation	• Promoting organizational learning
• Interdisciplinary and strategic thinking	• Local resource mobilizations
• Mutual exploration of the factors for success & failures	• Supporting the poor and disadvantaged groups
• Networking—a mutual commitment of stakeholders for sustaining the development initiatives	• Human resource development as the key to all successful and purposeful impacts

Expert services being extended by Alliance Nepal are in following thematic areas:

• Governance	• Institutional Development
• GESI	• Human Resource Development
• Technical Education and Vocational Training	• Natural Resource Management
• Facilitation in the area of project/Program efficiency	• Project / Program Development
• Project and Program Implementation	• Participatory Action Research and Development / Survey
• Review, Assessment and Evaluation	

AN is governed by a multi disciplinary team of experienced professionals working in the national and international arena.

Board of Directors:

Dr. Shibesh Chandra Regmi	Dr. Binod Bhatta	Mr. Mahesh Sharma
Dr. Bishwa Nath Tiwari	Dr. Bharat Mani Devkota	Mr. Jayan Nyachhyon
Mr. Dev Bir Basnyet	-	-

Major Shareholders and their holdings in the company:

Dr. Shibesh Chandra Regmi (9.4%)	Dr. Binod Bhatta (9.4%)	Mr. Mahesh Sharma (6.3%)
Dr. Bishwa Nath Tiwari (6.3%)	Dr. Bharat Mani Devkota (6.3%)	Mr. Jayan Nyachhyon (6.3%)
Mr. Dev Bir Basnyet (50.3%)	Mr. Tara Prasad Bakhariya (1.3%)	Ms. Sujana Thapa Shrestha (0.6%)
Ms. Srijana Karki Thapa (1.3%)	-	-

ORGANIZATIONAL STRUCTURE

Alliance for Social Mobilization - *Alliance Nepal* **Board of Directors**

Dr. Shibesh Chandra Regmi
Dr. Bharat Mani Devkota
Mr. Mahesh Sharma
Dr. Binod Bhatta
Dr. Bishwa Nath Tiwari
Mr. Jayan Nyachhyon

Director – Research
Dr. Binod Bhatta

Director – Management
Mr. Dev Bir Basnyet

Program Development & Marketing

Ms. Sunaina Sharma – Research Officer
Mr. Bipin Acharya - Research Officer
Mr. Binod Shrestha - Research Officer

TEVT

Mr. Tara P. Bakhariya – TEVT Programme Coordinator
Mr. Subash Ghimire – Training and Employment Officer
Mr. Suvash KC – Database Assistant

Admin & Finance

Ms. Sujana T Shrestha – Admin and Account Officer

DHANGADI

Mr. Tanka Upadhyaya - FO

NEPALGUNJ

Mr. Bikash Khadka – FO
Ms. Meena Nayak- Office Didi

BUTWAL (NTI)

Mr. Binod Devkota– FO/NTI
Mr. Asmit Gyawali - PCMO
Mr. Bijaya Bhusal – Acc
Ms. Andies Regmi – OA/NTI
Mr. Bhim B. Darlami – WM
Mr. Lok B. Bayambu- Instructor
Ms. Ujeli Darlami- Office Didi

ITAHARI

Mr. Suman Koirala – FO

Support Staffs – Ktm

Ms. Bindu Deuja – Secretary/Receptionist
Mr. Govinda Magar – Driver cum Mail-runner
Mr. Man Singh Chaudhary - Watchman
Ms. Shubhadra Rai - Office Didi

Full-time: 22 Staff & 2 Directors

DESCRIPTION OF PROJECTS REALISED IN THE SCOPE OF PROGRAMMES

Presently, AN is implementing some projects in partnership (as service provider) with many bi/multi lateral institutions:

- ✓ Multi Stakeholders Forestry Project in Baglung, Parbat and Myagdi – SDC + DFID + Finland
- ✓ Implementation of Technical Education and Vocational Training (TEVT) programs – SDC + DFID + World Bank...
- ✓ Consultancy in the areas of training and facilitation; forest/ environment /natural resource management; human resource development; institutional development; strategic planning; project review, and evaluation; survey/studies/research; action research...

In nutshell, major thematic areas of the programs of AN are in 1.TEVT; 2. OD-IS, 3. Training and Facilitation, and 4. Research:

TECHNICAL EDUCATION AND VOCATIONAL TRAINING (TEVT)

Among all programs, TEVT sub-sector is the niche area of AN. It has carried out many researches, labor market assessment of certain locations, published literatures and created network of 99 partner Technical Training Providers (TTPs) covering the whole county.

- 1. Vocational Training and Employment to economically poor and socially discriminated youths in Nepal – 4,687 youths**
 - Implementation of training programs of 390 hours with employment services to 4,687 trainees in the country in 14 employable trades through 17 partner TTPs all over the country.
 - **Duration:** December 2008- December 2013 (Yearly contract....);
 - **Client:** Employment Fund Secretariat/Helvetas - SDC, DFID, World Bank.
 - The target groups are out of school youth aged between 16-40 for women and 16-35 for men with education level below SLC, socially discriminated and economically disadvantaged poor. Among the disadvantaged, youths from Dalits, Janjatis, Women and Special groups (IDP's, HIV- Infected, Widows, Disabled, EX-Combatants and Conflict- affected), who are severely deprived are served. So far, the trend shows gainful employment to more than 80% of the trained youths.
- 2. Implementation of MOST (Market Oriented Short-Term Skills Training) for 700 youths**
 - Provided vocational training to promote poverty reduction by increasing the employment opportunities through market oriented short term (MOST) skills training particularly for women, Dalits and the disadvantaged groups. In this context, AN implemented MOST for 700 youths in Dhanusha, Rupandehi, Sunsari, Kailali, Chitwan districts in eight different trades. Graduates are engaged in self, formal and foreign employment.
 - **Duration:** November 2009 - February 2012;
 - **Client:** CTEVT, Skill for Employment Project (Ministry of Education and Sports) supported by ADB.
 - 400 graduates in Motorcycle Service Mechanic all over Nepal and 300 graduates in eight skill trades in Dhanusa district.
- 3. Education for Income Generation (EIG)**
 - Alliance Nepal is mandated to design and develop employable skill training programs for Dalit, Janjati, women, DAGs and conflict victims, revise the existing training for making it compatible to present market and employment context, provide Training of Trainers (ToT) courses to selected trainers in the region and implement skill training programs that are inclusive and covers more than 50% women, not less than 25% Dalits, implementation of vocational trainings and so forth.
 - **Duration:** January 2008- December 2012.
 - **Client:** Winrock International/USAID Nepal ; USAID
 - In year 2008-2009 there were 793 beneficiaries; in year 2011, 492 disadvantage youth and in year 2012, 181 disadvantage youth were benefited from the program.
- 4 Vocational Skills Training in the Western Region and Far-Western Region of Nepal**
 - Provided vocational skills training for out of cantonment youths (disqualified combatant) in Far western, Mid-western, Western and Eastern region.
 - Conducted vocational training programs with partner TTPs for out of cantonment youths, monitored and supervised program.

- **Duration** : January 2010- August 2011;
- **Client**: UN Interagency Rehabilitation Program (UNIRP)/UNDP ; UN system
- 139 graduates out of 147 enrolled.

Training and Facilitation

Alliance Nepal has conducted several trainings and facilitated hundreds of workshops in Nepal and abroad in different thematic areas including advocacy, gender and gender auditing, monitoring and evaluation, organizational development, participatory planning, leadership, natural resources management, proper use of social accountability tools and mechanism and so on. Some of the notable works in this line are as follow:-

5. **The Great Himalayan Trail Development Programme for Leadership Training and Mentoring on natural tourism**
 - The Great Himalayan Trail Development Programme (TGHTDP) is harnessing tourism with a market-led approach to improve livelihoods and bring sustainable development opportunities to remote and poor communities through the creation of an iconic and globally significant new tourism product for Nepal.
 - Tailored the Leadership Learning Programme (LLP) modules for the Nepal tourism context. Meet with SNV, GHTDP steering committee members, working committee members and marketing group members, and LCBs to understand their capacity, objectives and goals of the training in advance of delivering the training.
 - **Duration**: July 2011- December 2012 ;
 - **Client**: SNV Netherlands Development Organization.
 - The work included facilitation, mentoring, strengthening & empowering trainees as well as individuals to continuously tackling the various frustrations and challenges they regularly experience in Humla, Dolpa, Taplejung, Gorkha, & Solukhumbu.
6. **Developing Capacities for Effective Aid Management and Coordination**
 - Provide various training services as per the need and demand of the clients such as “Negotiation Skills”, “Project Appraisal”, “Resource Mobilization Skills” and “Negotiation and Consciousness Building Skills Seminar” to the senior government officials of different ministries in different districts as per required.
 - **Duration** : June 2011- December 2013 ;
 - **Client**: Ministry of Finance (MoF) ; UNDP, Denmark and DFID.
7. **Facilitation of SIRF workshop**
 - Facilitated SIRF workshop on 7 June 2012 in Kathmandu.
 - Instructed others to inspect the works carried out by the Contractor concerning this commission.
 - **Duration** : 4 June 2012- 4 June 2012
 - **Client** : SIRF/ SNV Netherlands Development Organization Nepal Office ; SNV.
8. **Training of Trainers (ToT) on Climate Change Adaptation and Its Issues of Hariyo Ban Program**
 - Prepared the methodology, tools and learning materials on the climate change and adaptation issues and finalized set of training curriculum, guidelines and tools associated with climate change and adaptation issues in line with GoN policies and procedures and conducted training of the same in Kathmandu.
 - **Duration** : June 2012- July 2012 ;
 - **Client**: CARE-Nepal
 - Shared and built common understanding on climate change, impacts, and climate adaptation issues in line with government of Nepal’s NAPA and LAPA framework for GoN’s officers from Ministry of Forests and Soil Conservation, Ministry of Environment, Science and Technology, Ministry of Agriculture, Ministry of Local Development, and partners of Hariyo Ban Program.
9. **Team Building Workshop (TBW) for Launching Radhi Small Hydropower Project (4.4MW)**
 - Facilitated team Building Workshop of Radhi Small Hydropower Project (RSHP) for Clean Energy Development Bank, Kathmandu (15-17 June, 2012) in Lamjung.
 - **Duration** : June 2012- June 2012 ;
 - **Client**: Radhi Bidhyut Company Limited.
 - Developed an action plan and facilitated team building workshop.

10 Facilitation on the workshop for National Conservation Strategy 1988 developed by National Planning Commission

- In 1988, the National Planning Commission (NPC), with support from the International Union for Conservation of Nature (IUCN), had developed a National Conservation Strategy. The Strategy was well received by concerned Nepalese government and non-government institutions, and extensively cited by people involved in development and environmental issues within and outside Nepal in Kathmandu.
- **Duration** : 6th January, 2012-12th January, 2012;
- **Client**: Nepal Planning Commission/IUCN.
- Facilitate the workshop on National Conservation Strategy 1988.

Organizational Development and Institutional Strengthening (ODIS)

ODIS is also one of the sectors of Alliance Nepal. It has been conducting several assignments such as:

11 Development of Strategic Development Plan for Inland Revenue Department

- The overall objective of the project was to increase the self- financing capacity of the Nepalese state through improved exhaustion of tax potential in Kathmandu.
- **Duration** : December 2011- April 2012 ;
- **Client**: RAS/GIZ; German Development Cooperation (GIZ).
- Formulated a Strategic Development plan based on defined objectives of IRD and provided recommendations for the future development.

12 Revenue Administration Support & development of Human Resource Development plan for IRD (Inland-Revenue Department)

- Revenue Administration support (RAS) project of GIZ jointly implemented with IRD (Inland Revenue Department) and co-financed by the DANIDA allocated the Alliance Nepal to support for the development of human resource management (HRM) plan in Kathmandu.
- **Duration** : April 2012- August 2012 ;
- **Client**: German Development Cooperation (GIZ) ; IRD
- Designed the revised human resource framework and formulate recommendations serving as guidance for IRD.
- Conducted an environmental scanning and a gap assessment to identify immediate and long-term challenges as well as necessary adjustments.

13 Outreach Program for teacher's training for class room environment in Dailekh district & Strategic plan development for 23 schools in Gulmi District

- Developed a project plan for training of 1200 teachers with pragmatic approach for Dailekh.
- Pragmatic, Strategic Plan Development on the basis of feedback received from DEO (District Education Officer) and other stakeholders for 23 schools in Gulmi District.
- **Duration**: January 2012- March 2012 for Dailekh ; April 2012 - May 2012 for Gulmi ;
- **Client**: Rato Bangala Foundation.

14 Support to formulate "Corridor Management Policy"

- Established effective management systems and building capacity of community, local organizations and line agencies in Bardia, Kailali, Kanchanpur and Kathmandu.
- Identified the major issues of biological corridor; provided long term vision, strategies and developed Institutional framework for management of corridor.
- **Duration** : March 2012- August 2012 ;
- **Client**: Ministry of Forests and Soil Conservation (MoFSC), GoN,
- The project received financial and technical support from Global Environment Facility (GEF), the Netherlands Development Organization (SNV) Nepal, and World Wide Fund for Nature Conservation (WWF) Nepal, Biodiversity International, Nepal Agricultural Research Council (NARC) and Local Initiatives for Biodiversity, Research and Development (LI-BIRD).

Research and Study is one of the key portfolios of Alliance Nepal. It has been conducting various research and study in various themes (empowerment of women, youth and children, climate change, advocacy, natural resources management, gender enterprises in the market, food security and nutrition; technical and vocational training sector, health). Some of the works in this line are:

- 15 Supports for Development of Project Proposal for Integrated Natural Resource Conservation and Management of Churia Region in Nepal**
 - Designed and produced a project document for piloting a model for sustainable natural resources management in Churia Region. The proposed Project Document, is aimed to be ready for implementation from 2013-2014, will involve at least 5 years, concentrating initially in 4 to 5 pilot districts of Churia Region.
 - **Duration** : (Contract date: December 2012) January 2013- June 2013 ;
 - **Client**: IUCN/Ministry of Forest and Soil Conservation (MoFSC)/FAO; Food and Agriculture Organization (FAO)
 - Organize a national multi-stakeholder consultation workshop, including an inception workshop, involving representatives of different ministries and other various government and non-government and community organizations and development partner organizations.

- 16 Financial, Operational and Management Assessment of Technical and Vocational Training Centres (TVTCs) and Job Market Study**
 - Conducted a Job Market Study and Financial, Operational and Management Assessment of Technical and Vocational Training Centres and trainers of the far-west region to provide vocational training related services.
 - **Duration** : December 2011-March 2012 ;
 - **Client** : ROJGARI Project/Practical Action; European Union
 - Conducted a study to determine overall market size, trend, demand, supply and other related issues of employment market also developed business plan, action plan & Capacity assessment for selected TVTCs.

- 17 Mid-Term Review of Tackling Human Resources for Health (HRH) Crisis in Nepal through Informed Policy Decisions and Actions**
 - **Duration** : September 2012 - October 2012 ; **Client** : Save the Children
 - Prepared and submitted the report reviewing of various sources and field work which help to plan for the next phase of the project.
 - Designed methodology with timelines for deliverables, reviewed existing published and unpublished literatures, conducted field work and identified challenges.

- 18 Research Study of “Building the Evidence Base for Protecting and Promoting Child Rights of Lesbian, Gay, Bisexual, Transgender and Intersexual (LGBTI) people in ASIA.**
 - Carried out research study of building the evidence Base for Protecting and Promoting Child Rights of LGBTI people in Asia.
 - **Duration**: August 2011- December 2011; **Client**: Save the Children.
 - Reviewed literatures , developed conceptual framework, identified protection needs, explored social networks and gate keepers (Policy Makers , Parents, Teachers – FGD) finally assisted, advised and co-ordinated the project

- 19 “End-line survey of Women’s Empowerment for Transformation (SAKCHAM) in the Churia Area (Chitwan, Makwanpur, Kapilbastu)**
 - The project aimed to empower women by challenging the existing patriarchal mindsets at the household, community and political levels. The program sought to improve the psychosocial wellbeing of women, improve economic status and enable their participation in decision making at household and community matters and in the peace building process of the country in Chitwan, Makwanpur and Kapilvastu
 - **Duration** : September, 2012 - November, 2012;
 - **Client** : CARE Nepal

- 20 Building Momentum for Sexual and Reproductive Health and HIV Integration in Nepal**
 - FPAN planned to roll out the Rapid Assessment Tool in Nepal in collaboration with UNFPA country office, the Ministry of Health and the National Network of people living with HIV as part of the European Union funded project on “Building Momentum on SRH HIV Integration” Kathmandu, Kavre, Saptari, Kaski, Banke, Dadeldhura.
 - **Duration** : June 2012 - August 2012 ;

- **Client** : Family Planning Association of Nepal ; EU
- Conducted rapid assessment, understanding of current situation in terms of linking SRH and HIV at a policy, identified current critical gaps in the policy and programmatic environments.
- Discussed the possibility of developing a National Strategic Framework for linking SRH and HIV in the country.

Success Stories

Vocational training programs conducted by AN has not only imparted skills, knowledge to its beneficiaries but also touched their lives for bringing profound changes. Here are some of the stories of graduates.

1. A village boy to a skilled worker in short time:

18 years old Dhani Ram Chaudhary, a son of Tikaram Chaudhary of Tulsipur, Dang, now, working as a Mason and earns Rs. 450 per day, who had never even dreamt of the day he is living now. He feels thankful to the program which turned his fate in a very short period of time. He says, "It has become possible just because of the training provided by USAID/Nepal through Alliance Nepal."

Before the training, due to the poor family condition, Dhani Ram Chaudhari never had chance to finish his study. He used to work in a farm in his village, earnings was not sufficient to support his family.

He had to work extra hours, as a general labour, in the neighbourhood to meet the daily needs. Working extremely hard, all year long, was not even adequate to feed him and his family, a two time meal daily. He, then, hears about the training, one day, from a local media, which was going to held in a nearby village. He was not sure if he should apply at first, but when he hears about the training along with job placement, he immediately made his mind, applied and got selected. During the On the Job Training (OJT), he could support his family, without having to go to the job he had been doing. Thanks to the training allowance of Rs. 300 a day, which helped him, to focus and made him more determine, to complete the training program.

He worked hard, learning skills, during the training and completed the course successfully. Now, he is very happy and satisfied with his assistant mason job and he vows to work even harder to become a head Mason in a near future, which will pay him even better.



Brick Layer Mason Training

2. "Work is the key to success, and hard work can help one accomplish anything" : A success story of an arc welder

Mr. Dhan Raj B.K. of a Baisa gaun, Dhanauri VDC, Dang district belongs to a Dalit family. He has become a true example of the above written quote. Dhan Raj B.K could not finish study due to poor economic condition of his family. Having completed his study up to 5 class and no skills for job, it was difficult for him to find any job to support his and his family's livelihood. He did not even have enough land for farming.

So, he had no choice, than to work as a house maid in his neighborhood. Long and hard working hours have paid him very little money to survive. He was getting frustrated from his life day by day until one day, he found out about an arc welding training taking place near his village. Dhan Raj thought to himself it could be an opportunity for him to acquire skills which can be useful for employment. He wasted no time to apply for the training and got selected.

Dhan Raj worked very hard during the training and with the result of his dedications and self determination; he has successfully completed the programme. During the On the Job Training (OJT), the training allowances of Rs. 2500 with one time meal had supported him financially to complete it. After the training completion, he was hired by a company call "Air Lines Body Builder" where he has been earning Rs. 5500 every month, which is a good achievement for him. Now, finally he has been able to support his family. He says it proudly, "I and my family are very happy now, since I have a regular income. The training has helped me to become a skilled arc welder from a village boy. I have a job now and it is helping us a lot financially, to support my family. I and my family are thankful to USAID/Nepal and Alliance Nepal for changing my life. I have never thought that I would be an employee and a skilled person in life". He is satisfied with his job and is planning to open his own garage after gaining some experiences over the coming years.



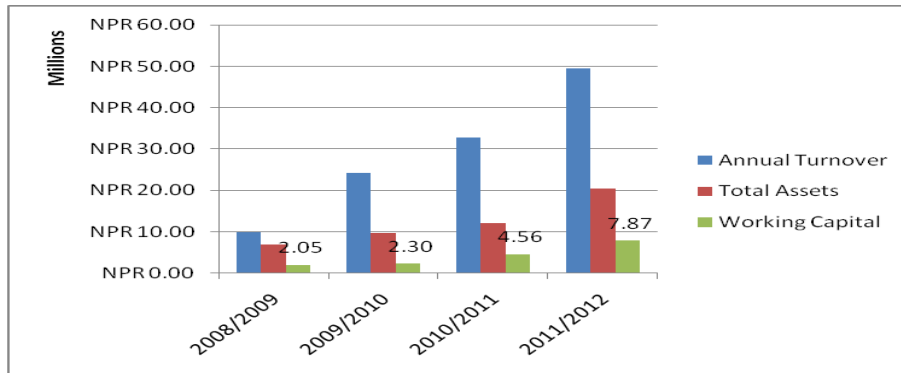
Arc Welding Training

Financial Report for the year 2012

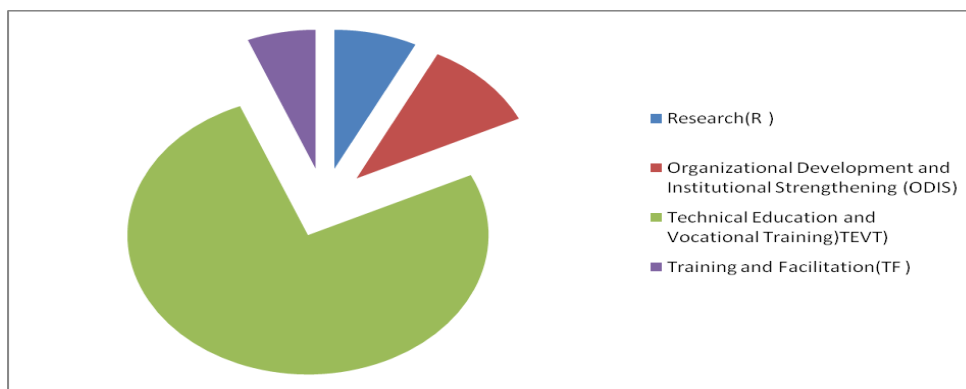
Alliance Nepal regularly conducts financial audit every year and pays tax as per the rule of Nepal Government. The annual turnover for last few years is given below:-

S.No.	Year	Annual Turnover	Total Assets	Working Capital
1	2008/2009	9,942,467.00	7,029,692.03	2,047,335.68
2	2009/2010	24,280,412.00	9,756,710.01	2,296,104.94
3	2010/2011	32,862,470.03	12,070,421.76	4,557,978.62
4	2011/2012	49,535,172.30	20,483,904.00	7,866,351.38

Note: The Amount is calculated under NRs (Nepalese Currency) calculated before VAT and TAX as per audit report.



#	ACTIVITIES	COSTS (NRs)
1	Research(R)	2,770,402.59
2	Organizational Development and Institutional Strengthening (ODIS)	3,909,940.00
3	Technical Education and Vocational Training)TEVT)	28,343,482.50
4	Training and Facilitation(TF)	2,292,685.81
	Total cost	37,316,510.90



Note: The Amount is calculated under NRs (Nepalese Currency) calculated as Net amount after VAT and TAX.

Project and Cost for the Year 2012

S.N.	Organizations	Amount (NPR)
RESEARCH		
1	M/S Practical Action	444,729.58
2	Save The Children	8,55,950.01
3	Family Planning Association	667,423.00
4	Care Nepal	802,300.00
R Total		2,770,402.59
ORGANIZATIONAL DEVELOPMENT AND INSTITUTIONAL STRENGTHENING(ODIS)		
5	GIZ/ Revenue Admin Support-Strategic Planning IRD	1,853,765.00
6	National Entrepreneurship Development Centre	103,960.00
7	Western Terai Landscape Complex Project (WTLCP) /UNDP	696,080.00
8	M/S Rato Bangala Foundation	121,615.00
9	GIZ/ Revenue Admin Support-HRM plan	1,134,520.00
ODIS Total		3,909,940.00
TECHNICAL EDUCATION AND VOCATIONAL TRAINING		
10	Helvetas Nepal/Employment Fund	15,600,700.90
11	Skill For Employment Project	554,900.00
12	Skill For Employment Project-Dhanusha	4,612,253.65
13	Winrock International/USAID	5,226,338.14
14	UNIRP/UNDP	2,349,289.81
TEVT Total		28,343,482.50
TRAINING AND FACILITATION		
15	SNV Netherlands Development Organization Nepal-TGHT	1,032,358.96
16	Ministry of Finance/ UNDP	715,000.05
17	IUCN Nepal Country Office	128,063.00
18	SNV Netherlands Development Organization Nepal Office	48,590.00
19	USAID/CARE NEPAL/ Hariyo Ban	226,000.00
20	Radhi Bidyut Company Limited	142,673.80
TF Total		2,292,685.81
GRAND TOTAL		37,316,510.90

Note: The Amount is calculated under NRs (Nepalese Currency) calculated as Net amount after VAT and TAX.