

# ANNUAL REPORT - 2018



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## Alliance Nepal – an intro recap, in brief:

**Alliance for Social Mobilization Pvt. Ltd. (Alliance Nepal or AN)** is a development consulting firm which seeks to foster sustainable growth in development of organizations and human resources. It is a for-profit organization established in 1997. It became the first ever private consulting firm to implement a development project for Swiss Development Cooperation (SDC) - Training for Employment (TfE). Alliance Nepal has 12 full time staff and professionals to provide services in different thematic subjects such as Human Resource Development (HRD), Organizational Development and Institutional Strengthening (ODIS), Gender Equity and Social Inclusion (GESI), Technical Education and Vocational Training (TEVT), Project Design and Implementation, Strategic and Periodic Planning etc. Alliance Nepal's across the board expertise (cross cutting pillars) are: (i) Facilitation (ii) Training and, (iii) Research & Studies. It delivers the consultancy services in developing Strategic and Periodical plan for projects and institutions.

Alliance Nepal (AN) is registered in Company Registrar Office, Government of Nepal with its registration number 22323/059-60 and holds VAT – 301607223. AN has affiliation with CTEVT for imparting short-term vocational training courses in 26 occupational skills.

Alliance Nepal is managed by six highly acclaimed professionals (as board directors). It has been implementing TVET related projects for last 19 years (January 2000). It has its central office in Lalitpur and 5 field offices in various parts of the country.

The Track record shows that Alliance Nepal possesses strengths in the areas of:

- Capacity building of the institutions, projects and individuals in various thematic areas with the interventions through organizational development and institutional strengthening (ODIS), human resource development (HRD), health, and **TVET**.
- Alliance Nepal's annual financial turnover is approximately NRs. 40 million and **TVET** has about 65% (budget portfolio). It paid a total tax of NRs. 4,905,427.18 to IRD Lalitpur and received the Tax Clearance Certificate for FY 2074/75.
- Through its first project "TfE" of SDC, it provided vocational training (VT) to 7452 youths from January 2000 to March 2008. Just recently, it provided VT to **2193** youths in Kavre and Okhaldhunga for Sabal/USAID and Employment Fund/Helvetas.
- AN has been implementing vocational training in construction trade for Employment Fund Project funded by DFID and SDC. It has been in partnership since 2010 (intermittently) and has trained and provided employment related services to **5,108** youth (37% females). Geographically, it was all over Nepal but only in Kavre in 2017 for **350** youth in mason and re-construction (including retrofitting).
- Alliance Nepal is guided by its conceptual framework, agreed upon values and policies. It follows its Operational Manual approved by the Board of Directors.

AN is managed by Mr. Dev Bir Basnyet, MD who has more than 38 years of experiences and more than 30 years in TVET.

AN has trained and provided placement services for employment to almost **20,000 youth** by December 2018. Its journey in TVET started from implementing - Training for Employment (TfE) project from Jan 2000 to March 2008 with a budget of US\$ 7.5 million. It has been implementing similar projects with the support of WB, SDC, DFID, ILO, USAID, FAO, UNDP, Save the Children, ADB, World Bank, Ministry of Peace and Reconstruction, Helvetas Nepal etc. Alliance Nepal also developed 21 vocational training curricula (16 new and 5 refined) for skill test level one and above. Those curricula were handed over to CTEVT as the national property afterwards.

It has been growing from past two decades. AN has roaster of more than 2 dozens associated thematic leaders / experts and trainers to work with AN as and when needed. AN conducts various network building events in order to share and learn from each other's experiences. AN's publications such as "Yellow page of TTPs"; "PCMU manual"; "Vocational Pathways" – a concept for Nepal's TVET system development; "The way paved by TfE"; a national impact study for IDD are noteworthy reference materials with national value.

AN was the drafter of the first ever developed "Strategic Plan" of the Inland Revenue Department of the Government of Nepal with 25 years vision and 5 years of strategic objectives. It also helped IRD to develop its second strategic plan in 2018. AN is constantly involved with a Danish organization - Danish Institute for Party and Democracy (DIPD) in providing institutional and human resource development support. It has trained many high level political leaders for effectiveness and efficiency in managing the party as an institution. It had a long term agreement (LTA) with UNDP & Ministry of Finance to train bureaucrats in Foreign Aid Management. AN has just completed a Scoping Study for the Government of Germany for its possible entry into TVET sub-sector in Nepal.

## Facilitation Support for Trainings/Workshops/Seminars + Project Evaluation and Review:

### 1. GIZ / RERA: Organizational development assessment (ODA) and Capacity needs assessment (CNA) of Key and primary stakeholders in Province 1:

The main objective of the assignment was to assess the Organizational Development (OD) and Capacity Needs (CN) of key and primary stakeholders respectively for the promotion of Renewable Energy in Province no. 1. Key and primary stakeholders were the rural municipalities and private companies, banking institutions, civil society organizations, and educational institutions respectively that are identified by the stakeholder analysis/actors mapping conducted by GIZ earlier.

Specifically, the assignment included the following:

- Defining, agreeing and using a systematic approach and methodology to conduct organizational assessments and capacity needs assessments.
- Carry out organizational development assessment of identified key stakeholders and propose comprehensive as well as specific organizational development measures with GESI friendly to improve the key stakeholder's performance in regards to renewable energy by applying systematic approaches/methodologies,
- Carry out capacity needs assessment of primary stakeholders and recommend capacity development measures with GESI and DAG friendly to increase their effectiveness in regards to renewable energy according to a systematic approach.

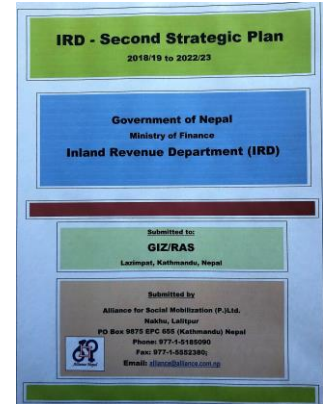


## 2. GIZ/ RAS – Formulation of the second strategic plan of IRD

The objective of this assignment has been to study and analyze the evaluation of the first Strategic Plan (which was also supported by Alliance Nepal). The main task was to formulate (drafting) the second strategic plan considering and assessing the changed context (Federalism etc.). The draft was submitted which was further refined and the Finance Minister launched the Second Strategic Plan on the Tax-Day 2018.

The overall process was very intensive and the team consulted many stakeholders:

1. Top level management of IRD: Director General and all Deputy Director Generals
2. Mid-Level management officials of IRD: Director of Human Resource Development Section for coordination and all other Directors are for providing input to the consulting firm
3. CTA and DCTA of RAS
4. Representative of selected associations such as FNCCI, CNI,
5. Tax experts and economists, and
6. The tax payers at large for expected support in Nepalese Tax Management system



## 3. Save the Children / Global Fund – Development and endorsement of the strategic plan for a comprehensive response to human rights-related barriers to HIV and TB

The specific objective of this assessment was to support the development and endorsement of the strategic plan:

- Support the international consultant and the working group in developing the strategic plan;
- Coordinate the review and endorsement of the plan by key stakeholders;
- Support planning for operationalization and oversight tasks of implementation of the plan.
- Support to key actors involved in developing the plan: NCASC, Save the Children (PR) and CCM,
- Finalize the plan and support its endorsement with the Government of Nepal.

## 4. Save the Children / Global Fund – HIV Risk and Vulnerability assessment of Prisoners in Nepal

AN team provided following professional support

- Assess the current situation of prisoners and risk and vulnerability in regard to HIV and TB in the selected prisons of Nepal.
- Examination of the possible entry points and structural elements that will support the implementation of an impactful HIV programme in prison settings.
- Explore possibility of integration of TB and Malaria services with HIV in prison settings.
- Provide the concrete activities for prison program, monitoring process and recommendation for long-term sustainable financing of the program.
- The final output was a consolidated report on major findings and pragmatic recommendations.

5. **CEDB Hydropower Development Company – "Approaches for Effective and Efficient Management – Plan Do Check Act" Workshop**

Alliance Nepal conducted the workshop to provide concept, rational, methods and approaches for effective and efficient Management, specifically to the supervisory level officials. The approach: "Plan-Do-Check-Act" was used with clarity on its application for CEDB Hydropower Development Company Limited.



6. **GIZ/RERA – Moderator for RERA Strategy Workshop**

The objective of the RERA Strategy Workshop was to discuss and define roles and responsibilities of Federal, Provincial and Local Governments to take forward the strategy of AEPC to adapt to the new federal context, and to identify and coordinate support measures of the DPS to the different government levels to make the transition into federalism a success. With the Support of RERL, REPC had conducted a study and prepared a document which defined the new roles and responsibilities of AEPC at federal and provincial levels. Alliance Nepal facilitated the Strategy Workshop, motivated for further discussion to decide on the roles and responsibilities presentation by AEPC/RERL. The one and half day workshop was successful enough to create an atmosphere for collective support mechanism through the interactive discussion and intensive participation of all. Their inputs of articulate roles and responsibilities of provincial and local governments and DPs support for the promotion of renewable energy and the role of AEPC was

7. **The International Institute for Democracy and Electoral Assistance (International IDEA) – Internal Review Workshop of Coherence Programme being implemented in Humla**

AN provided facilitative support in the 1-day workshop for internal review of the Coherence programme.

The scope of the works was to prepare workshop design, select best suited methodology for the purpose of the workshop and facilitate discussion for collective reflection and strategic decisions.

The outcome of the workshop was expected to help to determine priorities for the remaining year of the Coherence programme, (re)gain commitment from all Coherence team members and provide a basis for the internal planning of the Coherence programme. The assignment was for the period 28 September - 4 October 2018 and was successfully completed.



**8. RAP3 – Content Development for Online Training on “Communication & Reporting Process - Code of conduct and Code of Behavior”**

Alliance Nepal got an assignment to develop “Contents for Online Training on Code of Conduct and Behavior” to ensure that all RAP3 personnel, consultants and partners are aware of its existing management policies, systems and practices and mostly the DOs and DON'Ts. Understanding and Speaking the same language and to assess the understanding of the users was the expected outcome from the disseminated e-learning processes.

The major tasks and outputs were:

1. Identify major data/information from “Communication reporting process” especially elements/parameters on the Code of conduct and Code of Behavior for RAP3 project.
2. Refine related documents that are essential for all to understand easily.
3. Meet selected RAP3 persons (direct/counterpart staffs) to check on their understanding (one-to-one interview),
4. Meet with RAP3 official who have experiences to develop/share case studies to make it more practical to understand and to develop the contents (one-to-one interview and/or Focus Group Discussion - FGD).
5. Develop a set of questions for generating level of understanding towards the end of the processes (desk work and pre-testing) and refinement of the contents, if needed.
6. Study and create synthesized contents of those data/information in the manner of “Captions” that could be uploaded easily (desk work and inputs for IT professionals), and
7. Writing of a brief “Assignment Completion Report” with recommendations for follow-up actions.

## Technical and Vocational Education and Training (TVET)

### 1. RAP3 – Implementation of Excavator Operator Training at BAMA, MUGU

#### Timing: April 2018

RAP3 commissioned AN for “Implementation of Excavator Operator Training” to meet the needs of technical skills to operate excavators in the remote areas of Karnali (Bama, Mugu). The objective was to conduct EO training with four major outputs i.e. 1) Assessment of skills of the operators deployed by excavator owners; 2) Develop training modules and session plans making it compatible to CTEVT curriculum; 3) Provide advanced (skills) training to already deployed excavator operators in the hills for 10 days, and 4) Train other youth from 4 Karnali districts to provide skills for employment. Hence, employability was the main crux of the excavator operation training.

The 32 -day training entitled “**Basic Skills to Operate Excavators in Hills**” was held (4<sup>th</sup> output) at Bama, Chhyantha in Mugu district from 3 September to 5 October 2018. This training was pragmatically designed from the experiences generated from (i) training needs assessment process, (ii) advanced skills training to the deployed excavator operators, (iii) making the sessions plans etc. compatible to 190-hour curriculum of CTEVT, and (iv) past learning from RAP3 implementation.

AN organized the Skill Test on 6, 7 and 8, October 2018. Among 28 trainees, 26 appeared in the test and all of them passed the skill test (100% success). Among the 26 participants two women from Karnali Province have for the 1st time passed the NSTB skill test to operate excavators.



**Hands-on demonstration**



**Inspecting Machine after Training (everyday)**



**Class Room Session**



**Practical session**



2. **SABAL/ Save the Children/ USAID:**  
**Final completion and final financial settlement of project in 2018**

Alliance Nepal had signed a contract on 15 Nov 2016 (the fourth contract in succession) to impart vocational training in Kavre and Okhaldhunga districts. The mandate was to implement 7-day Earthquake Resiliency (EQR) training to 737 crafts-persons and 52-day and 40-day mason training to 550 youth using CTEVT approved curriculum in Kavre. AN was also mandated to implement vocational training to 347 youths in the trades identified by labor market assessment in Okhaldhunga district. In order to be efficient and have continuous rapport with Sabal's cluster offices, AN opened two offices in Banepa and Milan Chowk in Kavre and Okhaldhunga respectively. Seven staffs were deployed. It was continuing from then (Nov 2016) till 2018 to complete all activities as per the contract.



AN successfully implemented all the programs as contrite for i.e. VT to 1287 youths in Kavre in EQR based mason training and 347 youths in Okhaldhunga in LMA based VT. AN completed all meaning achieved 100 percent target. The first 3-month income/employment verification showed 77% success rate and the final verification showed 85%. AN feels proud for the good results and that its effort paid off due to quality of the training programs and in-built support system. The whole assignment was completed and the file was closed on 14 May, 2018.

3. **Employment Fund/ Helvetas Nepal (DFID):**  
**Final completion of the project in 2018**

Alliance Nepal was awarded to implement the Reconstruction Skill Training to the 350 youths in Kavre. Among them 300 were in mason (including actual reconstruction of houses for earthquake affected families) and 50 in Construction carpentry. All VT were in remotest VDCs in Kavre i.e. Banakhu, Ghartichhap, Gokule and Dandagaun (they are referred as Danda-pari). All programs (100% target) were completed. The final field verification for employment and income showed a good result of 75% considering the remotest context of the training locations. At the end of the training period, 60 houses were built based on the earthquake resilient technology.



EF-Helvetas Nepal introduced a new approach for practical procedures of the training, actually giving additional emphasis on actual house construction. 300 trainees in the four DVCs were divided into 30 batches of 10 trainees each. Each group was guided by a Lead and an Assistant trainer. Two persons were selected (among the 10) to construct the house and was provided NRs. 25,000.00 worth of support to each for practical and demonstration effect. It yielded good results. Nevertheless, employment of the women masons is still relatively difficult in such remote areas including the income they make. People still prefer men over the women for manual works in such locations.

#### 4. TVET Experiences of Alliance Nepal from 2015

Four year scenario	Assignment and brief description of the deliverables/outputs	Name of Client	Contract value (in NRs) and amount paid to your firm
March 2015 - October 2015 (2072/2073)	<b>Vocational Training (VT)</b> for Unemployed youths: trained 98 youths of Palpa and Rupandehi Districts in Building Electrician	Enhanced Vocational Education and Training Project (Event) Project Buddhanagar, Kathmandu	<b>5,470,660.00</b>
November 2015 - May 2016 (2072/2073)	<ul style="list-style-type: none"> <li>VT for Unemployed youths</li> <li>Trained 299 youths of Okhaldhunga, Makwanpur and Khotang districts on Mason, Plumbing, Building Electrician, Construction Carpenter trades</li> </ul>	Sustainable Action for Resilience and Food Security- <b>SABAL</b> , Funded by USAID and implemented by Save the Children	<b>20,367,350.00</b>
November 2015 - September 2016 (2072/2073)	<ul style="list-style-type: none"> <li>VT for Unemployed youths</li> <li>Trained 203 youths of Kavre district on-Mason trades</li> </ul>	Sustainable Action for Resilience and Food Security- <b>SABAL</b> , Funded by USAID and implemented by Save the Children	<b>12,513,303.00</b>
March 2016 to February 2017 (2073/2074)	<ul style="list-style-type: none"> <li>VT for Unemployed youths</li> <li>Trained 48 youths of Surkhet and Bardiya districts on Budiling Electrician and Mason trades</li> </ul>	Enhanced Vocational Education and Training Project (Event) Project Buddhanagar, Kathmandu	<b>193,7385.00</b>
November 2016 to October 2017 (2073/74)	<ul style="list-style-type: none"> <li>VT for Unemployed youths</li> <li>Trained 887 youths of Kavre and Okhaldhunga districts on Mason, Building Electrician, Furniture Maker, Tailoring, Community Livestock Agriculture &amp; Mobile Phone Repairer trades</li> </ul>	Sustainable Action for Resilience and Food Security- <b>SABAL</b> , Funded by USAID and implemented by Save the Children	<b>45,899,226.00</b>
October 2016 to December 2017 (2074/2075)	<ul style="list-style-type: none"> <li>VT and Employment Services for reconstruction of own houses &amp; get into job market later (in Kavre)</li> <li>276 Stone Layer Mason Trained</li> </ul>	Employment Fund Secretariat / HELVETAS NEPAL Bakhundole, Lalitpur	<b>15,152,800.00</b>

#### 5. Skill Test Details and Results

Fiscal Year	Trade/ Occupational Skill areas	Trainees appeared in the Skill Test	Trainees who passed against the appeared ones
2072/73	Building Electrician	157	119
	Construction Carpenter	61	54
	Mason	303	269
	Plumbing	55	44
2073/74	Building Electrician	74	61
	Mason	674	511
	Community Live Stock Assistant	19	19
	Furniture Maker	55	51
	Mobile Phone Repair	8	8
	Tailoring	38	31
2074/75	Mason	276	244
Total		<b>1720</b>	<b>1411</b>
Annual Average		<b>573</b>	<b>470 (82%)</b>

## 6. NSTB Certificate for Skill Test



पत्र संख्या: ०६६/०७६९  
चलानी नं.: ६६९

प्राविधिक शिक्षा तथा व्यावसायिक तालीम परिषद्  
राष्ट्रिय सीप परीक्षण समिति

मिति: २०७५।०९।११

विषय: जो जससंग संबन्ध छ ।

राष्ट्रिय सीप परीक्षण समिति, सानोठिमी, भक्तपुरद्वारा विभिन्न मिति र स्थानमा लिइएको सीप परीक्षणमा Alliance for Social Mobilization Pvt. Ltd. ललितपुर, संस्थाले तपसिलको आर्थिक वर्षमा विभिन्न व्यवसाय र तहको गरी निम्न आंकडा अनुसार सीप परीक्षण सम्पन्न गरेको व्यहोरा निर्देशानुसार प्रमाणित गरिन्छ ।

तपसिल:

F/Y wise	Apply	Appeared	Passed
2067/068	135	134	91
2068/069	51	50	46
2069/070	197	192	162
2070/071	1142	1114	849
2071/072	713	682	529
2072/073	279	272	236
2073/074	673	627	475
2074/075	759	722	607
<b>Total</b>	<b>3949</b>	<b>3793</b>	<b>2995</b>

जसमध्ये तह २ मा निम्नानुसार आंकडा देखिन्छ ।

Apply	Appeared	Passed
72	64	22

(भव नाथ त्रिपाठी  
इकाई प्रमुख

नतिजा प्रकाशन तथा प्रमाणिकरण इकाई

**Finance Details and Tax clearance for year 2074 - 075**

1. **Alliance Nepal conducts Financial Audit every year and pays tax as per the rules of the Government of Nepal. The Annual Turnover of the Fiscal Year 2017/2018 is highlighted below:**

#	Name of the Organizations	Amount (NPR)
<b>Organizational Development and Institutional Strengthening (ODIS)/HRD/ID</b>		
1	Ministry of Finance/UNDP	2,341,000.00
2	GIZ Office	2,414,093.28
3	Save the children US Global Fund	1,820,000.00
4	SAHAMATI	60,000.00
5	Rural Access Programme 3	1,738,112.00
<b>Technical and Vocational Education and Training (TVET)</b>		
6	Save the Children / USAID	5,555,187.08
7	Helvetas Nepal- Employment Fund Secretariat	9,058,761.00
<b>GRAND TOTAL</b>		<b>22,987,153.36</b>

**2. IRD Tax Clearance Certificate for FY 2074 - 075**

नेपाल सरकार  
अर्थ मन्त्रालय  
आन्तरिक राजस्व विभाग  
आन्तरिक राजस्व कार्यालय ललितपुर-१  
(आयकर नियमावली, २०५३ को नियम २६ सँग सम्बन्धित )

प.सं: २०७५.०७६  
ब.नं. *SLR*

आय विवरण मिति २०७५.०९.२० मा रजु भएको छ।  
मिति: २०७५.०९.२०

विषय : कर चुक्ता प्रमाण पत्र ।

श्री एलायन्स फर सोसियल मोबिलाइजेशन प्रा.लि.

१- ललितपुर, ललितपुर  
स्थायी लेखा नं: ३०१६०७२२३

यस कार्यालय अन्तर्गत दर्ता रहेका तपाईं ले आ.व २०७४.०७५ मा देहाय बमोजिमको आय रकमको आय विवरण मिति २०७५.०८.२६ मा यस कार्यालयमा पेश गरी सो अनुसार देहाय बमोजिमको आयकर देखिला गरेकोले यो कर चुक्ताको प्रमाण पत्र प्रदान गरिएको छ ।

आय विवरण पेश गरेको मिति	जम्मा आय (कारोबार) रकम रु.	कर योग्य आय रु.	दाखिला गरेको कर रकम रु.
२०७५.०८.२६	२४,१३२,८६८.००	२,०३७,६८५.००	५०९,४२१.००

२०७५/०९/२०  
तिलकबहादुर थापा  
(कर अधिकृत)

पुनः यो प्रमाणपत्र स्वयं फर्म/उद्योग कम्पनी/संस्थाने पेश गरेको विवरणको आधारमा जारी गरिएको छ। पेश भएको आय विवरण छानविनमा परेमा आयकर ऐन, २०५८ को दफा १०१ बमोजिम संशोधित कर निर्धारण हुन सक्ने जानकारी गराइन्छ।

**Tax details as per the Audit Report:**

• TDS while receiving payment (1.5%)	344,807.30
• VAT on payments (IRD) - regular	2,990,975.95
• TDS while making payments (15%)	1,060,222.93
• Institutional Tax on profit	509,421.00
<b>TOTAL TAX in 2074 – 075</b>	<b>4,905,427.18</b>

## **Alliance Nepal - Regular activities**

### **A. Regular Board and staff Meetings**

Alliance Nepal, is governed and directed by seven board members. They meet to discuss issues pertaining to activities undertaken, achievements/results, strategies for organizational growth, and problems faced by the organization, if any. Regular Staff meetings are also held for smooth operation and implementation of the programme.



### **B. Celebration of Festivals and special days**

Alliance Nepal team celebrates Nepali festivals together such as women's festival **TEEJ** treating the female staff with special snacks and gifts. Festival of light and color **LAXMI PUJA**, enjoy it with Tihar delicious homemade sweets, sel-roti and snacks to keep the bounding with the staff. Celebrating New Year with enthusiasm to start it with new plans and programme and make the first day special with Alliance Nepal Team.

### **C. Staff Capacity Development Trainings**

During the Year 2018, Ms. Nishita Shrestha, Monitoring and Evaluation Officer went for Proposal Writing Training organized by HR training centre in August 2018. This is a continuing process

### **D. Staff Recruitment**

Mr. Sanjaya Chettri, Mail Runner resigned from July 2018 and Mr. Anis Maharjan was hired. Ms. Nishita Shrestha, Monitoring & Reporting Officer resigned from 1 December 2018.

### **E. Alliance Nepal Management activities**

- Alliance Nepal purchased a new motorbike for the Mail Runner and sold the old Motor bike.
- Alliance Nepal Web page was updated and made user friendly with the help from a consultant.
- After completion of the SABAL and EF programs, the Banepa and Okhaldhunga offices were closed.