



“Empowering Women, Empowering Humanity: Picture it !!!”

Civil Society Report on Beijing + 20 Nepal



Beyond Beijing Committee



National Network for
Beijing-review Nepal



“Empowering Women, Empowering Humanity: Picture it!!!”

Civil Society Report on Beijing+20 Nepal



Beyond Beijing Committee



National Network for Beijing-review Nepal

First Publication: November 2014

Number of Publication: 1000 copies

Copyright @ Beyond Beijing Committee (BBC) and National Network for Beijing-review Nepal (NNBN)

Cover Design and Layout: Anup Nasnani

Publisher:

**National Network for Beijing-Review
Nepal (NNBN)**

Secretariat - Saathi

Dhobighat-4, Lalitpur, GPO Box 7770

Tel: +977-1-5537103/4

Fax: +977-1-5535912

Email: saathi.ktm@gmail.com

Beyond Beijing Committee (BBC)

Swatbinayak Marg. Buddhanagar-10,
Baneshwor, Kathmandu

GPO Box 4758

Tel: +977-1-4784615, 4784580

Fax: +977-1-4784580

Email: beyondbeijing@wlink.com.np

Information from this publication may be cited as required with full attribution to the source

Contributors to the Report

Prativa Subedi
Shanta Laxmi Shrestha
Dr. Aruna Uprety
Dr. Madhuri Singh Rana
Lily Thapa
Pushpa Ghimire Niraula
Saloni Singh
Ritu Raj Bhandari
Sabin Shrestha
Nitu Pandit
Apsara Chapagain
Sumnima Tuladhar
Pinky Singh Rana and
Sarita KC

English Editorial Team

Bandana Rana
Sadhana Shrestha
Shreejana Pokharel,
Narad Wagle,

Nepali Editorial Team

Manju Thapa
Dr. Sudha Tripathi
Kapil Kafle
Jayadev Gautam,
Babita Basnet
Shashi Adhikary

Translators

Navin Singh,
Umesh Pokharel,
Mahendra Subedi,
Kapil Kafle
Jayadev Gautam

Foreword

We are pleased to bring out the Civil Society Organisations' Report on Beijing+20 Review jointly prepared by National Network Organization, Beyond Beijing Committee (BBC) and National Network for Beijing-review Nepal (NNBN).

The 59th session on the Commission on the Status of Women will focus on the Beijing Declaration and Platform for Action, and current challenges that affect its implementation and the achievement of gender equality and empowerment of women. The Beijing Review process provides an opportunity to examine the government's effort, and those of other non-state actors, at implementing the Beijing Declaration and Platform for Action (BPFA). In this regard Nepal's civil society organisations have been taking this opportunity every five years to review the national status on the implementation of the BPFA with the view of strengthening accountability and charting the way forward for the next five years.

This report represents an attempt towards keeping the Beijing commitment alive whilst also reporting the efforts of government as well as non-government organizations and civil society in realizing the commitment to the goals of gender equality, development, justice and peace. In doing so, the report recalls the 12 Critical Areas of Concern of the BPFA for women's advancement, as well as 2 critically pertinent issues identified as important to address, while reviewing women's progress and challenges ahead. The report traces the achievement and progress made, challenges faced, and forward-looking strategies revolving around the prevalence of the problems, key achievements, gaps, and recommendations for future action.

While preparing the report, a three-day national conference with more than 500 participants from all over the country - the biggest women's conference in the history of Nepal was organized. Representatives of non-governmental organizations, multi-generational women and men, gender activists from all over the country, INGOs, UN agencies and public sector representatives participated in the conference. Emphasis was placed on the sharing of experiences from varied sectors, with a view to overcoming remaining obstacles and new challenges, including those related to the Millennium Development Goals as well as the empowerment of women in the Post 2015 Development Agenda. A series of parallel events provided opportunities for in-depth cross sectoral information exchange and networking. The main objective of the conference was to ensure a participatory process and seek input and recommendations from women representatives and gender activists in finalizing the report which would serve as a blueprint for strengthened implementation in the next five years. The objective was also to share the report and its findings for collective advocacy with the Beijing + 20 process at the sub regional (South Asia), Regional (Asia Pacific) and Global (CSW) processes

Based on the assessment and review of the implementation of BPFA, the Kathmandu Declaration was adopted after extensive consultative discussion and endorsed by all the participants and delegates. The Declaration prioritizes the issues of major concern requiring urgent attention in the context of Nepal in areas such as violence against women, women's participation in peace process and access to justice, poverty, migration, discriminatory practices, gender and climate change. This Kathmandu Declaration will serve as the guiding framework for the Women's Movement for collective action in the coming years and also for urging the government to address these pertinent issues with concrete action plans and policies in the coming five years.

The women's movement in Nepal has been instrumental in engaging with relevant stakeholders to bring about significant policy and legislative changes for women, particularly after the end of armed conflict in 2006. Women leaders with their consistent struggle, passion and dedication, have been vigilant, united and active. A trend was established during the Beijing +15 process of honouring 3 prominent women every five years in recognition of their immense contribution to the women's movement in bringing about transformative change. This year the Plaque of Honor was bestowed on women leaders Angoor Baba Joshi, Dr Meena Acharya and Tula Rana by the highest dignitary of the country - Rt. Honourable President Dr. Ram Baran Yadav. This

signifies the nation's recognition of their valuable contribution as well as the contribution of the women's movement to national development.

Although there is increasing presence, participation, and involvement of women in all sectors including political, legal, economic, social, and cultural along with their changing roles and responsibilities, inequality remains. At the threshold of the Beijing+ 20 Review we look forward to a united, active and committed women's movement nationally, regionally and globally in continuing our struggle for equality, development, and peace. This is a historic and critical moment for us to work together for gender equality and the empowerment of women also in view of the formulation and adoption of the sustainable development goals in the year 2015.

Beyond Beijing Committee (BBC)

**National Network for Beijing
Review Nepal (NNBN)**

Acknowledgments:

The Beijing +20 Review holds a lot of significance for women as it provides an important opportunity to examine the efforts of government, non-government organizations as well as civil societies in realizing the commitments to the goals of equality, development, and peace, and further for holding leaders and governments accountable. As during the past reviews we did not want to miss such an opportunity and decided to initiate a national participatory process in taking the review forward. We had lots of challenges ahead of us particularly in terms of resources and time constraints. But with the goodwill, confidence and support of several partners and stakeholders we were successful in bringing out this report.

Our sincere gratitude to the participants who came from all 75 districts to participate in the national conference, despite the risk posed by the landslides and flooding during that month of August. It was with a great sense of gratification that we observed the active and empowered participation of all the districts, as well as local participants in the national conference and would like to thank them immensely for their invaluable inputs in finalising the review. Representing the marginalized, disabled, indigenous, LGBTI, men and boys, youth and the girl child, they made our objective to reflect the voices of gender equality activists from all over the country possible.

Our profound thanks to the Rt. Hon. President Dr. Ram Baran Yadav for accepting our invitation and inaugurating the national conference and for felicitating the leaders of the women's movement. We greatly acknowledge his commitment towards the fullest implementation of the BPFA. Our sincere gratitude also to Hon. Minister Ms. Nilam KC Khadka of the Ministry of Women, Children and Social Welfare, Ms Shekh Chand Tara the Chair of the National Women Commission, Dr. Yagya Bahadur Karki, Member of National Planning Commission and Chief Secretary Mr. Lilamani Poudel for their significant presence and remarks during the inaugural and closing ceremonies. We would also like to acknowledge the presence of Ziad Sheikh, Country Representative of UN Women and Ms. Sophie Kemkhadze, Deputy Country Director (program), UNDP and Mr. Deepak Sapkota, President of AIN and thank them for their commitment to take the cause forward. Our very special thanks to our mentor and advisor for the National Review Process Ms. Chandani Joshi who with her guidance and important presence throughout the conference symbolized strength, passion and commitment for all those engaged in this movement.

Our sincere thanks to UN Women who had confidence in the two networks to take this process forward and provided the needed space and mechanism as well as support for this joint effort. Our heartfelt gratitude to all partner/donor organizations who believed in our cause and provided prompt support within a short span of time. They are Action Aid Nepal, Arrow, Care Nepal, Global Fund for Women, Homenet South Asia, Royal Norwegian Embassy, Open Society Foundation, Oxfam, Saathi, Sankalpa, Tewa, UNICEF, UNFPA, UNDP, VSO and WomanKind. Our sincere gratitude to Sankalpa for their invaluable support in the printing of this report. We would also like to thank the Nepal Administrative Staff College and its Director former Secretary Mr. Punya Prasad Neupane for the immense support and cooperation because of which we were able to manage the event of this magnitude professionally and efficiently.

Our sincere gratitude to the experts who contributed in drafting the different chapters of the report. The editorial team for the Nepali and English reports also deserve special thanks particularly for their understanding and cooperation in revising the reports more than once. Special thanks also goes to Shreejana Pokhrel for preparing the first draft of the declaration and the team of translators. Our very sincere gratitude to the different thematic session chairs, co-chairs, moderators and rapporteurs for their significant support to make the national conference successful.

Credit goes to all the network member organisations of BBC and NNBN for their trust, confidence and belief in collective strength as well as for their active participation in the organizing of the conference through different

committees. We would particularly like to mention here the significant contribution and hard work of BBC and NNBN staffs and volunteers beyond their call of duty regardless of festival holidays – particularly Ana, Anju, Anup, Bhumi, Hari, Indira, Laxmi Prabha, Prema, Rakshya, Robin, Ruby, Smita and Sunita. We would also like to acknowledge here the special support of Rachana Bhattarai of UN Women who went out of her way and beyond her duty call for documentation, communication and sharing of information.

Our greatest gratitude is reserved for all women’s rights activists who spent their life time struggling for equality, peace, and development. Our profound gratification is in being able to honor, if not all, three such women personalities - Ms. Angur Baba Joshi, Dr. Meena Acharya and Ms. Tula Rana. Our heartfelt gratitude to them for accepting the honor bestowed on them on behalf of the women’s movement.

Finally, we would like to thank all those who have been a part of the women’s movement and have directly or indirectly contributed to the implementation of BPFA in realizing the ideals of equality, peace and development.

Shanta Laxmi Shrestha
Chairperson
Beyond Beijing Committee (BBC)

Bandana Rana
Convenor
National Network for Beijing-review
Nepal (NNBN)

Table of Contents

Foreword	1
Acknowledgment	3
Acronyms	6
President’s Message	9
Highlights of the National Women’s Conference on Beijing +20	11
B +20 Review - Present Status, Achievements, Gaps, Challenges, Emerging Issues and Recommendations	16
A. Women and Poverty	17
B. Education and Training of Women	22
C. Women and Health	28
D. Violence Against Women	32
E. Women and Armed Conflict	36
F. Women and the Economy	41
G. Women in Power and Decision Making	46
H. Institutional Mechanism for Advancement of Women	50
I. Human Rights of Women	54
J. Women and the Media	58
K. Women and the Environment	60
L. The Girl Child	62
Persistent Critical Issues:	
M. Harmful Traditional and Cultural Practices	67
N. Sexual Orientation & Gender Identity (SOGI)	73
Annexes:	
Annex I: Kathmandu Declaration	78
Annex II: B+20 National Women’s Conference Program Schedule	81
Annex III: Conference Preparation Committees	87
Annex IV: List of Participants	89
Annex V: List of Volunteers	100
Annex VI: Glimpses of the Conference	101

Acronyms

APM	All Party Mechanism
BBC	Beyond Beijing Committee
BDS	Blue Diamond Society
BPFA	Beijing Plateform for Action
CA	Constitution Assembly
CAT	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
CAW	Conflict Affected Women
CCWB	Central Child Welfare Board
CDO	Chief District Officer
CEDA	Centre for Economic Development and Administration
CEDAW	Convention on the Elimination of All forms of Discrimination Against Women
CIA	Central Intelligence Agency
CNN	Cable News Network
CPA	Comprehensive Peace Accord
CPN	Communist Party of Nepal
CQC	Continuum of Quality Care
CRC	Convention on the Rights of the Child
CSOs	Civil Society Organizations
CWIN	Child workers In Nepal
DCCs	District Coordination Committees
DDCs	District Development Committees
DEO	District Education Office
DoE	Department of Education
EC	Election Commission
ECED	Early Child Education Development
EMIS	Educational Management and Information System
EMIS	Educational Management and Information System
EVENT	Enhanced Vocational Education and Training
FHH	Female Headed Household
FNJ	Federation of Nepalese Journalists
FWDR	Far Western Development Region
FY	Fiscal Year
GBV	Gender Based Violence
GBVIMS	Gender-Based Violence Information Management System
GDI	Gender Development Index
GDP	Gross Domestic Product
GECU	Gender Empowerment and Coordination Unit
GEE	Gender Equality Education
GEN	Gender Equity Network
GFP	Gender Focal Persons
GNI	Gross National Income
GoN	Government of Nepal
GPI	Gender Parity Index
GPI	Gender Parity Index
GRB	Gender Responsive Budget
HDI	Human Development Index
HH	Household
HIV/AIDS	Human Immuno deficiency Virus Infection and Acquired Immune Deficiency Syndrome
IC	Interim Constitution
ICCPR	International Covenant on Civil and Political Rights
ICRC	International Committee of the Redcross

IDP	Internally Displaced People
IHL	International Humanitarian Law
IIEP	International Institute for Educational Planning
ILO	International Labour Organization
INGO	International Non government organization
INSEC	Informal Sector Service Centre
LGBTI	Lesbian, Gay, Bisexual, Trans gender and Intersex
LPCs	Local Peace Committees
LSGA	Local Self Governance Act
MDG	Millennium Development Goals
MOE	Ministry of Education
MoF	Ministry of Finance
MOFALD	Ministry of Local Development and Federal Affairs
MoHP	Ministry of Health and Population
MoLJCAPA	Ministry of Law and Justice, Constituent Assembly and Parliamentary Affairs
MoPR	Ministry of Peace and Reconstruction
MSM	Male having Sex with Male
MWCSW	Ministry of Women, Children and Social Welfare
NAOSC	Nepal National Alliance of Organization working for Street Children Nepal
NAP	National Action Plan
NCED	National Centre for Educational Development
NFEC	Non-formal Education Centre
NGOs	Non government organizations
NLFS	Nepal Labor Force Survey
NLSS	Nepal Living Standard Survey
NNBN	National Network for Beijing- Review Nepal
NPC	National Planning Commission
NPTF	Nepal Peace Trust Fund
NSAP	National Strategy and Plan of Action
NWC	National Women Commission
OHCHR	Office of the High Commissioner for Human Rights
OPMCM	Office of the Prime Minister and Council of Ministers
OSCMC	one stop crisis management centers
PLA	People's Liberation Army
SGBV	Sexual and Gender Based Violence
SLC	School Leaving Certificate
SOGI	Sexual Orientation & Gender Identity
SSRP	School Sector Reform Program
TEVT	Technical Education and Vocational Training
TJ	Transitional Justice
TRC	Truth and Reconciliation Commission
TV	Tele Vision
U.S.	United State
UN	United Nation
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSCR	United Nations Security Council resolution
VAW	Violence against women
VDCs	Village Development Committees
VMLR	Verified Minors and Late Recruits
WHR	Women for Human Rights
WHRD	Women Human Rights Defenders

Message of the Rt. Hon. President Dr. Ram Baran Yadav

(Excerpts from the inaugural address presented at the national conference)

I would like to thank organizers NNBN and BBC for providing me the opportunity to share my thoughts in this national conference on Beijing +20 Review.

It is nearly 20 years since the United Nations World Conference on Women was organized in the capital of China, Beijing in 1995. Nepal's participation was significant in this conference with the national delegation led by the then Minister for Industry and Commerce Ms. Sahana Pradhana a very senior women's rights and political activist. Since then, many developments have taken place in the field of women's empowerment. There are increasing numbers of organisations that have been established and are working for women's rights. Many policies and laws have been adopted like the Domestic Violence (Crime and Punishment) Act 2009, Human Trafficking and Transportation (Control) Act 2007 etc which has paved the way for gender equality.



As a result of the continued struggle and voices of women through different campaigns the National Women Commission and Women and Children Directorate were established. Likewise the Prime Minister and Council of Ministers' Office (OPMCM) is implementing the five year national strategy and action plan for addressing gender based violence and promoting women's empowerment. Gender Empowerment Coordination Unit has been established and mobilized within the OPMCM. This is a positive step taken by the Government of Nepal for equality development and peace as enshrined in the BPFA.

Men and women have equal role in development. The community where women are socially, economically and financially marginalized cannot develop fully. Right from the initial stage the BPFA has been a very useful and practical framework that has contributed immensely for advancing women's rights in Nepal. The strong women's movement that has emerged has increased awareness amongst the rural women of Nepal, which is definitely a positive sign in the area of gender equality.

Thus, the review of the BPFA, 20 years after its adoption is very significant for a country like Nepal. I am confident that this process will strengthen, enhance and accelerate the women's rights programs in the years to come.

Issues like women's right to property, citizenship rights, birth registration and marriage registration are still grave challenges that women face in acquiring their equal and fundamental rights. Therefore, it is every individual's responsibility to actively work together for ending discrimination, establishing equal rights and for advancing women's participation at all levels of national development.

I believe and see the need for women's empowerment with strengthened and effective laws and policies which can bring about structural improvement in ensuring gender equality. Violence and discrimination against women must end. For this, establishment of increased number of one step crisis management centers, as well as other support services such as shelters, legal counselling, medical and health services etc for the survivors of gender based violence must be established. It is very crucial for critical reforms in hospitals to address and include all these issues and services for women. The GoN should take accountability for effective planning, implementation of laws and policies, and monitoring and evaluation.

I strongly believe that this historical conference on women's rights and gender equality will prove to be a milestone to bring about transformative change in women's lives. I wish the conference all success.

Long live the people, long live the country.

"Beijing +20 National Women's Conference"

Highlights of Proceedings

The Fourth World Conference on Women adopted the Beijing Declaration and Platform for Action In 1995, which was later endorsed by the United Nations General Assembly. Subsequent to this, every five years since 1995, progress in achieving the strategic objectives of the Platform for Action is reviewed by the Commission on the Status of Women, which is a functional commission of the Economic and Social Council of UN. There have been three reviews to date 2000, 2005 and 2010 — with each review resulting in an outcome document that reinforces global commitment to the empowerment of women and girls, and that outlines priority actions for the coming five years.

In this connection, The Beijing+20 Review Process has been viewed as an opportunity for concerned stakeholders to scrutinize the efforts of government as well as non-government organizations and civil societies in realizing the commitment to the goals of equality, development and peace for women and ultimately holding leaders and governments accountable for the commitments made for women's empowerment, equality, and the promotion of their human rights as enshrined in the BPFA.

In view of this, National Network Organization, Beyond Beijing Committee (BBC) and National Network for Beijing- Review Nepal (NNBN) working in the area of women's rights and who have actively been engaged in the implementation and review of the BPFA, realized the need for a consolidated effort in initiating the Beijing+20 review process. They jointly organized and concluded three days B+ 20 National Women's Conference which was participated by women's rights activists from all over the country. The objective was to review the achievements, gaps, challenges and pertinent issue, 20 years subsequent to the Beijing Conference. The conference unanimously promulgated the 20 points Kathmandu Declaration in commensurate with the global slogan "**Empowering Women, Empowering Humanity: Picture it!**"

First Day: 20th August 2014

Orientation Programme

A one day orientation program was organized to share the objective and relevance of Beijing review that was targeted for the participants representing different district.

First Session:

The first session was facilitated by Ms. Krishna Kumari Waiba. Ms. Sushila Shrestha, welcomed the participants and shed light on the objective of the program. Every participant was asked to provide their brief introduction along with their district and the organization that they represent. Following the introduction from the participants, Ms. Bandana Rana made a presentation with regards to the Beijing + 20 national and international process and progress along with the brief historical evolution of the process.

Ms. Chandni Joshi, Advisor Beijing +20, expressed her experience on the history of B+20. Ms. Joshi expressed her sincere gratitude to male counterparts for their active participation and further mentioned that change is only possible if there is equal participation of men and women.

Likewise, Ms Lena Hasle Counsellor (Education, Gender and Culture) from the Royal Norwegian Embassy, shared her experience of participating in the Beijing Conference in 1995 as a youth participant which has resulted in a big change in her life and encouraged everyone to get involved in the process for a better tomorrow.

Similarly, Ms. Maina Bhandari, one of the representatives from among the participants shared her experience of participating in the Beijing Conference 20 years back and acknowledged the positive outcome since then.

Second Session:

The second session was facilitated by Ms. Renu Sijapati. In this panel Ms. Shanta laxmi Shrestha presented

on Twelve Critical Areas of Concern. Likewise she also showed the significance of widely ratified treaties and convention that reinforces women's human rights.

While recalling the historical evolution of the Beijing process, specially prioritizing those twelve critical areas of concerns, Ms. Chandni Joshi, further encouraged participants to identify the new emerging issues that need to be put forward for the rigorous advocacy in the days to come.

Parallel Session:

Two parallel sessions were organized on the second half of the first day program.

Discussion for the active participation in the conference

This session was moderated by Ms. Tulsya Lata Amatya where she highlighted and guided the participants on how to actively participate in the conference to make best use of this event. In the midst of the session, Ms. Amatya also flagged the issue regarding right to acquire citizenship by the name of mother.

Intergenerational Feminist Dialogue

Intergenerational feminist dialogue was organized for the first time within the discussion on Beijing review. The session was facilitated by Ms. Jyotsna Maskey where Ms. Rita Thapa, Ms. Shreejana Pokhrel, Ms. Shubha Kayastha, Ms. Bishnu Neupane, Ms. Kanchan Lama and Ms. Sushila Shrestha spoke about the evolution of feminist movement and how they have understood it from their own experience. The meaningful role and the significance of young gender advocate for the upcoming days were profoundly discussed.

At the end of this session, Ms. Jyotsna Maskey highlighted the significance of conducting intergenerational feminist dialogue and requested the participants to get involved in the process for the transformation of knowledge that need to be exchanged between the feminist of inter-generation.

Second Day: 21st August 2014

Inaugural Ceremony

The inaugural ceremony of the three-day national conference on the Beijing+20 Review was graced by President, Rt. Honourable Dr. Ram Baran Yadav with the national anthem. Also present at the ceremony were Hon. Nilam K.C, Minister for Ministry of Women, Children, and Social Welfare (MWCSW), Mr. Ziad Sheikh, Country Representative for UN Women, Ms. Chandni Joshi, Advisor for Beijing +20 and rights activist Ms. Tripta Lungeli Magar, The inaugural session was co- chaired by Ms. Shanta Laxmi Shrestha, Chairperson BBC and Ms. Bandana Rana, Convener NNBN.

The conference was officially inaugurated by the Rt. Honorable President by lightning the *Panos* (the traditional light). Prior to the inauguration, in the welcome note, Ms. Shanta Laxmi Shrestha recalled the achievements, problems and challenges that appeared in those past 20 years on the periphery of Twelve Critical Areas of Concern listed in the BPFA.

While expressing the views, Ms. Chandni Joshi, highlighted the significance of the Beijing review for women activists and further mentioned that the Beijing Platform for Action is considered a Women's Bill of Rights. Many conferences of the UN have lost their momentum, however in South Asia, the spirit of the Beijing conference is truly alive.

Sharing of experiences by women from different walks of life highlighted changes which had occurred in Nepal over the past decades. A person with disability Ms. Tripta Lungeli Magar shared painful experiences of



her childhood being a person of physical disability and urged all the concerned stakeholders for mainstreaming all women who have been systematically excluded from development.

Felicitating the Leaders of the Women's Movement

The women's movement in Nepal has been influential in constructive engagement with concerned stakeholders to transforming principle into practice. Such daring women leaders with their consistent struggle and dedication have been vigilant, united and active. Beijing + 15 National review has been a trend setter in honoring 3 eminent women in every five years in recognition of their immense contribution to the women's movement in bringing about transformative change.

Angur Baba Joshi, Tula Rana and Dr. Meena Acharya are three eminent persons in women's rights arena. The chief guest of the programme, President Dr. Ram Baran Yadav, in recognition of their tremendous contribution, felicitated them with the traditional shawls (*dosalla*). Tulsalata Amatya, Krishna Kumari Waiba and Ruby Shakya thereafter recited the granted letter of appreciation.

Whilst presenting their thoughts, Angur Baba Joshi pointed out that since her childhood days she had a deeply entrenched belief in eliminating discrimination. According to her, religion means humanity and should thus be respected accordingly.

Tula Rana opined that whatever magnitude of progress has been achieved so far is yet inadequate and much more has to be accomplished for advancing women's rights. Acknowledging the efforts of all and thanking for their contribution, Ms. Rana also inspired the future generation to dedicate themselves towards this issue .

Another speaker, Dr. Meena Acharya expressed her optimum happiness to take note of amplification of women's voice in an integrated manner, which led to changes in women's affairs. She encouraged everyone to advance partnership in the global economic realm and highlighted that the movement founded on 'women in development' has transpired from micro-enterprises to broader economic empowerment.

Following the remarks from felicitated activists, the special guest in the panel presented their views and remarks. Representing the UN System Mr. Ziad Sheikh said that women has played the active role in poverty alleviation and further mentioned that the laws, plans and policies together with plan of action are very crucial for their empowerment.

While expressing her views, Hon. Minister for Women, Children and Social Welfare Ms. Neelam K.C. (Khadka) acknowledged the positive development regarding the allocation of ten percent budget for the district development that is dedicated for women's empowerment. She further mentioned about two bills that have been tabled in the legislative parliament regarding sexual violence in the workplace and gender discrimination. She further recalled about the growth of women's participation in civil service, education sector and so on. She also assured that the Government would try to implement the commitment that it has made nationally and internationally, for which it would require the guidance that she expected this event would bring.

In his Key note inaugural address the President Dr. Yadav explicitly mentioned that the equal participation of men and women is crucial for the development of healthy society and mentioned that community where women are socially, economically and financially marginalized cannot develop fully.



He highlighted the significance of BPFAs as a practical framework that has contributed immensely for advancing women's rights in Nepal. While acknowledging the women's movement that has been instrumental in increased awareness amongst the rural women of Nepal, He recalled the contribution made by the then Minister for Industry and Commerce Ms. Sahana Pradhan a very senior women's rights and political activist and mentioned that much development has taken place in the field of women's empowerment. There are increasing numbers of organizations that have been established and are working for women's rights. Many policies and laws have been adopted which has paved the way for gender equality.

Concluding his remarks the President noted that B+20 review was very significant for a country like Nepal and hoped that this process would strengthen, enhance and accelerate the development of women's rights activities in the years to come. He further assured that the GoN should take accountability for effective implementation of laws and policies, planning, and monitoring and evaluation in bringing transformative change in women's lives paving the way for equality, peace and development .

Co-Chair of the program Ms. Bandana Rana, Convener of NNBN and President of SAATHI in her concluding remarks highlighted the need for younger generation to take the lead in taking the women's movement forward. Stating that the women's movement in Nepal attaches great significance to the BPFAs. She said that the civil society report would be extremely useful as a guiding framework and lobbying document for advancing women's rights for the next five years.

At the end of the inaugural ceremony a group photograph of all participants was taken with Rt. Honorable President Dr. Ram Baran Yadav.

PLENARY SESSION

Following the inaugural ceremony, a plenary session was organized where highlights of the concerns and recommendations from district and regional consultations were shared. In addition to this, information of the conference process and logistics arrangements was also discussed. The plenary session was co- chaired by Ms. Sushila Shrestha and Ms. Sadhana Shrestha who also briefed about the different thematic sessions and how best participants could benefit and contribute to it.

TECHNICAL THEMATIC SESSIONS

Parallel thematic sessions on six critical areas of Concern i.e., Women and poverty, , Women and Health, Violence against Women, Women and Armed Conflict , Women and the Economy, Women in Power and Decision Making, and one emerging issue i.e Sexual Orientation and Gender Identity took place on this day.

Each of the sessions had thematic expert for the paper presentation followed by very vibrant discussion from the floor. Presentations were again followed by group division and group work to finalize the thematic chapter for the overall report.

PLENARY SESSION

Reporting back from the seven thematic sessions of the day

During this session, the conclusions and recommendations discussed and compiled from the parallel seven thematic sessions were shared and feedback taken from the floor. This session was co- chaired by Ms. Durga Sob and Ms. Anjana Shakya. While expressing her views, Ms. Sob pointed out the issue of rape as a big challenge and stressed the need for amendment of laws and policies that block the justice for women. She further voiced that the rights of women should be constitutionally guaranteed.

Third Day - 22nd August 2014

CONTINUATION OF PARALLEL THEMATIC SESSIONS

Remaining six critical areas of concern i.e Women and Media, Women and Human Rights, Women and Environment, Education and Training, Institutional Mechanism for Advancement of Women, Girl Child and one emerging issue i.e Harmful Traditional and Cultural Practices were discussed in the parallel thematic sessions.

PLENARY SESSION:

This session was co chaired by Hon. Dr. Arju Rana Deuba and Ms. Sujita Shakya. Chair of the NGO Federation was also a panelist. In this session, the conclusion drawn from the different parallel thematic sessions were shared and discussed.

While expressing her views, Dr. Deuba stressed on the impact of climate change on women, the need for food security together with harmful effect of the use of pesticides and its dangerous impact on the lives of women. She also stressed the need to ensure the budget allocated for women be utilized for women's empowerment.

Likewise, Ms. Shakya, also stressed on the challenges created by the climate change and need for our effort to minimize its risk. She concluded her views referring politics as a mean for power structure hence there should be 50% of women's representation in local governance through free and fair elections. Ms. Karki, expressed her deep concern on the effect of climate change on women and urged civil society organizations to act for mitigating its negative impact.

SHARING AND ADOPTION OF KATHMANDU DECLARATION

This plenary session was co-chaired by Ms. Bandana Rana and Ms. Shanta Laxmi Shrestha. The draft declaration was read out line by line and the feedback was taken from the participants who had filled the hall. The draft after intensive discussions and additional input provided by the participants was passed unanimously. (Refer to Annex)

THE CLOSING CEREMONY

The closing ceremony was co- chaired by Ms. Sushila Shrestha, Vice Chairperson of BBC and Ms. Sadhana Shrestha of NNBN and Director of Tewa. The session was graced by Ms. Sheikh Chand Tara, President of National Women Commission. Mr. Yagya Bahadur Karki, Member of National Planning Commission, Mr. Lilamani Poudel, Chief Secretary, Government of Nepal, Ms. Sophie Kemkhadze, Deputy Country Director (program), UNDP, Mr. Deepak Sapkota, President of AIN and Ms. Asha B. K, representative from among the district participants.

After the welcome address by Sadhana Shrestha who expressed that the success of the conference was largely due to the collective effort and collaboration amongst different partners and stakeholders, Shreejana Pokhrel read out the Kathmandu Declaration.

Remarks from Guest Speakers

Honorable Dr. Yagya Bahadur Karki, Member, National Planning Commission expressed his remarks referring that science has proved that women are not weak. They are equipped with immense power to face challenges. Meanwhile he recalled the limitations faced by the Ministry of Women, Children and Social Welfare and suggested for multi-sectoral support from the government institutions.

Ms. Sophie Kemkhadze, Deputy Country Director of UNDP highlighted the strength of youth and mentioned that Beijing follow up process has been instrumental in identifying needs, gaps and challenges.

Mr. Deepak Sapkota, President of AIN, stressed the need for more representation of women in all sphere of life and most significantly young women should be encouraged to take the lead. For this, the equality should start from home itself.

Chief Secretary Mr. Lilamani Poudel, assured that government is committed to the issues relating to women's empowerment. He also acknowledged the fact that 50 percent of women still continue to be victims of violence. He further supported by saying that there is need to fight against injustice through developing a strong alliance.

Chief Guest of the closing ceremony, Honorable Ms. Sheikh Chand Tara, Chairperson of National Women Commission mirrored the fact that women have lagged behind in every sector, which is a matter of grave concern. She further mentioned that our society is crippled with deeply entrenched patriarchal norms and values due to which women tend to suffer more. She demanded for more meaningful representation of women in decision making level to ensure women's empowerment.

The concluding remarks and vote of gratitude was presented by the co-chair of the program Ms. Sushila Shrestha, Vice Chairperson of BBC.

**Beijing + 20 Review
Present Status,
Achievements, Gaps,
Challenges, Emerging
Issues and
Recommendations**

A. Women and Poverty

1. Present Status

The Government of Nepal is signatory to and committed towards the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Beijing Declaration and Platform for Action, Millennium Development Goals (MDGs) and many other conventions for social and economic development. The MDGs also committed to alleviating poverty through empowerment for strengthening the social and economic status of women. The Thirteenth Plan (2013-2016) mentions that there has been no increment in the investment for economic and social upliftment of women suffering from poverty at the grassroots level. The economic increment rate of our economy in the past one decade is approximately 3.5 percent (*GoN, Thirteenth Plan*).

Efforts to involve women in the mainstream of development for poverty alleviation started since the Ninth Plan (1997-2002). Development mainstreaming means bringing everyone to an equal level. Provisions must ensure that increasing number of women come into the mainstream of development including in decision making positions. For this purpose, various efforts have been made in education, health and other sectors. For example, commitment has been made to involve women in all structures of the state. Priority has been given to women's economical and social empowerment in the Tenth Plan (2002-2006), Three Year Interim Plan (2006-2010) and Three Year Plan (2010-2013). The Three Year Plan (2010-2013) had the aim of making the dependent economy productive and commercial through the development of massive economical social infrastructure. In the course of this development process, nine Five Year Plans and two Three Yearly Plans have been implemented. The present Thirteenth Plan (2013-2016) has stated the objective to transform Nepal from a least developed country to a developed nation in the coming decade provided political commitment and development works are effective.

Despite this fact, the Interim Plan and the present Thirteenth Plan mentions that there has been no increment in the investment for economical and social upliftment of women suffering from poverty in the grassroots level. Therefore, the need to address poverty alleviation with priority in all the periodic plans still remains a huge challenge. Although poverty has been gradually minimized, the development benefits is very less among marginalized groups and women due to discrimination between men and women and various castes, loss of natural resources and natural disasters. It still remains a big challenge to strengthen the basis of economical upliftment particularly women's economic upliftment and poverty alleviation. As per the Three-Year Plan (2010-2013, Page 13), the gap between urban poor and rural poor was approximately 8 to 28 percent in 2009. There still is a very big gap between the poor and the rich in urban and regional perspectives (*GoN, Thirteenth Plan*).

The National Population Census 2011 reveals that there are 48.5% men and 51.5% women. The urban population is approximately 17.07% and the rural population is approximately 82.03%. The profession of 75% population is agriculture and the other 25% work in non-agricultural sectors. The contribution of the non-agricultural sector is 62%. The contribution to the Gross Domestic Product through agriculture, where 75% of the population is economically active, is 38% (*Subedi and Deuja, 2014*).

Women are the backbone of our dependent economy and farming system. As per the economic survey 2011, the annual income per person is US \$ 645 which increased to US \$ 721 in 2013. As per a study conducted in 1996, 42% of the total population was under the poverty line. This went down to 31% in 2003 and 25% in 2011. It went down to 23.8% till mid-July, 2013. Despite various efforts, the inequality and discrimination between women and men in various aspects of family and national life still remains.

2. Key Achievements

- **Adoption of Beijing Platform for Action:** The Fourth World Women's Conference in 1995 had recognized the fact that worldwide women are the main victims of poverty, particularly in developing countries. Among the 12 critical areas of concerns identified for women's overall development, the BPFA had also encompassed the continuous suffering of women through poverty (*BPFA, 1995*). Nepal is committed to the BPFA and has national action plans to support its implementation.
- **Expansion of Programs:** Programs such as small farmer program under the concept of loan program for disadvantaged, productive loan program for rural women, rural independent fund, establishment of rural development bank, poverty alleviation fund and Ministry of Cooperatives and Poverty Alleviation have been expanded.
- **Increase in number of financial institutions:** In recent years, the number of financial institutions is increasing. In 1985, there were only two commercial banks in operation whereas by 2014 there are 31 commercial banks, 87 development banks, 59 finance companies, 5 rural development banks and 35 long-term finance banks. There are 31 non-government organizations working on long-term loan transactions (*Subedi and Deuja, 2014*).
- **Legal Validity:** Some of the women's groups have been successful in registering their organizations as cooperatives and some saving groups are seeking options for legal validity. Cooperatives have become popular among rural and urban women.
- **Heading towards self-dependency:** There are many examples of women heading towards self-dependency through community based cooperatives. There is a provision of collateral for loans. The cooperatives are managed under the Cooperative Act, 1992 and the cooperative members have the authority to decide whether to take collateral or not through majority vote in the General Assembly.
- **Right to land:** After realizing the need for women to have the right to land ownership, the government introduced revenue discount while registering land in women's name. In 2004, the revenue discount while registering house/land in women's name started with 10% discount. It increased to 25% in urban areas from 2005 and 30% for rural areas since 2009. The revenue discount generated a trend to register house/land in women's name. Of the total population, 20 percent women have their names in land ownership after the state made this decision.
- **Additional grant in local bodies:** After the political change in 2006, additional grant budget is provided to district development committee, municipality and village development committees of the local bodies. There is a provision to spend this budget on women's issues and infrastructure development.
- **Cooperatives management:** Cooperatives occupy 15% of the country's total financial transactions. Rural women have been involved with various cooperatives through saving land credit group. This sector has given direct employment to more than 50000 people. Of the total 29000 cooperatives, 2500 cooperatives are run by women alone. Of the total 5,000,000 people involved in cooperatives, 45% are women. However, there are only 18% women at decision making levels.
- **Member's increment in cooperatives:** The third lifestyle measurement survey reveals that 54% of the population have access to cooperatives and 34 % have access to banks in the rural community. Thus, there has been an increment of members in the cooperatives which is very popular among rural women and there are examples of successful management of cooperative run by women.

3. Gaps and Challenges

In the context of Nepal, 83% of the population reside in the rural sectors and 75 percent rely on agriculture for their livelihood. According to the Thirteenth Plan Approach Paper approximately 86% women are involved in the agriculture sector. However, the women working in this sector face a lot of problems in terms of marketing their products and it is the middlemen who make the most profits. There is lack of services and facilities in the

market to get back the product investment value. There are obstructions in the economic upliftment of farmers because of lack of market and minimum production. Thus, youth have started going for foreign employment.

As per Articles 43, 111 and 195 of the Local Self Governance Act (LSGA), 1999 – priority must be given to income generating and skill development programs for women and children while planning periodical and annual projects for the development of the local bodies to maintain equality between women and men (*Articles 43, 111 and 195 Local Self Governance Act 1999*).

There are still various challenges for project implementation despite the Gender Responsive Budget programs and budget allocation. Of the total budget given to VDCs by the GoN, it has the provision to provide 35% to the target community. This includes 10% to women, 10% to children and 15% to disadvantaged, senior citizens, dalit and indigenous groups (*GoN, Ministry of Finance, 2012*). But, the implementation of this provision has not been effective.

There is an increasing trend among women going for foreign employment because of financial constraints and for gainful employment. Most women migrants go as domestic workers since they generally do not possess any other professional or technical skills. Even within the country, women work in low income places and the informal sector. They cannot avail of facilities dictated by the law while working in the informal sector. The remittance sent by people going for foreign employment plays a very important role in Nepal's economic development. It comprises more than 70% of the total foreign support. The government has presented a statistics of decrease in poverty since the past 6 years. The lifestyle measurement survey of 1999 showed 42% Nepali under the poverty line and 2002 survey showed 31%. The Government has accepted that the reason for this decrease is the remittance sent by people going for foreign employment rather than development within the county. The other reasons are increase in wages of agriculture labor and increase in agriculture sector activities although the major contribution was the remittance through which family income increased. Such remittances have been found to be generally invested in purchase of house, land and to solve economical, social and family issues and to add property. Remittance has also brought conflicts in family life particularly between husband and wife. There are many incidents of financial crime and fraud in the country. Women who receive remittance are mostly cheated by men. Grants are provided to women cooperatives and small farmer cooperative programs established by women development program run by the government. But there is no support for cooperative programs run through local women's own initiatives even though they may be effective.

Although various financial organizations have the provision to provide comprehensive loan, it is very difficult to reach the women's organizations. Women are definitely united in the rural level. In many cases, the cooperative is run in one VDC and the comprehensive loan is granted through the value that the organizations may have. Since the poverty alleviation programs are run by various government bodies in a scattered manner they lack coordination although they do have a feeling of competition. There is a need to conduct capacity and skill development training side by side.

Although there are many banks and financial institutions, women are more attracted to small saving loan groups and cooperatives which only perceive them as loan takers and clients. Although women may gain some benefits from various development banks and financial companies, these are not their own organizations. Small loan programs and cooperative programs are supportive of saving loan programs established and run by rural women themselves. Women's groups, women's social organizations, mothers groups and women's cooperatives are active in social, economical and cultural activities but lack engagement in mainstream development activities. Women do have access to programs that are targeted for women only.

Collateral is required for loans exceeding NRs. 50000 or 100000 even in women run cooperatives. Women have to beg with their father-in-laws or husbands to put up this collateral. Both women and men have important roles to play in social, economical and all other sectors but women are always taken as subordinate partners. Voices are being raised against such practices. There have been many efforts from women in the Nepali civil society related to property rights of women. The Interim Constitution 2007 has granted equal rights to ancestral property to daughters but it has not been effectively implemented in practical life.

4. Emerging Issues

There is an increasing trend of more than 50% population of women participating in agriculture. However, their work has not been compensated well because most of the women laborers get low wages in the informal sector and they do not get direct payment for working in the house or the fields. A significant portion of women both at home and abroad are confined as semi skilled or unskilled workforce and face challenges in earning desired remuneration for their hard work. Because of the decrease in economical activities in the country, approximately 400000 labourers are added to the labor market every year of which one fourth get employed (FY Budget 2013-2014). Most of the women who go to Middle East work as domestic workers. These women have also supported in fulfilling the financial demands of their families.

Women face discrimination in wages and income generation opportunities. Women have not been able to play a decisive role in agriculture, entrepreneurship and various businesses due to minimized access to fixed and movable assets, house, land, natural resources, etc. Women have minimum presence in various levels particularly in power structure in the local and development context and lack of access and control to productive resources.

Ordinary women are still lagging behind in social and economical aspects. Among the South Asian nations, Nepal has the biggest gender gap. Women have started earning through the involvement in small business, cottage industry and income generation through their support for the sustainable development of food production, protection of seeds and as service providers. However, they still have limited access to various opportunities and resources. There should be provisions of loan to literate women based on their educational certificate. If women's groups want to start a business, they should be able to obtain loans without collateral. Loans can also be floated through the guarantee of women's organizations.

5. Recommendations

1. **Lack of Fulfillment of Loan Demands:** The government has to adopt various measures for the economical security of women. There are hardly any women's groups or organizations that have the capacity of working through bank loans. Various institutions do provide comprehensive loans but they invest more in financial institutions run by men than in women's groups. The provision for women in the Industrial Policy 2010 of the GoN must be implemented.
2. **Recognition to Women's Contributions:** Women's groups and organizations require effective and ongoing programs that lead to self dependency rather than fragmented support from the private and donor communities. There is a need to increase investment in women targeted programs. The Government has provided facilities for agriculture cooperatives but other cooperatives with other names have no support even if they are involved in agriculture. The state has to provide appropriate recognition to women's labor.
3. **Increase access to resources** Women's access to resources must be increased through effective policies particularly related to education, health, employment and income generation for poverty alleviation. Saving loan program established and run by rural women themselves must be supported to make them self dependent. Women have not been able to take a decisive role in agriculture and various businesses because of their minimum access to movable and immovable property, house, land, natural resources, forest, etc. There is a need to increase their access to these resources as well.
4. **Ensure Women's Presence in the decision making levels:** Ensure the participation of women in the decision making level of local and national levels of women's groups, women's social organizations, mother's groups and women cooperatives, etc. It is also necessary to increase the access and control of women in various levels of power structure related to development and production.
5. **Maximise Women's Access to formal financial sector:** Women do not have easy access to formal financial sectors. None of the Acts has barred women from operating financial institutions. But in reality, they are not able to run banks because of lack of resources and capital due to social, cultural and

economical trends and lack of knowledge and education. Motivation must be provided to overcome this weakness.

6. **Foreign Employment:** Nepali women going for foreign employment is in an increasing trend due to financial constraints and for gainful employment. Women support the Nepali economy by fulfilling the financial demands of their families. The contribution of women through remittance must be recognized and valued.
7. **Provision to provide comprehensive loan:** Collateral is required for more than NRs. 100000 loan. Women face difficulties in getting this collateral because of their lack of ownership to fixed property. There should be a provision to provide comprehensive loan to women's organizations institutionally.

References:

- Articles 43, 111 and 195 of the Local Self Governance Act 2055
- GoN, Budget speeches of Finance Ministry in related fiscal years (2004 – 2013)
- GoN, Thirteenth Plan – FY 2070/71 – 2072/73 Concept Paper
- National Cooperative Development Board (2068), Cooperative Dialogue, Annual Volume, Lalitpur
- Subedi, Pratibha and Jagat Deuja (2071), “Women's Access to Resources”, Women Transformation, Kathmandu : Women's Publication House and Resource Organization
- The Beijing Platform for Action (BPFA). 1995.

B. Education and Training of Women

1. Present Status

“Education is an enabling right” (Women’s Commission for Refugee Women and Children, 2006). Its fundamentality to achieve other rights, fight for justice and equality is acknowledged constitutionally in Nepal. However, women achieving equal status in education are still distant dreams, although Nepal has managed to level gender parity in school education. One of the reasons behind the failure is the government’s inadequate focus on ‘equality’. The government’s focus has been mainly on ‘access’ for achieving numerical ‘parity’, especially at primary level, without addressing the major underlying cause of inequality: sexism, (Acharya, 2007). This is due to the lack of clarity on the 'Gender Equality' concept.

A study found that at the District Education Office (DEO), and in schools, gender is understood only as 'scholarship to girls' and 'funding for female toilets', (MOE, UNICEF, & UNESCO, 2010). The Gender Audit report of *School Sector Reform Program SSRP* (2012) states, “A review of MOE/DOE planning documents suggests that there may be persisting misconceptions regarding gender issues in the sector”, (Terry, G., & Thapa, N. 2012), which thus necessitates profound and widespread changes in attitudes and behavior.

Parity in education alone does not promote female status

The achievement in parity has not been mirrored much in an improvement in gender equality in practice, (UNGEI/UNESCO-IIEP, 2011). Women still suffer from discrimination. Most parents discriminate in even sending their daughters to school.

Girls and boys enrolment in types of schools

The school enrollment data (MOE, DoE, 2012), shows that across all levels, girls are sent more to public and boys preferably to private schools. This is due to parental notion that the private schools provide better education than public schools. This dual education system (Mathema, 2007), has created further gaps between girls and boys, rich and poor, urban and rural.

Girls in learning outcome: School Leaving Certificate (SLC) result an indicator of gender gap

In the 2013 SLC examination there were 394,933 regular examinees, of which only 43% (74,659) girls got through while boys' percentage was 56.9 (98,777) (<http://www.slcreport.soce.gov.np/>). It proves that ‘parity’ does not produce ‘equality’ in learning outcomes. The result indicates an almost 14% gender gap in the learning achievement. It is a serious concern for women as it is the ‘Gate’ to higher education and other opportunities including employment.

Evidence of gender gap across education sector

In teaching, even though there is a mandatory provision of a female teacher per school by Education Regulation 2002/8 there are still thousands of community schools without a single female teacher, achieving only 0.61, 0.52, 0.16, 0.19 *Gender Parity Index* GPI at Primary, Basic, Secondary and Higher- secondary level education, respectively (Gov, MOE, DoE, 2012).

In school governance, women as head teachers are few and far between. Absence of critical mass in the School Management Committee (SMC) gives little or no voice to women and girls in decision-making (GSEAU, 2010 as cited in Terry, G., & Thapa, N. 2012). There are no women in the Class I Gazetted Officers position for ensuring gender-responsiveness in policy, program and bureaucratic processes (as cited in Terry, G., & Thapa, N. 2012).

Teachers perpetuate inequality inadvertently

A study revealed that though all teachers value gender equality and claim they practice it, factually many

of them perpetuate inequality by concentrating their attention more on boys, addressing gender stereotypes embedded in textbooks, arranging gender-secluded seating, using gender exclusive and non-honoric language, excluding girls in many sports and games and imposing a gender-segregated dress code due to lack of awareness and understanding (Shrestha, 2013). Cogently, gender issues are yet to be included systematically in teachers' professional development curriculum (Terry, G., & Thapa, N. 2012).

Text books and learning materials transmit traditional gender-stereotypical conceptions

In most cases, school textbooks are not free from biases and stereotyping. There are several examples to cite: A grade three English book rhyme, 'Ride It Ride It', shows only boys riding cycle. The health, population and environment textbook of Class 9 depicts a picture of a father teaching and a mother giving a bath to a child (p.17). Adhunik Nepali Mala -5 textbook depicts male supremacy regardless of topics –essay, poem, story, debate portrays a boy child picture in every page (Asmita, 2014).

Girl Unfriendly Environment in Schools

Most girls in Nepal suffer silently the violence inflicted by teachers and boys (Himrights, 2012). They even suffer lack of privacy for cleaning and washing during menstruation (Water Aid, 2009), miss classes due to the uncomfortable environment (teasing, harassment after leaks, being looked down on if experiencing cramps or aches) and lack of specific skills to manage menstruation. Due to gender insensitivity such issues are seldom raised and discussed in the management.

2. Key Achievements

a. Women's Access to Education

Girls' access to Early Child Education Development (ECED) centre: Girls' access to ECED increased as Government has established more than 34,174 centers all over Nepal, aiming to ensure access for the most vulnerable and marginalized children (MOE, DOE, 2012).

Girls' access to school education: Abolishing school fees, providing scholarships and free school lunch, miscellaneous support (oil) etc., have proven to be viable practices for increasing girl enrolment and their retention.

Women's access to higher education: A GPI of 0.7 in 2010/011 from 0.5 was attained in 2005, though there seemed to be a decreasing trend with rise in the academic levels, i.e., Bachelor's 0.8, Masters' and Phil 0.5, and PHD 0.1. Faculty wise, GPI is largest in Medicine 1.1, followed by 0.9 in Education and 0.7 in Management (University Grant Commission, 2012).

Women's access to decision making: The Education Act 1971 8th Amendment (2012), provisioned 33-50% seats for women in management committees, ranging from school level to policy making (UNGEI, 2012).

b. Women and Literacy: Nepal achieved an overall adult literacy rate of 65.9% (75.1 %; 57.4 %women), through varied literacy campaigns, by implementing adult and functional literacy, along with income generating activities.

c. Women's Access to Technical & Vocational Training: Access to *Technical Education and Vocational Training* TEVT increased from 38.5% in 2009 to 39.5% in 2010. The Enhanced Vocational Education and Training (EVENT) Project reserved minimum 30% seat for women. Its 'Voucher Based Short Term Training' is regarded as a new best practice, (Paudel L, 2012), for urban people. The EVENT's women window concept focused on producing 5000 women power in non-traditional trade (EVENT, 2014).

d. Non-discriminatory education and training: *National Centre for Educational Development* (NCED) has produced a New Gender Awareness module for master trainers to include in the Teachers' Professional Development module (Terry, G., & Thapa, N. 2012). The Gender Equality Development Section has assigned Gender Focal Points (GFPs) in the central administration and in the District Education Office; formation of Gender Equity Network (GEN) has been initiated since 2010 at the district level. Gender Study courses have been introduced in many

faculties, primarily in humanities and development studies. Postgraduate courses on Gender Studies have been conducted under the aegis of the Tribhuvan University, which has reserved 30% seats for men.

e. Monitoring the implementation of educational reforms: The MOE has defined system indicators and established Educational Management and Information System (EMIS) for the schools and higher education. The Flash Reports, (a system established by the Ministry of Education to monitor progress towards the goals of Education for All campaign. Flash Report I is prepared at the beginning of the school year, covering the 15 School Sector Reform Program (SSRP) indicators, Flash Report II is prepared at the end of the school year, underpinning the delivery of education services.

f. Access to lifelong education and training for girls and women: The Non-formal Education Centre (NFEC) of the MOE has extended its scope of work from literacy programs to continuing education, open and distance learning; mostly for women.

3. Gaps and Challenges

Children with disabilities, children from ethnic minorities, dalit, returnees (trafficked) and other groups have yet to effectively enroll and retain to achieve a learning outcome (B+20 National Women's Conference Report, 2014).

- Marginalized and excluded groups deprived of education, are yet to get opportunity to be literate and get education due to lack of compensating opportunity cost.
- TEVT courses lack to attract both women and men to participate in non -gender stereotypical trades and pro-poor/ pro-gender TEVT planning (Lamichhance, 2012).
- Learning materials, teachers, parents and communities need to be freed from sexism due to lack of training on gender and gender responsive pedagogy.
- Non-formal education and skills training are not tailored to the marginalized women and girls as such their employability is not ensured (BBC, 2014).
- Gender equality friendly system has yet to be in place. Patriarchal attitude and behaviour prevail though people agree to gender equality as a principle (B+20 National Women's Conference Report, 2014).
- Teachers do not teach topics related with sexual and reproductive health in schools (B+20 National Women's Conference Report, 2014).
- Educational materials are lacked in different languages to learn in mother tongue/language (B+20 National Women's Conference Report, 2014).

Challenges to be dealt with:

- Traditional norms and values (Shrestha, 2013).
- Overburden on females due to lack of sharing burden by boys and men (BBC, 2014).
- Allocation of limited resources to reach disadvantaged girls, and people with disabilities.
- Lack of opportunities to be updated with contemporary concept of "Gender Equality".
- Absence of gender friendly environment across the sector –from school to offices (B+20 National Women's Conference Report, 2014).
- Lack of training programs directly targeted and tailored to females/ Dalits/ person with disability, rural people with new technology and innovation (BBC, 2014).
- Lack of qualified female human resources to work in remote districts (BBC, 2014)
- Children especially girls face unacceptable behaviors from teachers and students in schools offices (B+20 National Women's Conference Report, 2014).

4. Emerging Issues

Feminization of ECD and NFE facilitators: ECD and NFE are the two areas of education in Nepal, where women are over-represented and underprivileged. They suffer low wages and job insecurity (BBC, 2014) and (B+20 National Women's Conference report, 2014).

Incorporation of social issues in Basic Education Curriculum: In order to enable students to raise voice against social issues such as discrimination, child marriage, sexual abuse, trafficking, violence etc, these issues need to be incorporated in education from early age (B+20 National Women's Conference Report, 2014).

Cyber crime: A study found that 88 percent of the cybercafés allowed children to use their facilities (South Asia Partnership- International & Bellanet-Asia, 2007).

5. Recommendations

1. Undertake a comprehensive assessment of resource requirement to reaching remote women and other disadvantaged groups to ensure education and TEVT and reserve quota in education at all levels for marginalized and the groups at the verge of extinction (B+20 National Women's Conference Report, 2014).
2. Women and girls should be given market-based vocational and technical training including marketing based on their interests (B+20 National Women's Conference Report, 2014).
3. Support girls from disadvantaged groups, persons with disabilities and returnees (trafficked) to fullest extent with financial and other measures to ensure their participation and good performance in education at all levels and varied training to ensure employability (BBC, 2014) and (B+20 National Women's Conference Report, 2014).
4. Constitute a mandatory critical mass (33% women) within the education sector.
5. Include Gender Equality Education (GEE) in non-formal and formal education of all levels and training of teachers (B+20 National Women's Conference report, 2014).
6. Remove all stereotypes, pejorative language and allusions from textbooks/ learning/ communication materials and Create girls-friendly, disable friendly, secure and safe environment in schools.
7. Develop policies to reduce cyber-crime and make internet access centers secure.
8. Ensure right to get education in mother –tongue by developing human resource for it at local level and producing educational materials including materials related with women's rights in different languages (B+20 National Women's Conference Report, 2014).
9. Provide comprehensive sexuality and life-skill education to adolescents to prevent them from early marriage, teenage pregnancy and other reproductive health hazards along with importance of care of pregnancy and to up to three years as it affects whole life (B+20 National Women's Conference Report, 2014).
10. Provide education and care from pregnancy to three years as it affects whole life (B+20 National Women's Conference Report, 2014).
11. Include issues of migration, trafficking and foreign employments, issue of home-based worker in primary education curriculum and text book to create awareness about these issues (B+20 National Women's Conference Report, 2014).

References:

- Acharya, S. (2007). *Social inclusion: Gender and equity in education swaps in South Asia, Nepal case study*. Kathmandu: UNICEF.8
- Asmita Women Publication House, Communication and Resource Centre [Asmita] (2014). *Women in transformation*. Kathmandu: Author.
- Beyond Beijing Committee, (1996). *Beijing Declaration and Platform of Action*. Kathmandu: Author.

- Beyond Beijing Committee, (2014). Kathmandu: Author.
- B+20 National Women's Conference' Women and Education and training parallel session's report Consultation report 2014 (unpublished).
- Government of Nepal. (2004). *Education rules, 2002 [2nd amendment] 2004*. Kathmandu: Author.
- Government of Nepal. (2012). *Education act, 2028 (1971) [8th Amendment]*. Kathmandu: Author
- Himalayan Human Rights Monitors [HIMRIGHTS], (2012). *Sexual violence assessment seven district in Nepal*. Kathmandu: Author.
- Lamichhance, R. (2012). Factors Affecting Access of Disadvantaged Groups (DAGs) to TVET, *Technical and Vocational Education and Training Development Journal*, 12 (1), 111-117.
- Mathema, K. B. (2007). Crisis in education and future challenges for Nepal. *European Bulletin of Himalayan Research*, 31, 46-65.
- Ministry of Education [MOE]. (2009). *School sector reform plan 2009-2015*. Kathmandu: Author.
- Ministry of Education [MOE]. (2009). *School sector reform plan 2009-2015*. Kathmandu: Author.
- Ministry of Education and Sports/ Department of Education [MOES/DOE]. (2007). *A strategic implementation plans for gender equality in girls' education*. Bhaktapur: Author.
- Ministry of Education, Curriculum Development Centre 2067 (2010). *Report on inclusion -2067*. Bhaktapur: Author.
- Ministry of Education, Department of Education. (2012). *Flash I report 2069 (2012- 013)*. Bhaktapur: Author.
- Ministry of Education, Department of Education. (2013). *Flash I report 2068 (2012- 2013)*. Bhaktapur: Author.
- Ministry of Education, UNESCO & UNICEF. (2010). *A study on gender responsive budgeting*. Kathmandu: Author.
- Ministry of Women, Children and Social Welfare [MWCSW], (2004). *National plan of action on gender equality and women empowerment*. Kathmandu: Author.
- MOE, EVENT, (2014). *A concept note on women's window for training 5,000 women in non-traditional trades* (unpublished official doc.).
- MOES/ Nepal National Commission for UNESCO. (2003). *Education for all national plan of action Nepal 2001-2015*. Kathmandu: Author.
- Paudel, L (2013), Voucher Based Short Term Training – A New Practice of EVENT Project, *Technical and Vocational Education and Training Development Journal*, 13 (1), 94-98.
- Shrestha, S. L. (2012). *Gender equality in education: teachers' perspectives and practices in schools* (Unpublished Phil thesis). Kathmandu University, Dhulikhel.
- Sinha, R. S, (2012). Reaching the unreached. *Technical and Vocational Education and Training Development Journal*, 12 (1), 13-19.
- South Asia Partnership- International & Bellanet Asia, (2007). *Cyber cafes of Nepal, passage to cyber crimes?* Lalitpur: Author.
- Terry, G., & Thapa, N. (2012). *Gender audit of Nepal's school sector reform programme*. Kathmandu: DFID Human Development Resource Centre.8
- UNESCO, (2013). *EFA Global Monitoring Report 2013/14. Teaching and Learning: Achieving quality for all*. Paris: Author.

- UNESCO-IIEP. (2011). *Outcome report on gender equality in education: Looking beyond parity an IIEP evidence-based policy forum*. Paris: Author 8
- UNGEI. (2012). *Engendering empowerment: Education and equality a companion volume to E4 conference*. New York: Author.
- UNGEI. (2012). *Gender analysis in education* (Working paper). New York: Author.
- University Grant Commission. (2012). *Education management system report on higher education 2010/2011A.D (2067-2068 B.S) Nepal*. Bhaktapur: Author.
- WaterAid, (2009). *Is menstrual hygiene and management an issue for adolescent school girls?* Kathmandu: Author.
- Women Commission for Refugee women. (2006). *Right to education during displacement*. United States of America: Author.8
- [http://www.lawcommission.gov.np/The Interim Constitution of Nepal 2067-02-14 \(Eight Amendment\), 2067 \(2010\) \(May 28, 2010\), retrieve on 06.07.2014](http://www.lawcommission.gov.np/The Interim Constitution of Nepal 2067-02-14 (Eight Amendment), 2067 (2010) (May 28, 2010), retrieve on 06.07.2014).
- <http://www.slresult.socce.gov.np/>. Retrieve on July 14, 2014.

C. Women and Health

1. Present Status

Nepal has seen gradual development in women's health sector in the past two decades. International campaigns, research and changes in legal values are some of the important factors for this development. Article 16 of Nepal's Interim Constitution has placed citizen's health rights as fundamental rights. Similarly, as per the 15th Dec 2006 decision of the Government, medicines have to be distributed free of cost. The government policy also mentions that the medicines must be made available as per the level of the health organization. Another milestone in the health sector can be taken as the availability of treatment facilities for uterus and breast cancer within Nepal.

Acknowledging the fact that health service is a fundamental right of the people, the government provides free health services to socially and economically disadvantaged people, gender, caste, community and sector to provide easy access to health services to all. There have been slight improvement in Nepali women's health because of the development of policies, social lifestyle, few legal provisions, contributions made by government and various national and international organizations to decrease reproductive rate, maternal death and to improve women's health.¹ However, there is no uniformity in the results due to issues such as caste, community, lack of health services, poverty, lack of nutrition, illiteracy, social and cultural harmful traditions, lack of awareness of family planning and other critical health issues.

Article 12.1 of the ICESCR, which Nepal is also a state party recognizes the right of everyone to the highest attainable standard of physical and mental health.. Article 12.2 of the ICESCR enumerates, by way of illustration, a number of steps to be taken by state parties to achieve the full realization of this right, including reducing infant mortality, providing for healthy development of children, improving all aspects of environment and industrial hygiene (12(2)(b)), preventing, treating and controlling diseases, and creating conditions to assure medical services and attention.

The widely ratified treaty guarantees for functioning public health and health-care facilities, goods and services, as well as programmes, have to be available in sufficient quantity. Health facilities, goods and services must be accessible to all, especially the most vulnerable or marginalized sections of the population, in law and in fact, without discrimination on any of the prohibited grounds. However, in the Nepali context, there is still a huge gap in terms of physical, economical and informational accessibility along with acceptability and quality health facilities and goods.

2. Key Achievements

A. Women health policy and perspective of the State: In the past 10 years, there have been some positive steps in this direction. In this context, the three year interim health plan (2007-2010) can be taken as an important step. The plan includes the following provisions:

- i. Special health services for risky pregnancy
- ii. Provision of gynecologist in the district hospital
- iii. Free basic health service to socially disadvantaged people and differently able
- iv. Study of health issues related to violence, misbehavior due to gender discrimination and its elimination
- v. The control of reproductive health, sexual health, uterine prolapse identified as national programs
- vi. Family planning, emergency abortion and safe abortion, reproductive health and social security strategy
- vii. Establishment of health as fundamental right and accordingly free health service to the disadvantaged.

1 Population and Health Consensus 2011

These policies have provided support in improving women's health. However, all the health services have not reached all the places. There are a total of 52,000 women health volunteers in Nepal. There have been positive improvements in the maternal rate because of the work done by these volunteers within the community. But, the women health volunteers complain that the government has not given them the appropriate benefits despite their important contributions to the community.² The Interim Constitution of Nepal has recognized women's health rights but there are no special facilities in the health posts or the hospitals particularly for differently able women.

B. Policy of Improvement in Nutritional Status: The nutritional status contributes directly to the improvement in women and children's health. In Nepal, women and children are victims of malnutrition in some communities while at the same time along with the changes in lifestyle, high calorie food has become a problem for people of other communities. In the urban sector, approximately one out of ten women is overweight and on an average two out of ten women are still victims of malnutrition and four women are victims of anemia. Similarly, 40.5% children under five years are victims of malnutrition which is extreme in Darchula (61%) and Dolpa (54%). Malnutrition among children means malnutrition among mothers. There has been negative impact in women's health due to malnutrition.

In this context, the actions taken to solve long-term malnutrition have been considered as the foundation for social and economic development and the millennium development goals. The Government of Nepal has launched Multiregional Nutrition Plan (2013-2017) to significantly decrease the situation of malnutrition among mothers and children.³ This policy attempts to ensure that malnutrition is not deterrent to human capital and socio economic development as a whole and aims to significantly minimize long-term malnutrition to bring improvements in the nutritional status of mothers and children. However, even after two years of project initiation, the implementation of this policy has not been very effective. The Government has taken a positive step for the health of pregnant women and infants by introducing governance for nutrition and food security.

C. Abortion and Women's Health: The GoN has developed various policies, strategies and guidelines to address issues related to reproductive health. For example: Safe Motherhood Policy 1999, and Policy on Abortion 2002. Till date, a total of 7,55,000 women have availed of abortion facilities.

3. Gaps/ Challenges

Although there has been progress in the efforts to end gender discrimination in the sector of women's health, there are still many obstructions to gain gender equality in this sector. Child and adolescence marriage has resulted in issues such as death of mother and child, uterine prolapse, fistula, etc. The government has initiated a program of One Stop Crisis Management Center in health organizations to solve the negative impact of physical/mental health due to violence against women. However, even the health activists are not aware about the program.

The policy to include cases related to gender violence and their impact in the curriculum provided for doctors and nurses has not been implemented. There is still a need to design more programs for the effective prevention and treatment of hidden reproductive issues among women. In Nepal, the facility of abortion is also being misutilized. The increasing trend of aborting girl child can in the long term create huge inequalities and social issues because of the decrease in the number of women. It is found that many women have been taking abortion as a means of family planning and that has impacted women's health negatively.

Although there has been no specific research on cancer among women, as per estimation 20% cancer among women is uterus cancer. This disease is more prone among women who use tobacco related products, who get married at a young age, who have sexual contacts with many since early age and those women who give birth to many children. There are two hospitals in Bharatpur for treatment of this disease but women face difficulties in availing the services because of less number of doctors. Moreover, women's health sector is

² <http://ujyaaloonline.com/news/27211/Woman-health-Volunteers/>

³ Then Prime Minister Baburam Bhattarai, Oct 2012, Multiregional Nutrition Plan 2012-2017

in disarray because of barriers such as chaupadi⁴ tradition, lack of health workers to deal with issues related to HIV and AIDS, lack of medicines for free distribution, mental problems related to migrant workers and the cultural aspect within the country, sexual abuse against children, delay in accessing services due to lack of transportation or high cost during pregnancy and post pregnancy in various places, lack of awareness of vaccine against tetanus etc.

The massive use of modern medicine has displaced the use of positive traditional practices and domestic medicines. The barriers to women's access to health services are the lack of policies by the state to address the health of marginalized women, lack of medical officials at the local level, lack of environment for women health workers to work in the villages, lack of medicine and equipment, lack of sufficient training to health workers and lack of required support from the local community. Although the policy dictates that the state must provide services to women during pregnancy and post pregnancy, there are complications in its implementation. The challenges in women's health are factors such as nurses and doctors being city focused, women do not get necessary health care and support in their old age.

4. Emerging Issues

- The publication of articles, discussions, dialogues on women's health and nutrition in various media has supported in developing Nepal's health policy as well as in generating awareness on women's health.
- Various health problems of women have increased but there is also an increase in women's average age. Voices are being raised to develop policies for the health of senior citizens.
- Health problems are also increasing because of women's migration from villages to cities and to foreign countries for domestic employment.
- There is an increasing trend among girls to have physical contacts at a young age and undergo frequent abortion.
- There has also been an increase in non-transmittable diseases among women due to changing food habits, lifestyle and urbanization.
- Health workers and human rights activists have made efforts to reinforce and raise attention to the following aspects in the context of the health of Nepali women. For example - women's health does not mean only reproductive health; girl child, young girls, adult and elderly women have different needs and need different services; a woman should not be only perceived as daughter, wife or mother but as a total human being; and the role of men for improving women's health.

5. Recommendations

1. Focused study and research must be conducted on the impact on women's health due to socio economic reasons. Study and research must also be conducted on ayurved, prevalent herbs and other various factors related to medicine and they must be publicized.
2. Appropriate programs need to be developed to meet the challenges posed by cultural transformation, education and the use and development of new technology without limiting health to medicine, doctors and hospitals.
3. Health services must be made available based on geographical topography, population and requirement rather than just the central policy.
4. There has been negative impact on women's health due to harmful traditions such as *Chaupadi*,

⁴ Chaupadi pratha is a tradition practiced for centuries that banishes females during their menstruation period from the house. Despite a ban being imposed by the Supreme Court on the chaupadi tradition in 2004, it is a practice that is still heavily widespread in the mid and western regions of Nepal.

*Jhuma*⁵, *Deuki*⁶ and *Jari*⁷, child marriage, etc. Empowerment programs must be launched against these harmful traditions.

5. Programs must focus on the physical and mental health of elderly women, differently able people and marginalized women as well as non transmittable diseases.
6. The health posts or hospitals must have efficient physical structure and must be well equipped to provide effective health services to women. Health workers must be provided special facilities to motivate them to work in rural areas.
7. Health workers must address women's reproductive health along with physical and mental health and nutrition. There must be proper monitoring of whether the health organization has sufficient medicine and whether the health workers have received training.
8. The contributions of women volunteers for the improvement of women and child health at the local level must be recognized by the state.
9. Medical treatment and counseling for improving women's health must go hand in hand from the central to the local level.

5 Jhuma : This system is common in the mountainous region of Nepal. As in the Deuki system, the second daughter of the second daughter of the family is offered to the god in the ghumba and the girl has to spend her remaining life in the care of the ghumba. Source: vedinternational.forumne.net/t391029-jhuma-pratha

6 Deuki is an ancient custom practiced in the far western regions of Nepal in which a young girl is offered to the local Hindu temple to gain religious merit. Source wikipedia.org

7 Jari : When a woman marries with another husband by leaving the previous one, the previous husband claims money with the new husband as a compensation of his wedding cost. Source www.ncf.org.np/upload/files/gender_social_discrimination.pdf

D. Violence Against Women

1. Present Status

“Despite the upsurge in efforts since 2009 by both government and civil society, Gender Based Violence (GBV)⁸ persists throughout Nepal, hindering women’s full enjoyment of their rights and participation in professional and public life. Survivors of GBV continue to live in silence bearing physical, psychological and emotional scars.”⁹ Awareness programs has helped to break the silence regarding violence against women (VAW) to some extent. However, it still remains pervasive in Nepal at the family, community and state level. As women diverged from mono to multiple identities, women from Dalit, indigenous, Muslim, Madheshi communities and women with disabilities and other disadvantaged communities expressed that social discrimination and poverty added to their double vulnerability in being victims of vicious violence.¹⁰

Trafficking of women for sex and labor has remained high despite laws to prevent trafficking. Stigmatization and discrimination of women living with HIV/AIDS, by families and communities has discouraged women from accessing their right to health services. Violence amongst labor migrant families and increased rate of suicide among women has emerged as issues requiring attention and research. The possible increase of incidence of VAW specially post conflict scenario crippled by natural calamities, abuse and neglect of elderly women, changing form of violence that is causing physical and mental well being of women are the other areas requiring immediate attention.¹¹

Within the patriarchal family structure, most prevalent forms of VAW are female feticide with preference for a male child, discrimination of the girl child, domestic violence, marital rape, incest, child marriage, polygamy, abuse of dependant elder female member, dowry demand, physical, mental, emotional, and economic violence, alcoholism resulting in female abuse and homicide.

Community and society has sanctioned harmful practices such as abuse of women for practicing witchcraft, widowed and single women, bride price for women and the practice of keeping menstruating and post-partum women in a secluded home under “*Chhaupadi*” (far-west Nepal) and ‘*Jari*’¹². Media and Human Rights organizations have reported double victimization of women of disadvantaged communities, rape, trafficking of women for labor and sex, sexual harassment of women in public places such as transports, schools, working place and the community.¹³

The State has failed to protect women from violence within private and public sphere either due to lack of laws and policies or through weak enforcement of existing ones and also to investigate institutions and structures where VAW takes place such as post conflict situations, traditional practices and emerging trends. Furthermore, the lack of sensitivity and inadequate skills of most of the state representatives has discouraged victims of violence to report cases. Limited number of victims of abduction and torture, rape and sexual abuse, forceful induction, intimidation, murder, terror, disappearance and forced displacement, have received compensation. The number of widows and rape victims of conflict and post conflict situation have increased¹⁴.

8 VAW to be understood as a sub-sect of GBV

9 Raju Man Singh Malla, Acting Secretary, Government of Nepal..OPMCMGECUGBVRResearchFinal.pdf

10 As expressed by representatives of Dalit, Indigenous, Muslim communities and women with disabilities, June 24, 2014, Dakshinkali Resort

11 National Conference on Beijing +20, August 21-22, 2014, Kathmandu, Nepal

12 Price paid for taking another man’s wife

13 1473 cases of VAW recorded by Women Rehabilitation Center (WOREC) from January to December 2012; 3048 cases of VAW and children and 178 cases of female murder recorded by INSEC in 2013

14 Women Count-Security Council Resolution 1325: Civil Society Monitoring Report, Nepal

Fiscal Year	Rape	Attempt to Rape	Trafficking	Abortion	Polygamy	Child Marriage	Domestic Violence
(2007/08)	309	73	123	13	122	4	881
(2008/09)	391	75	139	12	170	2	968
(2009/10)	376	101	161	8	146	7	983
(2010/11)	481	151	183	12	197	3	1355
(2011/12)	555	156	118	13	249	12	2250
(2012/13)	677	245	144	28	350	19	1800

Source: Women and Children Service Directorate, Nepal Police

In 2012/13, the National Women Commission recorded 243 cases of domestic violence and 126 cases of other forms of violence including 11 cases of rape and 21 cases of murder.

2. Key Achievements

Key improvements and achievements in the last five years from the government and non-government sector to combat GBV especially VAW can be seen through initiatives such as:

- Declaring 2010 as the Year Against Gender Based Violence and creation of an inter-ministerial committee (12 Ministries) under the Chief Secretary to prepare and implement the National Strategy and Plan of Action (NSAP) 2012/2016.
- Establishment of a Gender Empowerment and Coordination Unit (GECU) at the Office of the Prime Minister and Council of Ministers (OPMCM) to manage and monitor reported cases of VAW and implement the NSAP.
- Establishment of a free hotline number (1111) connecting directly to the Prime Minister's office that registered 89 cases in the last two years (July 2012 to June 2014).
- Creation of 75 District Resource Groups (DRG) under the coordination of the Chief District Officer (CDO), 246 women and children service centers under Nepal Police and 23 shelters for victims of domestic violence and trafficking under the Ministry of Women, Children and Social Welfare (MoWCSW)
- Establishment of GBV Elimination Fund in 2010 to provide seed money for rescue, medical support, legal aid, counseling, and rehabilitation of the survivors of GBV and introduced hospital based one stop crisis management centers (OSCMC) in 15 selected districts and established units to register cases of violence at the District Development Committee Offices.
- Enactment of Discrimination and Untouchability (Offense and Punishment) Act 2011 and formulation of the Bill against Sexual Harassment at Work Place 2011.
- Formulation and implementation of the National Action Plan (NAP) on UNSCRs 1325 and 1820 (2011-2015), National Safe Motherhood Plan (2002-2017) and Supreme Court directive to formulate law to abolish "Chhaupadi" as a malpractice having adverse consequences on women's health.
- Addressing GBV and VAW to promote gender equality and women's empowerment as major objectives of the Interim Constitution of Nepal (2007), the Three Year Interim Plan (2007-2010), and the Three-Year Plan of Nepal (2010 - 2013)
- Endorsement of The Standard Operating Procedures for the prevention of and response to GBV and creation of the Gender-Based Violence Information Management System (GBVIMS), under the office of the National Women Commission.
- Care and support program to survivors of violence at Paropakar Maternity Hospital in Kathmandu and GBV as integral component of health care provision in Nepal Health Sector Implementation Plan 2010-2015.
- Development and operationalization of Protocols to manage GBV and sexual abuse.

- Best practice seen in improved collaboration among civil society organizations and government and civil society representations in government formed committees at central and district levels
- Non government organizations (NGOs) and Women Human Rights Defenders (WHRD) continued to raise awareness, provide support services to victims, advocate for formulation and enforcement of laws and critically engage men and boys in the fight against VAW.
- NGOs continued to pressurize the government to provide justice to victims through campaign such as “Occupy Baluwatar”, “One Billion Rising”, and “Campaign Against Rape”,
- Intervention by functional para-legal committees and community mediation centers to mediate cases of VAW at the community level
- Age bar for widows removed to receive social security allowance
- In a 2008 ruling, Nepal’s Supreme Court directed the government to extend the statute of limitations on rape complaint filing beyond 35 days, without specifying a new length, which is yet to be enacted.

3. Gaps/ Challenges

Gaps:

Despite efforts by various stakeholders, many gaps remain unaddressed. Though high on political agenda, lack of evidence base regarding prevalence and determinants of VAW remain a major gap in developing strategies to address the problem. Similarly, lack of understanding, knowledge and attitudes of women, men, service providers, and key decision makers towards laws, policies, and services to address VAW result in poor enforcement and application of laws and policies. Women and affected persons are excluded from policy making process. Dearth of support systems to deal with mental and psychological trauma of the affected persons remain a major gap. As men are often seen as perpetrators, most programs exclude them as stakeholders for social transformation.

The relationship between National Women Commission and the GBV Unit is weak as there is a default in the referral system.

Challenges:

Common challenges to seek justice for the affected persons include patriarchal mindset, lack of support from authorities, political interference, corruption, bad governance, illiteracy, ignorance about existing facilities, fear of societal and family retribution and impunity.

Challenge to establish an empirical data on the context, frequency and precipitating factors of VAW could be attributed to stigmatization, chastity regarded as a girl’s/ woman’s virtue, ignorance on the importance of redress, delay and non-enforcement of laws due to lack of knowledge on existing laws among the enforcers as well as the affected persons, capacity of service providers and above all VAW still regarded as women’s and personal problems. Protection of Women Human Right Defenders (WHRD) remains a challenge due to political interference. It is difficult to generalize situation of VAW under a common umbrella due to ethno-cultural diversity, as women from different groups face additional forms of VAW. Lack of collaboration among NGOs and with the government further exacerbate turf issues. The patriarchal social structure, structural discrimination, unequal power relations among family members and fear of reprisal by the perpetrators remain deterrent factors for women to report cases of abuse. Inaccessibility to the GBV unit placed within the Office of the Prime Minister to file cases of violence is a limitation for reporting.

The Enquiry on Enforced Disappearances and Truth and Reconciliation Commission Act which has recently passed, is not victim centric so it can be problematic for implementation. Furthermore, role of women in the Truth and Reconciliation Commission is not clear.

4. Emerging Issues

Growing misuse of modern technology such as mobile phones to view pornographic films has increased incidences of sexual violence among teenagers and youngsters. Easy access to pornographic films changes men's/boy's sexual demand and behavior, exacerbating the occurrence of rape and sexual abuse. Majority of relationships built through mobile communication resulting in marriage lead to physical and sexual violence and polygamy due to partners being ignorant about each other's individual history.

Increase in divorce (especially among labor migrants and mobile marriages) as high as 17-18 cases a month was recorded in Ilam district of eastern Nepal.

Increase in all forms of VAW, especially suicide and attempted suicide throughout the country and increase in violence among members of labor migrant families. Young women are attracted towards soap operas and imitating the glamorous image become easy prey to sexual abuse and trafficking.

Labor migration has a social cost in breaking families, leading to extra marital affairs and increase in divorce. Women migrant laborers are physically and sexually abused in destination countries resulting in mental and psychological trauma and the unmarried returnees face problem of reintegration due to stigmatization as being unchaste.

Children/minors and elder women of migrant and displaced families (intra-district) are vulnerable to sexual abuse in the absence of a known social network and support system

Murder cases, especially of Shiba Hashmi, and Bindu Thakur, indicate emerging prevalence of honor killing. Though prohibited by law, evidence of increased child marriage, especially in Terai Nepal to protect the prestige and honor of the family has been recorded.

The issue of urban women in a transitioning society is an issue of concern as women face physical, mental and emotional violence on the ground of their being empowered whereas men remain static in their mindset and attitude.

5. Recommendations

1. Stronger commitment and non-interference from political entities to politicize crime especially related to VAW
2. Expand safe houses and shelter services (managed by skilled service providers) in all 75 districts to provide protection and rehabilitation to women victims/survivors of violence
3. Train service providers to maintain confidentiality and respond to the need of the affected persons with skill and sensitivity and better education on existing laws and policies to the law-enforcement agencies as well as the general mass to strengthen enforcement and implementation of law
4. Recognize the changing gender dynamics to accept the different roles played by men and women in a transitioning society and acknowledge and accept women's role to reduce conflict at different levels for example women labor migrants
5. Improve coordination between NGOs and the government to establish referral linkages between facilities including government (police, hospitals, Gender Unit at the OPMCM, National Women Commission, DRC, Shelters/Service Centers), NGO shelters, legal aid, awareness campaigns for stronger response
6. Incorporate VAW as Human Right Violation issue and sex education lessons from the primary level curriculum
7. Enforce all measures to combat Trafficking in Persons

E. Women and Armed Conflict

1. Present Status

Nepal underwent transitional and post conflict phase after the signing of the Comprehensive Peace Accord (CPA) on 21st November 2006. Between 1996 and 2006, an internal conflict between the Government of Nepal and the Communist Party of Nepal (Maoist) (CPN (Maoist)) left over 13,000 people dead and 1,300 missing.

Among the verified 23,610 Maoist combatants, 4,008 were discharged in 2010, being identified as Verified Minors and Late Recruits (VMLR Verified minors were defined as those born after 25 May 1988. Among them, 3,846 were women, that is, approximately 20% of the total combatants (Nepali Times, 2012). However, the exact numbers of female combatants are yet not clearly identified.

After the signing of the CPA, the CPN Maoist and government agreed on confining the People's Liberation Army (PLA) in the cantonment for demobilization of arms. CPA ensured the provision of TJ mechanisms and effective remedy and reparation of victims of armed conflict which has been debatable due to its non compliance. Even in the post conflict scenario, the number of underground rebel groups in Terai and other parts of the country flared up. Different issues regarding the rehabilitation and reintegration of numerous categories of conflict victims are yet to be implemented. In this transitional period, impunity is highly prevalent, the prosecution mechanisms are weak and due to poor law enforcement, the perpetrators are not facing any penalties or punishment. Despite significant progress in addressing women peace and security issues, political instability, lack of consensus between political parties, ineffective implementation of plans and policies remain major challenges for attaining justice and peace.

2. Key Achievements

There have been numerous progresses in Nepal in the sector of women, peace and security along with the gradual development of positive policies, commitment and understanding of gender issues. Collaboration and cooperation has started for gender mainstreaming in various policies, laws and programs. There has been considerable progress in the sector of women, peace and security particularly after the prioritized implementation of the NAP on the implementation of UNSCRs 1325 & 1820. (2011/15). The coordination, support and collaboration between and among government, non-government and donor organizations is in an increasing trend in this sector.

Issues related to women, peace and security have been included in the Comprehensive Peace Accord and the 2007 Interim Constitution. After 2007, issues of conflict transformation and some of the major issues encompassed by the CPA have been resolved successfully.

The Interim Government passed the Gender Equality Act, in 2006 and amended almost 56 discriminatory provisions from various laws and policies. The GoN passed the Human Trafficking Act in 2007 adding the support and care for victims. Tenth Five Year Plan included gender and human rights as crosscutting sectoral issues and Gender Focal Points established in line ministries and Task Forces at central and district levels to check trafficking.

The GoN has formulated a national strategy and action plan for prevention of Gender Based Violence (GBV) and has also established a gender violence prevention fund. The Supreme Court issued orders on confidentiality policies to maintain privacy on the issues of GBV.

The GoN has issued the Procedural Conditions for the formation of Local Peace Committees, 2009 with mandatory 33 percent of female members.

Nepal Peace Trust Fund (NPTF) was established in January 2007 to support the commitments made in the CPA. This is a basket fund of government and donors. NPTF has invested for 63 projects since its establishment for four thematic areas including the

The Act for the legislative bill for the formation of the Inquiry on the Enforced Disappearances and Truth and Reconciliation Commission is already passed by the Constituent Assembly.

Adoption of the National IDP Policy and initiatives for compensation scheme to the internally displaced, as well as integration management for former combatants has been initiated.

Different categories of conflict victims are receiving immediate relief support under Interim Relief program. For instance, monetary assistance for IDPs to reconstruct or maintain their house back home, proportionate provision of relief and compensation to injured conflict victims, support accessories like wheelchair, artificial limbs to injured, lump sum amount of NRs. 300,000 to family of disappeared people, voluntary retirement fund to former combatants, free medical checkup for the children of former combatants below the age of 5 years at public health centers, lump sum monetary support to the wives of security personnel and immediate relief program and assistance to victims.

Civil and political roles of women enhanced as many women had to take the role of bread winner and decision maker of the household in the absence of male family members during the conflict. The involvement of women in the PLA and in the security force increased remarkably.

Increase in women's participation in peace negotiations and peace building process acknowledging their contribution and importance in the peace process in the community and nation.

Tribhuvan University, has initiated a faculty on Conflict, Peace and Development Studies, where a significant number of women and men are enrolled.

The media has been more responsive to reporting cases of people being victimized by the conflict and the rampant problem of impunity is being challenged.

Various NGOs are working towards immediate response and recovery services to the conflict victims/survivors with specific focus to women and children. These organizations are also working closely with victims along with local government stakeholders to address specific issues of women and girls.

The engagement of conflict affected victims in different local and national level networks is increasing. The mediation services in the local and national level is actively working to solve the conflict at the nascent stage to prevent future conflicts.

For ensuring fair distribution and transparency the Government has introduced special criteria and guidelines such as the Citizen's Relief, Compensation and Gender Support Regulation (2009), Guideline to Provide Relief to Kin of victims etc.

The Ministry of Local Development and Federal Affairs (MOFALD) has made the provision of allocating 10% of grant without any conditions for promotion of women's participation and for women empowerment after developing the Local Body Resource Mobilization and Management Procedure, 2012. Similarly the Election Commission adopted Gender and Inclusive Policy for promoting women's participation

Government of Nepal (GoN) is state party to the six out of nine core Human Rights instruments, including the International Covenant on Civil and Political Rights (ICCPR), the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT) which requires protection of citizens with wider range of fundamental rights. Even during the conflict, following rights are applicable and need to be safeguarded.

International Humanitarian Law (IHL) prohibits rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization and other forms of sexual violence of similar gravity, which can include assault, trafficking, and strip searches.

Source: Treaties, conventions, declarations and laws agreed and signed by the GoN prior to start of armed conflict in Nepal

3. Gaps and Challenges

- Authentic national level data of Conflict Affected Women (CAW) is yet to be revealed. There are differences in the data by government and by national and international organizations. Though there has been one level of categorization of victims, disaggregated data is not yet in place. The definitions of different categories of conflict victims are also not clear.

- Despite commitments in the CPA and other national documents, prevalence of different forms of GBV, including domestic violence, sexual violence, trafficking, discriminatory laws, and especially the lack of access to justice are seriously affecting the human rights of women in Nepal
- Police fail to register First Information Reports in cases of rape that occurred during the conflict, especially when the victim comes from a socially or economically weak background.
- In some instances, doctors have refused to conduct a medical examination in the absence of a police report, while police officers say they can't issue a report without a medical statement. Families of victims have also been harassed and threatened into withdrawing their accusations. Many cases are settled outside the formal justice system.
- None of the accused or convicted are brought into the book of justice.
- In the lack of prosecution and action against alleged persons impunity has become a grave problem
- Immediate Relief Program IRP (only relief and reparation program) has not embraced women's right to effective remedy. Only *ex-gratia*¹⁵ payment has been provided.
- According to the CPA, the government was required to provide relief packages- including financial assistance - to the kin of conflict victims, defined as those maimed, widows, the abducted, the internally displaced and those who lost property during the conflict. However, survivors of Rape and Sexual Victim **RSV** are not considered "conflict affected" and therefore have never been provided with relief from the state. There is no official data on rape and sexual violence cases. **RSV** are also not mentioned in the MoPR guidelines for psycho-social counseling (2013).
- Nepal's May 2014 Truth and Reconciliation Commission (TRC) is critiqued to be not victim centric and it is yet to be seen how the Act will address issues regarding not providing amnesty to rape and sexual violence. Moreover, Nepal's Penal Code (*Muluki Ain*) retains a 35-day statute of limitations on reporting rape, which will bar investigation and prosecution of war-era rape
- NAP on UNSCR 1325 and 1820 lacks adequate resources for effective implementation and as a result it is yet to be fully localized and its dividends yet to reach the most conflict affected women and girls.
- Relief and recovery packages are limited to few trainings, limited financial compensation (few thousands), and there are still thousands of women and girls who are denied their basic right to food, lodging, medical

Statistics on the type of atrocities during internal armed conflict

Killings - 17,828

Disappeared people- 1,452

Single women (widows)- 9,000

Internally displaced families-9,000

Internally displaced people - 89,171

Injured and disabled people-5,912

Kidnapped people- 2,985

Source: Ministry of Peace and Reconstruction (MoPR) Government of Nepal

P.S. The disaggregated number of women suffering from atrocities of conflict is yet to be identified. It is tentatively assumed that among all the conflict victims and affected, 40 to 60 percent of them are women. Different CSOs, human rights organizations, INGOs, media have revealed different data related to CAW and conflict affected people. Due to disparity in data, authentication of CAW for justice is one of the major problems in peace process.

15 Without state acknowledgement and only providing pecuniary compensation.

services, psychosocial counseling, scholarship to the children, income generation and employment opportunities and reintegration in the society. Compensation has reached only a limited number of CAW. Those deprived are often single women and the most marginalized.

- The lack of mechanism to access property which was in the name of the disappeared has added extra financial burden to women of such households. The families have to wait for 12 years to use such property.
- The contribution of former female combatants and other CAW are not recognized. During the integration of PLA with Nepal Army, most of the female combatants both married with children and unmarried were rejected on the ground of inadequate capacity. They were provided minimal and inadequate amount during the voluntary retirement to start any new ventures. Due to patriarchal structure of the society, stigma faced by these female combatants is comparatively much more than the male combatants.
- The scholarship and educational support provided to the children affected by conflict is still discriminatory. For instance the government provides scholarship to only two children of conflict affected victims and that also to certain age. Due to long bureaucratic processes even these children are not getting scholarship on time and many others do not even have access to it.
- In many instances the Local government agencies such as Local Peace Committees (LPCs), District Coordination Committees (DCCs), Village Development Committees (VDCs), and District Development Committees (DDCs) lack sensitivity and needed capacity to deal with conflict affected women and girls.

4. Emerging Trends

- During and in post conflict situation male members of many families migrated to foreign countries mainly in neighboring country India. This has led to the disintegration of social structure and harmony due to disparity in income level between households with and without remittance source.
- There are increasingly high hopes amongst those affected by conflict on TRC but considering that the Act does not encompass the needs and security of the victims it will be very challenging to establish justice and peace.
- The effect of conflict on children has been severe. As many single mothers and family struggling to face the consequences of conflict have found their children increasingly being engaged in social crimes such as drug abuse, theft, gang fights etc.

5. Recommendations

1. Data on conflict affected women and girls along with their conflict related situation must be developed. This data will provide support in facilitating evaluation and implementation of services that are to be provided, such as education, health, psycho-social counseling, skill development for employment generation, etc.
2. Maintain confidentiality on conflict affected women and girls' SGBV cases, and develop improvised laws for immediate hearing, investigation and action. Increase the current deadline for filing a case against rape. For these purposes, identify and establish necessary mechanisms and strengthen existing structures.
3. Reparation program should be adequate, prompt and effective and should strive to be transformative, including in design, implementation and impact. There should also be an urgent interim reparation to address immediate needs and avoid irreparable harm.
4. Prioritize interests, expectations and demands of conflict affected women and girls through their participation while implementing programs through government and donor support. Close involvement of local stakeholders, namely, DCC, LPC, WCDO, and other relevant stakeholders for ensuring transparent and qualitative programs and activities.

5. Accurate and timely information must be provided on services, facilities or relief provided by the government to conflict affected women or girls, or conflict victims. Provision of information to service providers and officials, on the type and method of the services they are to provide, are to be prioritised.
6. Enhance livelihood needs of conflict affected women by providing support in market management, sales and distribution of products, supporting enterprises and services provided by their organization and network.
7. Prioritize conflict-affected women as per their capacity, skill, qualification and age in employment, business and income generating activities undertaken by the private sector.
8. The MoPR must develop a complementary plan, including a timetable, and prioritise programs and activities on the basis of recommendations and suggestions stated in the Mid-Term Monitoring Report. This will make the NAP implementation more effective in the coming two years.
9. Provide support to manage shelters run by government and NGOs for women and girls who are at risk due to violence, and build capacity of shelter management staff.
10. Monitoring and evaluation activities must be efficient, and feedback from the monitoring and evaluation should be incorporated for effective implementation.

References:

1. General Recommendation No. 19 of the Committee on Elimination of Discrimination against Women: Violence against Women (11th session, 1992).
2. ICRC (2011), ICRC Action in Nepal for Missing Persons and their Families(April 2011)
3. IDMC(2011).Around50,000peoplereaindisplaced(July2010)extractedfromhttp://www.internaldisplacement.org/ idmc/website/ countries.nsf/ (httpEnvelopes)/ 1949E98C81942B55C12571FE004D8821
4. INSEC (August 2010),), available from www.insec.org.np/victim/.
5. The Republica National Daily (2011). The Seven Point Peace Deal. 2 November 2011.
6. National Action Plan on the Implementatoin of UNSCRs 1325 & 1820 First Year Monitoring Report 2012, MoPR and Saathi
7. MoPR, n.d., Comprehensive Peace Accord Concluded Between the Government of Nepal and The Communist Party of Nepal in 2006.
8. MoPR and Saathi(2012), Mapping Report on NAP on UNSCR 1325 and 1820
9. Nepal Police (2014), Report on Capacity Enhancement of Nepal Police to contribute to Peace Process effectively by DWCS
10. Nepali times (September, 2012), Dilemmas of the Maoist ex- combatants
11. National Action Plan on the Implementatoin of UNSCRs 1325 & 1820 Mid -Term Review 2014 , MoPR and 1325 Action Group
12. Report of National Workshop on Conflict affected Women 2014 by WHR and Sankalpa

F. Women and the Economy

1. Present Status

Nepal is committed to gender equality and women's rights through its constitutional provision, legal reforms and affirmative action and planned developments efforts. The Interim Constitution (IC) of Nepal (2007), following rights based approach to women's advancement has declared the rights to inherit parental property Clause 20 (4), employment and food sovereignty (Clause 18) as some of the fundamental rights of women and men. The IC following the principle of Non-discrimination has further stipulated that there shall not be any gender-based discrimination including in remuneration and social securities (Section 13 (4) for the same work.

According to the IC of Nepal, **the Three-Year Interim Plan (TYIP 2007-2010) of Nepal** following a rights-based approach to development envisioned to build a just, peaceful, inclusive and equitable Nepal by ensuring the fundamental and equal rights of women and men. **The successive Three- Year Plans (2010-2013 and 2013-2016)** envisioned to build a prosperous, modern and just Nepal through transforming Nepal from a least developed country into a developing nation within a two-decade period. The plans continuing the goal of poverty reduction, and good governance further envisioned the elimination of all forms of discrimination and inequalities, including gender inequality. The current **Three- Year Plan(2013-2016)** continuing the policies and strategies of the earlier plans, aims to bring a direct and positive change in the lives of people by reducing the economic and human poverty.

Nepal has committed itself to different international women's rights related instruments and declarations (the CEDAW ratified in 1991 and its Optional Protocol in 2007, BPFA- 1995, MDGs-2000, UNSCR 1325 & 1820), which commits Nepal to constitutional and legal equality and ensures among other, the rights of access to knowledge, resources and opportunities for all.

2. Key Achievements

- **Increased economic activity or labor force participation rates of women:** The GoN, Central Bureau of Statistics, in line with the current ILO Standard and based on the UN System of National Accounting 1993, has adopted a broader definition of economic activities, in its Census and large surveys. According to this, production of goods and services for market, production of goods for household consumption, food processing and fuelwood and water collection for HH consumption and searching for jobs are included under economic activities and people involved in these activities are considered economically active. As a result, women's economic activity or labor force participation rates has been increased. In 2010/11, 79.4 percent women (10 years and above) were 'currently active', which was 74.4 percent in 2003/04. According to the Census 2011, the proportion of women in total economically active population¹⁶ is 45.4 percent, which was 43.9 percent in 2001. This has to some extent given visibility to women's economic contribution.
- **Tax-exemption while transferring fixed assets in the name of women:** In order to increase women's ownership of fixed assets, the GoN has exempted 25 percent of tax while transferring property (land and house) in the name of women. It was 10 percent in 2004 and 20 percent in 2005. As a result **women's ownership of fixed assets** has increased. In Census 2011, 19.7 percent HH reported the ownership of fixed assets (land or house or both) in the name of women, which was only 9.1 percent in 2001. This can be considered as the indication of women's economic empowerment.
- **Increased allocation of financial resources for gender equality and women's empowerment promoting programs:** The GoN, since 2007/08 has introduced gender responsive budgeting into its regular budgeting system. Since then, government budget of all ministries, departments, commissions, etc. are categorized under directly gender responsive, indirectly responsive and gender neutral. The 12th Three Year Plan of

16 Who perform at least one month of economic work

Nepal had envisaged allocating 33 percent of government budget for directly gender responsive programs/projects. Although the target has not been met, the proportion of directly gender responsive budget allocation has been increasing. It was 11.3 percent in 2007/08, has increased to 21.9 percent in 2014. Introduction of GRB has brought the issue of resource allocation for gender equality and women's rights to the forefront.

- **Specific allocation of budget for targeted programs:** In addition to the implementation of GRB, the GoN, since 2009/10 has specifically allocated a fixed proportion of local level budget (35 percent of DDC, VDC/MCs unconditional grant) for the empowerment of poor women (10 percent), children (10 percent) and other disadvantaged groups' (15 percent).
- **Increase in Women's employment in public sector:** In recent years, GoN is trying to increase political and economic participation of women in government and semi-government organizations and in other policy making bodies. As a result women's access to employment especially in service sector and particularly in primary, lower secondary and secondary levels teachers (37.5, 20.1 and 13.1 respectively) is found to have increased (NPC 2014). Similarly, women's representation in Civil Service Gazetted level position has increased from 2.4 percent in 2001 to 16.9 percent in 2013 (NPC 2014).
- **Increasing number of women in foreign employment and their contribution in HH income:** In FY 2013/14, total 311,562 people have gone abroad for employment. Of them, 6.5 percent is women (Department of Foreign Employment cited by MoF, 201: 140). Due to open boarder with India and the state restriction imposed on women's migration, many women use informal channels to go for foreign employment. Therefore, the actual figures may be even higher. According to Nepal Living Standard Survey 2010/11, Nepal received NRs 259 billion remittance in the year 2010/11. Of them, around 20 percent was from internal sources, 11 percent from India and remaining 69 percent received from other countries. The Living Standard Survey II (2003/04) had reported that of the total remittance received, 11 percent was contributed by women. A study conducted by the Central Department of Home Science/ Women's Studies Program in 2007 had concluded that women's remittance income has direct impact on HH poverty reduction. The social remittance (knowledge, experience, etc.) coming along with this, also holds great importance in HH well-being.

3. Gaps and Challenges

- **Production of services for household consumption is still out of the definition of economic work:** Although a broader definition of work has been in practice, still a number of activities performed by women for household maintenance and care work e.g., cooking, cleaning, taking care of children, elderly and sick people, financial services for the HH, etc. are out of the definition of economic work. Such work have no specific working hours and consume a lot of time of women. Since early times, women are made responsible for providing HH basic needs and perform all these activities without recognition. As a result, women hardly find time for their self development and also their contribution to the economy remain invisible and undervalued. According to Census 2011, of the total population who reported in HH chores, 82.7 percent are women.
- **Limited access to and control over productive resources:** Women's access to fixed assets (land or house or both) is found to have increased in 2011. However, since the fixed assets are generally not inherited by women¹⁷, they hardly have any control over these assets. Although the IC of Nepal has granted equal inheritance rights to parental property, the Laws and regulations have not been reformed accordingly (Acharya, 2014: 53). As a result, women's access to institutional credit, education, vocational training, etc. is limited.
- **Women's limited access in paid employment:** In Nepal, among 11,779 thousand employed person in 2008 only 16.9 percent were in paid employment. (Nepal Labor Force Survey, 2008: 78). Among the total women population of 10 years and above, only 8.3 percent are in paid employment and remaining

17 28. In many cases, men tend to keep fixed property on women's (wife's) name in order to avoid sharing property with brothers and also to take the benefit of tax subsidy.

all are self-employed. In Nepal women's self employed status is not liberating, remain unnoticed and unrecognized, because 70.4 percent self-employed women work as contributing family members (workers) without pay (NLFS, 2008). Of the total unpaid family workers, 74.8 percent are women (NPC, 2013).

- **Discriminatory wage structures and unequal access to earned income:** According to NLFS (2008: 83), average monthly earning of paid employees is slightly more than Rs. 5,000. The average monthly earning of men is much higher (Rs. 5,721) than women (Rs. 3,402). Mainly in agriculture, craft and related trades and in elementary occupations, women are in disadvantaged positions. The female/male wage ratio in 2010/11 (NLSS III) was 0.86 in agriculture sector and in non-agriculture sector it was 0.60, which was 0.76 and 0.74 in 2003/04 (Acharya 2014: 133). The estimated earned income in terms of GNI per capita (PPP US \$) for men is 1558 and for women it is 1095 (Nepal Human Development Report, 2014: 86), which was 1309 and 794 in 2007 (ADB/RETA, 2010). Although the gap in earned income has been reduced in 2014, there is still a huge discrepancy between the earnings.
- **Women's work burden:** Studies have shown that women work comparatively longer hours than men (CEDA, 1981; CBS, 2008; Stri Shakti, 1995 and 2010 cited by Dr. Acharya, 2014: 136). A study conducted by Stri Shakti in 2010 (Acharya, 2014: 136), concluded that on an average women work, 9.5 hours/day and men 7.6 hours/day. However, women perform different activities at one time (like: cooking food and teaching or caring of children, elderly or sick people, etc.), which are hardly captured by the official accounting process. According to Acharya (2014), the working hour for poor women, who have to go for wage labour might be very high than this average. Whereas, no reallocation and redistribution of work for men has been made. Due to this, women's access to education and health facilities, paid employment and political power and decision-making have been limited.
- **Increasing price level:** The rate of inflation as measured by consumer price index is around 9-10 percent (NRB, 2013/14). It is around 12-13 percent for food and beverage group. Since women are primarily responsible for providing food and other basic needs within the HH, the ultimate burden of high price on consumption items falls on women and affects adversely on her daily food supply and calorie intake.
- **Climate change and declining agriculture production:** Due to the global climate change and traditional monsoon based agriculture system in Nepal, agriculture production is declining¹⁸, which directly affects women's lives on their sustainable livelihood generation.

4. Emerging Issues

- **Increasing female headed household (FHH):** Due to the past conflict and present fluid post-conflict situation, rural unemployment, increasing attraction of men towards foreign employment (around 94 percent in 2013), etc. men generally remain absent from the family (of the total absent population in 2011, 87.6 percent are men), resulting in the increasing proportion of FHH. According to Census 2011, the proportion of FHH is 25.7 percent whereas in 2001, it was 14.9 percent. Due to gender-based discrimination in access to and control over productive resources, and other economic and political opportunities, a large proportion of FHH (basically widowed, divorced or separated) fall below the poverty line.
- **High concentration of women in agriculture sector or feminization of agriculture:** In recent years, although the contribution of agriculture in GDP is declining, a large proportion of women (76.6 percent as per Census 2011) are engaged in agriculture as against 54.5 percent men in this sector. Due to the absence of male members in the family, urbanization, etc., the total responsibility of agriculture has been shifted on women and children. In the absence of alternative employment opportunities, lack of technical knowledge, household work, etc. there is high concentration of women in subsistence farming (around 74 percent in 2008) and only 3.5 percent economically active women were involved in commercial farming. Due to these factors, Nepal's agriculture is increasingly being feminized.
- **Feminization of Poverty:** In Nepal, poverty has been reduced from 25.2 percent in 2010/11 to 23.8 percent in 2012/13 (MoF, 2013). However poverty has not been distributed equally between rural and urban areas

and between various caste and ethnicity. It is more acute in rural areas (27.4 percent) than in urban areas (15.5 percent). Similarly *Dalits* are more poor (42 percent) than Non-Dalits (23 percent). Poverty in Far Western and in Karnali regions is more acute than in other parts of Nepal (NPC, 2013). Due to unequal distribution of productive resources and opportunities, across all the categories, the burden of poverty ultimately falls on women and there is ‘feminization of poverty’.

- a. **Income poverty:** As mentioned above, women’s average monthly earning is much lower than men (the ratio was 0.57, in 2008). The NLFS (2008: 78) has shown of the total paid employees, 26.1 percent are women. As per Dr. Bhadra (2009), in Nepal feminization of poverty is the leading cause of women’s migration for work beyond borders.
- b. **Human poverty:** due to long prevailing gender bias in intra-HH distribution of resources, women’s access to food and nutrition, education, health care, skill, etc. have been limited. This has resulted in gender gap in literacy rates: in 2011 overall literacy rate was 75.1 percent for men and 57.4 percent for women; maternal mortality rate (in 2010): 229 per 100,000; poor nutrition: 1 in 5 women; anemic: 2 in 5 women. (Nepal Demographic Health Survey, 2011: 184 cited by Uprety and Acharya, 2014)
- c. **Time poverty:** Multiple gender roles, high concentration on subsistence agriculture, dependence on traditional labor intensive methods of production have resulted in heavy work burden on women. In order to adjust time between all these activities/roles women are compelled to reduce their time for rest and relaxation, thus suffering from time poverty.
- d. **Women in Informal Sector:** In Nepal, each year around 400,000 youth enter into the labor market (MoF, 2014). Due to the lack of employment opportunities in formal sector, most of them go to informal sector. Agriculture is one of the largest informal sectors in Nepal (Rimal Bishnu, 2004). If we include market agriculture in formal and subsistence agriculture in informal sector, broadly 93 percent women are seen involved in this sector (NLFS, 2008). Because of the difficulty in defining informal sector activities in agriculture sector, Nepal Labor Force Surveys have taken only the non- agriculture sector activities in informal sector. Accordingly in 2008, out of 1984 thousand women involved in non-agriculture sector, 77.5 percent were engaged in informal sector for employment which is more risky, unsafe and insecure for women.

5. Recommendations

1. **Making the economic contribution of women more visible in GDP/Ni:** For this, women’s HH maintenance and care work, financial and other volunteer services needs to be valued and made visible in GDP by developing appropriate methodology. Currently practiced time-use survey could also be used. This will provide accurate information about women’s labor force participation rate and give recognition or value to women’s time.
2. **Reallocation and redistribution of HH work between women and men:** For this, both long term and short-term strategic interventions, like, policy initiatives, gender sensitive education, awareness, training, media campaigns, talk programs, etc. are needed.
3. **Single women parents (FHH) should be provided employment (if unemployed) including self-employment opportunities** with special facilities in skill training, credit, marketing, etc.
4. Since climate change, feminization of agriculture, feminization of poverty and women’s workload is interlinked an **integrated policy approach** should be taken to release women from all these traps. For this an action plan should be formulated immediately showing the causal effect and areas of interventions. Specific intervention is also needed to address all these issues separately, because of their strategic affect on women’s marginalization.
5. Since **women are the real farmers, they should be provided agriculture extension** training (technical know-how about seed and crop protection, commercial farming with proper mix of agricultural inputs, etc.) and marketing skills. Wider community awareness program about environmental friendly sustainable agriculture should also be organized at different levels.

6. As per the Constitutional provision the policy of **equal pay for equal work** should be strictly followed both in agriculture and in non-agriculture sector, where the discrimination is much higher. This should be regularly monitored by the government and concerned labor organizations. GoN should also make a provision of reward and punishment in this regard.
7. **Equal inheritance rights as granted by the Constitution** should be implemented in practice. For this the Laws and regulations should be formulated and implemented accordingly.
8. **Institutionalization of gender audit and GRB through out the government system:** For this, orientation and training on gender auditing and GRB, is necessary at all levels for more clarity and common understanding. Specific indicators need to be developed for the effective implementation of GRB at different sectors.
9. **Recognize the contribution of migrant women workers in national economy:** For this proper database about the number, country of destination, channel of departure, present status, remittance sent by them, should be systematically recorded so that their contribution in national income is more visible. Special attention should be given to make women's international migration for work safe and secure.

References:

- Acharya Meena (2014) '*Parishramik binako Sewamulak Kam ra Mahila*'- in Rupantaran ma Mahila (Women in Transformation) by Asmita Publication house, Kathmandu, Nepal
- ADB/IIDS/Sahavagi (2010) '**Gender Responsive Decentralized Governance in Asia - RETA: 6337/6493**' A Study of Nepal, ANU Enterprise, Australia.
- Bhadra Chandra (2009), '**Women and Poverty**'- Keeping the Beijing Commitment Alive, Nepal NGO Report on Beijing + 15, published by Nepal Network for Beijing Review Nepal.
- Bhadra Chandra and Colleague (2007) '**International Labor Migration of Nepalese Women: The Impact of their Remittances on Poverty Reduction**', Asia-Pacific Research and Training Network on Trade Working Paper Series, No 44, (Revised Jan. 2008).
- GoN/ NPC/CBS, '**Reports on the Nepal Labor Force Survey 1998/99 and 2008- Statistical Reports**', ILO, UNDP.
- NPC/CBS (2011), '**Poverty in Nepal 2010/11**' (Nepal living Standard Survey III: 2010/11).
- Government of Nepal/Ministry of Law, Justice and Parliamentary Affairs (2007) '**Interim Constitution of Nepal, 2063**'.
- GoN/MoF, '**Budget Speeches of FY 2007/08 to 2014/15**'.
- GoN/MoF (2014) '**Economic Survey FY 2070/71**', Singha Durbar, Kathmandu
- GoV/NPC: '**Three-Year Interim Plan (2007-2010), Three Year Plan (2010-2013) and the Thirteenth Plan (2013-16)**'.
- Government of Nepal/ National Planning Commission Secretariat/ Central Bureau of Statistics '**Nepal Population and Housing Census 2011 and 2001**', Thapathali, Kathmandu.
- GoN/NPC/CBS '**Nepal living Standards Surveys 2010/11 and 2003/04**', Statistical Reports Volume Two' Thapathali, Kathmandu.
- Government of Nepal/ National Planning Commission Secretariat/ UNDP (2014), '**Nepal Human Development Report 2014**' Beyond Geography Unlocking Human Potential.
- Nepal Rastra Bank (2013) '**Monetary Policy for the Fiscal Year 2013/14**', Central Office, Baluwatar, Kathmandu.
- Rimal Bishnu (2004), 'Informal Economy: New Challenges for Trade Unions',
- (Presented in LO/TCO Seminar- **The Informal Economy**).
- Uprety Aruna and Achary Bidhan (2014), '**Women and Health**'- Rupantaran ma Mahila.

G. Women in Power and Decision making

1. Present Status

Gender discrimination and social exclusion in Nepal has been one of the most debated issues in the last two decades. Government as well as civil society and activists have recognized the inevitable and critical role women can and should play in the development process of the country. The decade long conflict and political insurgency brought about significant changes in perceptions by challenging many gender stereotyped norms, values and attitudes existing both at socio cultural and structural levels. As a result there has been tremendous increment in women's participation even in the non traditional sectors for women like armed combatants, militia, national army, public transport sector, foreign labor etc.

Although a large number of I/NGOs and international development partners including UN agencies are working for women's development and their increased participation in nation building process women are still poorer with respect to income, assets and access to basic social services and public decision making. Gender disparities in human development, especially literacy, school enrolment, and life expectancy are major problems. Barriers to more equitable gender participation result from biases in formal institutions (e.g. property rights, inheritance laws, and labor laws) and informal barriers resulting from social norms and social practices. Women often suffer from harder manual chores in rural areas including heavy farm work, fetching water, livestock raising, fuel-wood collection and other labor intensive activities demanded by subsistence based economy.

Women from the disadvantaged castes, the poor, rural and ethnic communities experience relatively higher levels of gender disparities, particularly in education and political participation. Gender roles continue to be stereotyped and women are generally viewed as a marginal group to be served under welfare programs. Greater inequality in terms of access to resources, benefits and power exists, based on class, caste, ethnicity and gender. Poverty inequality is more prevalent in rural and inaccessible areas, amongst "lower castes" and ethnic minorities and amongst poor women. Poor women have limited access to education, information, knowledge, skills and resources such as land which is the single most prized asset of Nepal's subsistence rural economy.

Past development policies in Nepal have generally failed to achieve the set objectives. The tradition of learning from experience is not firmly institutionalized. One central element in policy failure is the weak linkage between information and knowledge on the one hand, and public policy process on the other.

Prevalence of the Problem

The socio-economic and political empowerment indicator of women in Nepal is very much measured by the proportion of representation in local and national government. The number of women in the House of Representatives was 3.4% in 1991 and 5.8% in 1999. But it took a dramatic leap reaching about 33% in the 2008 CA followed by 30 % in the 2013 CA. Besides the increase in the number of women, social inclusiveness in the representation has been another important feature in the CA.

Gender empowerment is one of the main agendas of Poverty Alleviation Strategy Paper/Tenth Five Year Plan of Nepal. As stated in the paper, total transformation of the traditional welfare approach in development is required. The Tenth Plan followed by The Three Years Interim Plans aimed to place at least 20% of women in decision making positions across the sector which is further supported by the government's decision to have at least two thirds representation of women in all sectors and levels of governance.

However, this sector has two important dimensions: 1) Quantitative and 2) Qualitative. The qualitative dimension relates to the capacity of women in terms of position, respect, dignity and level of assertion capacity to exercise their right as well as the enabling climate for it. Even though there has been some numerical improvement in the quantitative dimension as a result of the affirmative action/positive discrimination, the

overall participation of women in decision making and powerful positions is still very low.

The Interim Constitution of Nepal, 2007 articulates the following provisions:

- No room for gender based discrimination
- The state will promote, conserve and develop women's rights through legal provisions.
- Proportional and Inclusive Representation in all sector and levels of governance.
- Inclusive and Proportional Representation of women even in the executive levels of the political parties.

In addition, there are already existing international treaties, laws and conventions regarding women's empowerment and participation in decision making, e.g. Universal Declaration of Human Rights-1948, CEDAW-1979, BPFA-1995, UNSCR 1325 & 1820, etc. Despite of all the commitments and obligations made at international level, following problems prevail:

- Women in governance (both in number and position), at all levels and sectors in terms of representation and participation is still very low in comparison with men.
- The percentage of female representation in CA, declined from 33% in 2008 to 30% in 2013.
- The few women in the judiciary only serve as a token of representation. Only one woman judge is in supreme court out of 5, only 4 are in appeal court out of 98, and only 1 in district court out of 133.
- Women's participation in civil service is only 16%, which is still a highly ignored sector.
- Women in local governance has never exceeded more than 18%. This is even lowered by the interim provisions of local governance with almost 100% male representation.
- Women's participation within the political parties though in increasing trend is still very low. Their position in the party governance, especially at policy making and executive level is almost negligible.

2. Key Achievements

Since the 1995 Beijing Conference a number of women focused Programs and policies have occurred. These have played key roles in promoting women in decision making roles and within institutional mechanisms. Some of these are:

- Establishment of Ministry of Women, Children and Social Welfare in 1995/1996
- National Plan of Action for Women's Equality and Empowerment in 1997
- Establishment of National Women Commission in 2002
- The Interim Constitution: 2007 ensures fundamental rights and non-discrimination on any basis (sex, class, caste) Provision of "Women's Rights as Fundamental Rights" in the Constitution
- Mandatory provision of 33% female candidates in parliament
- Prohibition of discrimination for remuneration and social security between women and men.
- 2002 amendments of National Code to improve women's rights in property, marriage, divorce and abortion.
- 2006 Act on Gender Equality to end all discriminatory laws and regulations against women and to strengthen laws against domestic and all other kinds of VAW.
- Jan 2008 Civil Service Act: A total of 45% new openings filled by open competition are reserved for inclusion of disadvantaged groups; 33% of these are for women
- Provisions for women in "Sainik Ain" (Military Act) regarding their access and enabling environment

Three Year Interim Plan (TYIP) 2007-2010 Following the Right-based Approach has taken the following policies:

- Increasing participation of women in all walks of national life
- Promoting broad based economic growth giving priority to women
- Women representation in the policy-making bodies – 33%
- Proportion of budget for women’s empowerment programs – 10% of the national budget

Institutional Mechanisms

- Ministry of Women’s Affairs (1995) gender mainstreaming
- Line Ministries (since 2004 Gender Equity/Equality Divisions)
- District Levels (75 districts) Women Development Offices and since 2007, WDOs have been designated as gender focal points for the districts
- Gender Focal Points: in all Ministries, departments and the district level offices of the sectoral ministries.
- July 2010- Planning sections of each ministry and departments have been made responsible for gender mainstreaming and social inclusion.
- The Nepal Police has established a Central Women and Children Service Centre at the Police Headquarters and District Women and Children Service Centers in all districts
- Affirmative action policy to achieve inclusive and proportional representation in civil service
- Increased access and participation of women in higher education through Gender Mainstreaming Strategy of Ministry of Education

3. Gaps/ Challenges

Gaps

- Many of the macro policies and plans are still far away from the ground realities of rural communities so the benefits of development has not been able to reach the most disadvantaged and poor women in the country.
- Country still suffers from a huge gender disparity in literacy, vocational training and education level among adolescents and adult population resulting reciprocal gap in competency, capacity, participation in power and decision making process.
- Despite a number of initiatives and provisions made by the government through process and plans in different ministries and departments, the resources available for the purpose is either very poor or even the resources allocated is not properly used.
- Every development indicator has been affected by the unstable political situation. This sector also does not remain untouched.
- In the name of ‘women's participation and empowerment’ more emphasis is being placed in quantitative indicators than qualitative performance. Therefore, the number count is overriding the quality of representation and participation.

Challenges:

- Gender Equality and Social Inclusion policies lack operational guidelines.
- Only few ministries have separate Gender Focal Point (GFP) unit.

- Problems faced by GFPs: Inadequate resources, data, training and authority, Non-recognition of the crosscutting nature of their jobs by concerned officials and other departments, Non-integration of their jobs into the overall institutional structure and mandate, lack of continuity and institutional memory
- At present, the Local Bodies are managed by the government employees, the VDC Secretary, Executive and Local Development Officers. An all party mechanism (APM) has been provisioned by the Cabinet in 9 July 2009 to assist and advise these government employees.

Recommendations

1. Ensure proportional representation of women in governance and political structures through policy provisions, enforcement of policy through effective institutional mechanism, allocation of budget and monitoring.
2. Ensure women's quality participation, representation and leadership in all state machineries. Focus must be on emphasizing substantive equality and equality in results, rather than just parity in numbers.
3. Ensure gender responsive and women friendly electoral system that ensures gender parity in numbers in result.
4. Ensure equal and quality representation of women at local government by ensuring quality education and capacity development of grass root women.
5. Develop gender mainstreaming as a culture. Gender budgeting and gender auditing must be continued as regular working norms. Capacity building efforts for gender planning, implementing and auditing also must be continued.
6. Ensure proportional representation and meaningful participation of women in the peace process in the context of post conflict and transitional period and as per the commitment made in the UNSCRs 1325 & 1820 NAP.
7. Expand and strengthen the capacity and authority of MOWCSW, NWC, Women cells of the Police and OPMCM

H. Institutional Mechanism for the Advancement of Women

1. Present Status

Significant changes have occurred in the political landscape of Nepal and has resulted in democratic process of building a new Nepal following the signing of peace accord in 2007. The political transition has offered numerous opportunities for the development of institutional mechanism such as establishment of Ministry of Peace and Reconstruction in 2007, Establishment of Local peace committees in 2009 and enactment of upcoming transitional justice mechanism. The above mentioned institutional mechanism hold value chain significance for the advancement of women.

In addition to above, Nepal had formulated a National Action Plan (NAP) in line with Beijing Declaration and Platform for Action which encompasses the principle system to strengthen and capacitate the already existing instruments for women's development and to consolidate gender perspectives in the national policies and programs.¹⁹ It has also adopted the strategic objective to initiate gender perspectives in all phases of program planning and implementation. The provisions for the implementation of this objective are the following:

Organizational Structure: Although the GoN has the policy of incorporating gender sensitivity in all activities implemented by government instruments, there is only one committee in the Legislative Body and one ministry in the Executive Body directly related to women and gender issues. Organizational structure related to women's concerns has also been established in one Commission – National Women's Commission. In 9 out of 25 ministries and line agencies a three-member gender focal persons has also been determined. Similarly, there are provision of various working committees in the districts too.

Gender Sensitive Policy: The GoN's initiation to maintain gender equality in the policy level provisions has been established in constitutional system, periodic planning and legal provisions to some extent. Some of the ministries have included gender equality and social inclusiveness policy and action plan and also issued working guidelines.

Implementation Provision: The GoN has brought into implementation various eight action plans, directives and guidelines with the objective of bringing uniformity and simplicity in the implementation of internal policies adopted by the state and fulfilling the international liabilities. Gender issues are also included in the training programs. Similarly, the trend to maintain gender disaggregated data in related bodies is still ongoing.

2. Key Achievements

The following achievements have been gained in organizational, policy level and implementation levels as a result of the various efforts mentioned above.

- **Women, Children and Social Welfare Committee in the Legislative Parliament:** In 2013, partial amendments were made in the organizational table with focus on gender mainstreaming in the working area of Ministry of Women, Children and Social Welfare among the central level bodies in the policy level of Ministry of Women, Children and Social Welfare and National Women Commission.²⁰
- Of the total 26 ministries, special organizational system has been established through different departments, branches, centers, committees, etc., in the Office of the Prime Minister and Council of Ministers; Ministry of Federal Affairs and Local Development; Ministry of Finance; Department of Education; Ministry of Agriculture Development; Ministry of Health and Population; Ministry of Forest and Environment; Nepal Police under the Ministry of Home Affairs; Nepal Army under the Ministry of Defense. Similarly, it has been given importance in contextual bodies through the provision of gender equality and social inclusiveness implementation committee, gender and children's rights mainstreaming committee, local

19 Ninth to Thirteenth Periodic Plan *Gender Equality and Women Empowerment*

20 Organizational Table, MoWCSW Web page www.mowcsw.gov.np

committee related to elimination of violence, local peace committees and local level user's committees, management committees, etc., where women's participation is made mandatory.

- In the years following the implementation of gender responsive budget in the first F.Y. 2007/08, there has been continuous increase in the resource allocation by related bodies targeting programs on women's development. The following amounts were allocated in the F.Y. 010/11 – 60.61 (17.14%), F.Y. 011/12 – 73.33 (19.05%), F.Y. 012/13 – 73.3 (19.05%) and F.Y. 013/14 – 112.50 (21.75%).²¹ This budget allocation is an indicator of the decrease in the prevalent gender gaps, contributing towards promotion of gender equality.
- The policy of gender equality which was only limited to periodic plans has been gradually expanded through separate polices, work process and work directions related to gender equality and social inclusiveness to address special situations as per contextual needs in Ministry of Federal Affairs and Local Development, Ministry of Health and Population, Ministry of Forest and Environment, Ministry of Physical Planning and Construction and Ministry of Education.²²
- The policy level provisions to maintain gender equality initiated by the GoN are: special provisions of inclusiveness and women's rights in Clause 13 (3), Part3 of fundamental rights in Nepal's Interim Constitution; Civil Act 1992 along with more than 11 amended Acts to increase women's participation; Organized Crime (Control) Act 2013; Truth and Reconciliation Commission Act 2014 along with legal amendments and improvements for gender equality and inclusiveness; Violence Against Women Prevention Fund (Management) Regulation 2012; Single Women Security Fund (Management) Regulation 2013; etc. The trend to plan and amend the Acts, regulations in the working sector of related bodies to make it equal, inclusive and gender friendly has been initiated.
- Pressure has been given to related bodies to plan gender equality programs through the implementation of National Action Plan on Beijing Conference 2004, National Action Plan related to UNSCRs 1325 and 1820 (2011) along with various eight action plans and more than 10 directives and work processes issued by MoFALD, MoHP and MoPR.
- Gender mainstreaming exercise has been initiated through a three-member gender focal points including the chief of planning and monitoring department in all ministries, one person in the district level offices and gender focal person in Nepal army barracks.
- The service entry, in-service and special training conducted for employees of administration and security sectors was improvised by the Nepal Administration Training Academy by making the training duration 6 months and including various aspects of gender equality for one week in the training curriculum since F.Y. 2013; incorporation of these topics in all levels of in-service and special training;²³ collaboration between Local Development Training Academy, Agriculture Training Center, Animal Husbandry Training Center and Ministry of Education to maintain uniformity in the topics of gender equality and social inclusiveness; positive initiation for gender sensitive human resource development through the inclusion of gender issues in Nepal Army, Nepal Police and Armed Police Force in training provided to those going for Peace Keeping Missions and in other training; gender sensitive human resource is increasing through regular training and interaction with gender focal persons of related bodies.
- Computer system has been gradually developed to collect gender disaggregated data in population census and related studies done by Central Department of Statistics, collection of gender disaggregated data in the Nepal Population and Health Survey done by MoHP, and the trend to analyze and publish information materials related to education, health, and programs of local development.

21 Part 1 of Development Program, National Planning Commission – F.Y. 2070/71

22 Report on Transformation in the Civil Service after the initiation of inclusiveness policy and ways for improvement, UNDP 2012

23 Nepal Administration Academy Report, 2012/14

3. Gaps and Challenges

Although there has been some progress in policy level system, organizational changes and implementation aspects for women's development, the expected reduction in gender discrimination between men and women has not yet been achieved. It has already been a decade since Nepal passed the NAP related to Beijing Declaration, but still planned efforts is still lacking for the implementation of programs and activities stated in the plan. Some of the key issues and challenges identified by the Nepali civil society in the past reports of Beijing + 5, +10 and +15 still remain. The following are some of the key issues and challenges:

- **Organizational Issues:** The MoWCSW has not been able to be transformed as the central coordination body for effectively gender mainstreaming due to lack of related expertise, capacity and skill. Similarly, the other central body for monitoring women's rights – the National Women Commission is also ineffective due to lack of organizational structure and related expertise among the officials and employees. A few structural changes in limited contextual bodies are also coincidental rather than planned commitment for NAP implementation from the government. This is proven by the fact that the development of National Federation of Women representatives mentioned in the NAP has not even been initiated till date.
- **Policy Level Issues:** Besides the periodic policies, there is lack of national gender policies that provide guidance to all government bodies. The frequent amendments in the gender discriminatory laws shows that the process of planning laws have not been gender sensitive.

Because of lack of gender sensitivity even in the working sectors of the related bodies and traditional contextual priorities, some of the bodies have conducted limited programs targeting women or focusing on women. But, the planned contextual policies and programs have not been able to mainstream aspects of gender equality because of the trend to work in traditional style without identifying gender concerns and needs.

Planned efforts have not been made to implement programs mentioned in the NAP such as: development of law for family court, strengthening of gender focal points, amendment in work distribution regulation to include gender perspectives in all bodies, guarantee of 33% women's participation in all constitutional bodies.

- **Problems in Implementation:** The topic of gender equality is recently being introduced in civil training, therefore it will take some time before the result can be seen..

Besides the limited gender disaggregated data maintained in related bodies, there is no plan for the institutional development and strengthening of disaggregated information system to improve this system which would help to portray the real gender situation. The progress on gender aspects has not been mandatory in the four monthly and annual work progress report developed by the Planning Commission. Moreover, planned initiations is lacking for activities mentioned in NAP such as evaluation of women's unproductive work, development of gender sensitive indicators and information system in all bodies, establishment of National Research Center to work on women's sector, etc.

- **Challenges:** The main challenge for institutional development is that gender mainstreaming is perceived as a separate topic and is considered an additional burden by the gender discriminatory socialization system and the employees who lead this system.

4. Emerging Issues

In the context of Nepal, it is felt that socialization process should redefine masculinity with the objective of promoting gender equality. Greater and increased involvement of men for promoting gender equality has come up as an emerging issue.

Although there have been limited progress in the development of organizational structure for gender equality in the last decades, voices raised to include sexual minorities and the third gender needs to be addressed. Sexuality

is also finding a space in gender. While in the past, voices for human rights and equality only addressed political, economical, social rights now sexual identity has been added. This will gain more importance in the days to come.

5. Recommendations

- 1 Tangible changes in the organizational structure of MoWCSW and the National Women Commission, development of gender unit and gender sensitive human resource in the organizations of all related bodies.
- 2 Planning of long term national gender policy and regional policy including gender aspects.
- 3 Development of working guidelines including indicators of gender sensitivity and amendment of GoNs Work Division Regulation to incorporate gender sensitivity.
- 4 Establishment of a system where gender responsive budget is made an inherent part of the work process in Parliamentary budget process and the committees and bodies under it.
- 5 Modification in the process and forms of the Planning Commission's program planning, progress report to portray the expected improvements in gender status that the proposed program will bring.
Gender assessment of curriculum of all training centers involved in employee training and including gender as a topic in the training programs.
- 7 Development of guideline along with human resource and computer software to maintain reports that portray gender status in the national records and to develop an obligatory trend to maintain disaggregated information in related bodies from the local level to the central level. There is also a need to develop a planned program for resource allocation.

I. Human Rights of Women

1. Present Status

Women comprise 51.5% of Nepal's population but continue to be discriminated in every aspect of the society.²⁴ Their status is still impacted by the deep rooted patriarchal social system and cultural values (Deuki, Chaupadi, Dowry etc) that have often stripped them of their self-respect, dignity and confidence. The right to be free from gender based discrimination is a fundamental right of women. Yet, the human rights of Nepali women are repeatedly violated not just in the socio-economic and political sphere but also in the laws and policies itself.

Nepal is a party to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and its Optional Protocol (OP) along with numerous other international treaties which provide for women's rights. Many mandates of the country promote gender equality and non-discrimination. The Interim Constitution of Nepal, 2007 itself includes provisions that support gender equality and social inclusion under Article 13. But, Nepal still has not been able to amend laws to fully incorporate and effectively implement the concept of equality. Women continue to live in dependence with their father, husbands and sons. They still do not have an autonomous identity.

The Government of Nepal (GoN) has implemented some policies and passed legislation to improve the status of women. These include the 2006 Gender Equality Act, the 2009 Domestic Violence (Crime and Punishment) Act and the 12th Amendment to the Civil Code. However, the implementation of these laws is a major challenge. The courts have played proactive role in responding to Public Interest litigation to ensure gender equality in some cases. Similarly, the GoN has passed a National Strategy and Action Plan to combat gender-based violence and has established a Gender empowerment and Coordination Unit (GECU) within the Prime Minister's Office. The adoption of the National Action Plan on UNSCRs 1325 and 1820 is yet another positive measure.

However, persistent discriminatory legal provisions continue to hold back the progress. The temporary special measures taken for accelerating equal access and non discrimination of women still remain unsatisfactory. Women are deprived of providing citizenship in equal condition as men and are still discriminated on the ground of their marital status. One hundred three legal provisions and ninety-two schedules to various Acts and Regulations tending to discrimination against women on the basis of sex are still in existence.²⁵ Moreover, there are 536 discriminatory or gender biased words used in the Constitution, laws, regulations and annexes of the laws and regulations. Discriminatory wordings like Chairman (sabhapati), Elder-man (jethabudha), Donation of Girls (kanyadan), father's obsequies not mothers (Pitrikriya), degrading word for women like Aimai, Beshyagaman, Vice-chancellor (Upkulpati), Chancellor (Kulpati), Chief of Army (Pradhansenapati), President (Rastrapati), Vice-President (Uparastrapati) are still used in various legislation.²⁶

1. Key Achievements:

- National Women Commission (NWC) which was established as a statutory body in 2002 has been working on complaints on violation of women's human rights mainly on two bases: 1. On the basis of written complaints registered at NWC, 2. Media reporting. If the registered cases are out of jurisdiction NWC refers them to the relevant agencies and if the cases are within the jurisdiction then NWC starts investigation without any delay. NWC has also been providing psycho social counseling and legal assistance to the survivors/victims. This is an achievement in the field of women's human rights in Nepal.

24 Economic Social and Cultural Rights in Nepal, A civil Society Parallel Report 2013, p. 23

25 A study on "Discriminatory Laws against Women, Dalit, Ethnic Community, Religious Minority and Persons with Disabilities, FWLD, 2009

26 Ibid (n2)

- Nepal is implementing the National Plan of Action on CEDAW since 2004. The Three Year Human Rights National Plan of Action was implemented from 2010 to 2011 and 2012 to 2013 which has made significant provisions for the rights of women and children. The plan provides for protection, promotion, prevention and participation of women in all spheres of life without discrimination.
- The *Some Nepali Law Amendment Bill 2014* has been drafted and tabled at the legislative parliament. The bill aims at amending 32 identified discriminatory laws and maintaining gender equality in various acts of Nepal.
- The Ministries of Nepal have also formulated policies to ensure gender equality and empowerment of women. To mention a few:

MINISTRY	POLICY	YEAR
MoWCSW	National Plan of Action Against Trafficking in Persons, Especially Trafficking in Women and Children	2012
MoWCSW	Plan of Action for Implementation of 57 th Session of the Commission on the Status of Women (CSW)	2013
OPMCM	National Plan of Action for Controlling Gender Based Violence and Promoting Gender Empowerment	2012
MoPR	National Action Plan on implementation of the United Nations Security Council Resolutions 1325 and 1820	(2011/12 – 2015/16)
MoFALD	Gender Equality and Social Inclusion Policy	2009

- The judiciary has been an active key component in the protection and promotion of women's human rights. The Supreme Court of Nepal has repealed various discriminatory laws through its decisions. One of the notable decisions made by the court has been in the case of *Sabina Damai vs GoN* where the issue of non implementation of the right to citizenship from the mother's identity as guaranteed by the Interim Constitution of Nepal was raised. The Supreme Court issued a directive order in the name of all VDC officers of Nepal and the Government of Nepal to ensure that the right to citizenship through the mothers identity be guaranteed without any delay or procedural constraint. The government must endure full and smooth implementation of the right and should not deny anyone from acquiring citizenship after fulfilling all necessary documents and procedures. Similarly the SC gave an order to the government to strategize and plan out policies that will address the discrimination, exploitation and injustices faced by rural women and incorporate the provisions mentioned in CEDAW with regard to rural women. The court has ordered the government to ensure progressive family laws as per the changing time so that women's right to property is protected.
- The court has also raised and recognized the concerns with regard to discrimination amongst single women in terms of receiving allowance on the basis of their age. The court stated that single women below the age of 60 should also be provided the allowance as per social security. The court also ordered the government to conduct a research on the economic and social status of single women.
- With the aim of achieving legal literacy with regard to the women's rights, the Ministry of Law and Justice, Constituent Assembly and Parliamentary Affairs (MoLJCAPA) have conducted Legal Awareness Programmes in 90 VDCs of 63 districts since 2012 under the Nepal. More than 12000 people have benefitted from this program.

2. Gaps and Challenges

- The Interim Constitution of Nepal, 2007 fails to guarantee protection against discrimination in the general application of laws on the basis of gender. Not only does it fail to acknowledge multiple discriminations done on the basis of cross sectional and intersectional identities but it also fails to acknowledge discrimination done by non state actors. Neither the Interim Constitution of Nepal 2007 nor the proposed language for the forthcoming constitution have stated discrimination on the basis of gender to be punishable under law nor has it guaranteed equality in result. This has been a challenge since the past 5 years.
- Lack of conceptual clarity related to the principle of equality amongst judiciary and lawmakers has created confusion on understanding substantive equality which further limits women's fundamental rights and freedom. This can be understood in one of the judgments, where women can directly file a case as opposed to men who need to go through the local body to the court for filing a case in divorce, the Supreme Court stated that special measures can only be introduced in substantive issues as such declaring special measure for women in procedural aspect as discriminatory against women.
- No implementation or delay in implementation of the judicial orders to ensure equal status of women still stand as a major challenge in ensuring women's human rights.
- Women are still not aware of their rights on marriage and family recognized under the national laws, personal laws and international human rights law thus making them prone to violence and injustice.
- The geopolitical situation, the open border with India, the size of the country and its population in relation to India are used as justifications for continuing discrimination against women by creating disincentives against their marrying foreigners. However, there is lack of recognition of women's equal right to acquire, transfer and retain citizenship. Such discrimination continues to violate women's rights including right to equality and non-discrimination.
- There are limited special measures (quantitative as well as qualitative) for accelerating gender equality. While most of these measures are not fully adequate it is also a fact that whatever measures exist has not been properly implemented. Although the government has taken a number of special measures but due to the lack of political will, the responsible agencies entrusted to implement these measures bypass the laws. As a result women are not getting the desired benefits.

3. Emerging Issues

- In recent years, significant changes have been emerging. A few changes have created space for positive outcomes while there still exist some problems that pose as a challenge in development. There has been significant increase in women's right activists. Among these activists are youths who are keen in promoting and protecting the rights of women. Similarly, rural women are coming to the forefront and trying to get involved in various socio-economic and political activities along with skill development trainings. There has been a rise in women advocates and human rights defenders working through creation of networks to end discrimination and inequality.
- A lot of the human rights mechanisms have stopped focusing only on the redress measure after violation has occurred. In fact a lot of new plans and policies are emerging which not only redress the wrong but also take measures that prevent women's right from being violated and encroached upon.
- There has been increase in the number of women going abroad for foreign employment. Despite this, women continue to be victims of exploitation and trafficking. Women still face problems in transferring citizenship to their children as a result leading to statelessness of their children. Constant political intervention, lack of good governance and rule of law and impunity continue to be core reasons for unbridled human rights violation. Its impact falls heavily on women.
- With the emergence of the notion my body my right, women's human rights has taken significant turn in all spheres such as health, economy etc.

- Concept to deal with the problem of women has been shifted as societal problem where men and boys are increasingly engaged for promoting gender equality. Men Engage Alliance Nepal and other forums of fathers, brother and husbands have been formed and are dedicated towards creating the space by involving more men for securing women's human rights.

4. Recommendations

- 1 Discrimination against women should be prohibited in both private and public spheres. Acts of discrimination should be made punishable under law. State mechanisms must not create any hurdles in case a woman's right has been violated. Measures for redressing injustice must be fast and smooth.
- 2 The new Constituent Assembly should work on a comprehensive approach to eliminate inequality, prohibit discrimination and prescribe penalties and compensation. The new constitution to be drafted by the Constituent Assembly must guarantee elimination of discrimination based not only on sex but also on marital status, pregnancy, sexual orientation, and gender identity.
- 3 The Government of Nepal must ensure effective and full implementation of the decisions and directive orders of the Supreme Court regarding the status, identity and rights of women.
- 4 There is an urgent need for conceptual clarity amongst judiciary, legislature and executive on substantive equality. Recent judicial pronouncement on substantive equality which restricts special measures in procedure need to be reversed. Training to judges, law enforcers and legislators on the issue of substantive equality and difference between corrective approach and protectionist approach to increase awareness and provide clarity is a necessity.
- 5 Target based and time bound new special measures in favor of women should be introduced together with a phase out policy. There is also a need to introduce affirmative measures such as special measure for creating enabling environment and capacity building for women.
- 6 Awareness and wider dissemination of the Constitutional and legal provision must be given more priority to ensure access to information leading to effective enforcement of laws.
- 7 The state must recognize that Citizenship is a basic right of every human being and not a matter of discretion and must ensure that women shall not be discriminated against in acquiring, changing, retaining or conferring their legal identity.

J. Women and the Media

1. Present Status

The growth in media has increased in the number of daily, weekly and monthly papers. FM radio, television channels and in recent times online news have flourished. Along with the media organizations, the periphery of media has expanded. Of the total 10,077 members in the Federation of Nepalese Journalists (FNJ), 16% are women. Three years ago, there were 12% women members in FNJ. Similarly, a study conducted by Sancharika Samuha in 2004 had revealed that women's representation in media was very minimal higher in the decision making level. As per the study, approximately 38% women journalists worked as women reporters and 13% women were in the editing level. But, the number of women has increased in this sector after the people's movement of 2005/06. As per another study conducted by Sancharika Samuha in 2068, women journalists comprised of 24%. The report further stated that women reporters were found to be more responsible and accountable in their work.

Provision of Policies:

After the 1990 democracy, three policies have come into implementation – Press Policy 1990, National Media Policy 1992 and Long-term Media Policy 2002. All the three national media policies talk about the overall media sector development strategy but remain silent on the strategies to take women forward. The main reasons for this are lack of participation of a single woman in the decision making draft committee, lack of access of women to decision making level and lack of gender sensitivity among the policy makers.

There has been some progress in the new draft policy related to media developed in 2013. The representative entry of women working in media while developing this draft policy sent out a message that there should be gender sensitivity in policy making level. The proposed policy mentioned that the media will be motivated to generate awareness of women, disadvantaged and marginalized classes. It mentions 'related organizations will be motivated to publish with priority issues of women and disadvantaged classes'.

2. Key Achievements

- The Code of Conduct of the Nepal Press Council has contributed to the decrease in the negative portrayal of women.
- The number of women journalists has increased and a study has been conducted on strategies to make the media inclusive.
- Along with the increase in news, articles on women's issues published and transmitted by the media, there has also been a rise in publication of main news, editorial and perspectives on violence against women. There has been an increase in publication of articles that are sensitive towards women's issues.
- A separate feature service is being published on discrimination and violence against women and radio, television programs and online services have also started.
- New colleges have been established for media study. The school curriculum has started including media as part of the study.
- Budget allocation by the Ministry of Information and Communication for journalists' training and the trend to include women in the training has been given continuity.
- It has been made obligatory to include one woman member in the minimum wage deciding committee. The Department of Information has developed a draft guideline to make the media sector gender friendly.
- Along with the development in media, the number of working women has increased. Significant number of women head community radio stations.

- The Community Radio Transmission Association, Nepal has brought into implementation gender equality and social inclusiveness policy in its own organization and other community radio working under it.

3. Challenges

Although the media has started raising women's issues, they are still not sufficient. Incident related news has gained priority. The number of women as news source is very few. Positive portrayal of women has not become publishable news in the media. Although the Nepal Press Council has developed a Code of Conduct, all media houses do not implement them in practice. A monitoring mechanism to check whether the Code of Conduct is being adhered is lacking. There is no monitoring mechanism for radio and television. Questions are being raised on the authority of the flourishing online media. There is no fixed policy for women working in media. There is lack of gender friendly environment in media houses and the question of security still remains. Although there is positive discrimination policy in the government media, the implementation is lacking.

In the present situation where long-term media policies are lacking, the proposed draft also does not include policy level provisions for the development of inclusive media and gender friendly media. The recommendations given by the Inclusive Commission have not been implemented. There is no obligation of including women members in the 13 Member Board of the Nepal Press Council. There had been a practice of including one woman as a member but this has not been given continuity. The present board does not include a single woman. Women's participation is also not obligatory in the board of Nepal Television, Gorkhapatra and National News Committee. Therefore, women's presence has not been given continuity in the appointment of board members. The number of women is very minimal in the decision making level of private media organizations. There are no women editors in the main national dailies published from Kathmandu. None of the media organizations have developed a separate policy related to women. Women journalists are always plagued by professional and physical insecurity.. There are situations where reporters have not even received the minimum wage. Generally, women's retention in this sector is very low.

4. Emerging Issues

Along with the expansion of media, online services have also come into the fora. Since these do not follow any regulations, women are increasingly being victimized by this media. Cyber crimes are increasing because of the influence of new media and social networking. Mostly, women are the victims of these crimes. There is a need to develop and implement cyber laws to control such crimes.

5. Recommendations

- 1 As per the proposal passed in 2006 by the Parliament stating that 33% women's participation must be ensured in all bodies of the state, this must be implemented in the media sector as well. There must be 33% participation of women reporters and journalists in the government media boards and other levels.
- 2 The policies, plans, programs, Acts, regulations related to media must be made gender friendly and implemented effectively.
- 3 The working environment in all media institutions must be women friendly. Each media house including the government media must have policies on sexual misbehavior at work place.
- 4 A mechanism for regular monitoring of newspapers, radio, television and online must be established with gender sensitivity as one of the main indicator against which the newspapers can be classified.
- 5 Media personell must be provided a series of gender sensitization training along with capacity building training for women reporters.
- 6 The government must plan a special strategy to increase women's participation in the media sector including in decision making level. Policies must be developed and implemented to ensure physical and professional security for the retention of women in the media sector.
- 7 New media must be systematized.

K. Women and the Environment

1. Present Status

Considering the fact that women's contribution to resource protection and management has not been evaluated, the Beijing Declaration established the aim to make women active in all levels of decision processes related to environment. It has also made the commitment to evaluate the impact of development and environment related policies among women and the impact on sustainable development through integrated perspectives by establishing a suitable mechanism at the regional, national and international level.

Nepal's environment situation is related to economical, social, cultural and geographical conditions. The environment is deteriorating day by day due to excessive dependency on natural resources and the increasing population. The agriculture production in the rural sector is worsening because of floods-landslide, land-erosion, unmanaged settlements, excessive use of chemical products, unmanaged industry establishment and the pollution made by them, etc. Forests are being ravaged and dust and garbage is increasing day by day in the urban areas due to unmanaged urbanization, use of vehicles against the standard norms, mismanagement of garbage disposal, etc. The increase in people's participation in environmental protection plans and the increase in the environmental awareness are positive signs of progress although there are questions on the balance between development and environment.

Environmental degradation in the urban sector has created negative impact on tourism development and public health. The problems are ever increasing because of lack of environmental impact appraisal and proper management of industrial places. Urban life has become dreadful due to increase in uncontrolled vehicles and the pollution they cause and the lack of adhering to the standard norms of controlling poisonous products. Women's participation is negligible in the various process of developing policies, regulations, laws related to management of natural resources and environment, environmental promotion, protection and rehabilitation. The impact of climate change is felt more by women and disadvantaged groups. But, there are no plans, budget and programs to address this issue. Awareness and advocacy programs on the increasing risks of climate change are inadequate.

2. Key Achievements

- Ministry of Forest and Environment has been formed to address issues related to environment and to formulate policies.
- Environment and health has been prominently placed as fundamental rights in the Interim Constitution (2007).
- Natural Resource and Management Committee has been formed in the Constituent Assembly and related work is being carried out.
- Nepal is committed to ILO 169 which mentions the rights of local and indigenous groups to natural resources.
- Discussions and debates on climate change and its impact has been initiated.
- A large number of community based organizations have been established on forest, drinking water and cleanliness, irrigation, energy, agriculture and they are actively working for environmental protection.
- Mostly, all of the National Plans mention women's participation and access to natural resources.
- Increased collaboration between Environment related Federations, government and non-government organizations and external development partners working in the environmental sector.
- Environment related curriculum has been included in schools and colleges. NGO network has been formed to work on women and climate change.

- Various media have been publicizing message oriented programs related to environment. There is a need for collective initiation and collaboration for women's access to natural resources.

3. Gaps/ Challenges

- The implementation factor of women and environment concerns mentioned in international instruments such as Millennium Development Goals, Beijing Platform for Action is weak.
- The political leaders and concerned government officials lack understanding of women empowerment and gender equity and willingness for their implementation.
- Ministry of Forest and Environment is not on the priority list of employees of the ministry and political leadership because of insufficient budget.
- Gender friendly provisions in policies, regulations and laws are not in place because of the insignificant number of women's participation in developing policies, regulations and laws related to environment.
- There is lack of gender sensitive policies, regulations and guidelines related to natural resources and even those that are in place are not being implemented.
- Gender sensitive budget, programs and monitoring mechanism related to environment are ineffective.
- Women's participation in decision making is negligible. It is difficult to mobilize women's groups because of the structural process related to environment.

4. Emerging Issues

There is a need for discussion, debate, policy and plans related to the contributions that women can make for climate change. The civil society must be activated for the implementation of national and international policies and conventions. There is a need to publicize the traditional knowledge of climate change among women and the capacity to transfer them and discussion, debate and advocacy must be conducted for their practical use.

5. Recommendations

- 1 Women's participation must be increased in developing policies related to environment.
- 2 The efforts of government and non-government sectors must be given momentum to increase women's participation in the sectors of environmental management and climate change.
- 3 Extensive awareness must be conducted amongst women of the dangers of environmental degradation and climate change and the measures to be adopted.
- 4 There is a need to publicize the traditional knowledge of climate change among women and the capacity to transfer them.
- 5 There is a need for collective initiation and collaboration for women's access to natural resources. The effective provisions in the Constitution, laws and policies must be strictly adhered and implemented.

L. The Girl Child

1. Present Status

Girl children in Nepal make up a significant portion of the total population of 30.98 million. As of 2014, girls numbered 4,805,381 in age group 0-14 years and 3,484,203 in the age group 15-24 years Central Intelligence Agency (CIA), 2014. To ensure and protect rights of the girls, Nepal has ratified most international human rights and child rights instruments, including the UN Convention to End all forms of Discrimination Against Women (CEDAW) and UN Convention on the Rights of the Child (CRC). Likewise, country's interim Constitution (2007) and national laws has incorporated many measures for the protection of children irrespective of caste, religion and gender. However, the rights of the girls are still not well secured and the existing laws lack in implementation. Gender based inequality; discrimination and violence continue to exist in many parts of the country. Many girls are deprived of their right to education, health and sanitation, care, recreation and other basic human rights though the endeavor of the organizations and activists to fight with social hindrances to make the life of girls and women better in every way is commendable.

Some issues pertaining to adolescent girls are:

Gender Discrimination: The problem of structural gender inequality in Nepal makes women and girls exceptionally vulnerable to juridical and social discrimination. Girls aged 10-14, for instance, work twice as many hours compared to boys in the same age group. Social attitude towards girls is still regressive.

Education: Among adolescents aged 10-14, 84% females are literate as compared to 87% male; and among those aged 15-19, 84% of females are literate as compared to 94% of male. It can be observed that the literacy rate for men increases with age while for females, it stagnates (UNICEF, 2014). In terms of school enrolment, Gender Parity Index (GPI) value of 0.89 indicates that girls are slightly in disadvantaged position in enrolment at secondary level of education than boys. The main reasons among girls not attending schools include 'economic problem' (32%), 'family problem' (27%) and parents unwilling to send to schools' (25%). (MoHP-NAYS, 2011)

Malnutrition: Even though child malnutrition has significantly come down in the last four decades, a large number of children in Nepal are still malnourished. Malnutrition prevalence, weight for age, female (% of children under 5) was 28.40 as of 2011 and malnutrition prevalence, height for age, female (% of children under 5) was 39.50 as of 2011.

Child Sexual exploitation: 95% of the girls are exposed to various forms of sexual abuse. (CCWB, 2013). Most of them are abused at home, in educational institutions, work places or any given place. (CWIN 2008)

Child Marriage: Nepal is in the top 20 countries globally with high prevalence of child marriage (UNICEF, 2013). Over half (51%) of the Nepalese women who are aged 20-24 years were married before they were 18 years old. Existing practices of dowry in many parts of the country further provokes child marriages in the society. Threat of early and forced marriage has led to suicide among adolescent girls.

Child Labor Exploitation: Girls aged 10-14 work twice as many hours compared to boys in the same age group. The labor force participation rate for currently active girls (37.8 %) outnumber the boys (30.2 %). (NFLS, 2008).

Bonded Labour: Labour bondage still persists in the form of 'Kamlari' in eastern part of Nepal where girls are made to serve the households of the 'masters' for no pay or security. In the western part (Doti district) Badi tradition, which forces Dalit women into sex work, also endangers young girls into caste-based sex exploitation.

Girl Trafficking: Girls are trafficked for different purposes including domestic work, forced beggary, marriage, sex trade and carpet weaving. Massage parlors, dance bars, and cabin restaurants in Kathmandu alone employ

nearly 50,000 workers out of which 80% are women aged 12 to 30. Approximately 50% of them suffer from some form of exploitation (GoN, 2008). Out of 1000 to 2000 children who are working in the circuses in different cities of Nepal and India at any time, 90% are girls and could have been trafficked from their place of origin.(HTATR, 2011)

Street Children: Among 2958 street children in Nepal around 7.38 per cent are girls (NAOSC, 2012). Girls on the street are vulnerable to sexual exploitation, drug abuse and HIV infection.

Discriminative Traditions and Cultural Practices: Adolescents girls bear the brunt of many discriminative traditions and cultural taboos. Menstruating women and girls, for example, are regarded as ‘untouchables’ and required to stay apart for four days which can sometimes lead to extreme practices. In parts of the far west, menstruating girls are not allowed to come inside the house and forced to stay out (often in cattle sheds) leading to their vulnerability. Likewise, ‘untouchable’ or Dalit children often face caste-based discrimination in schools. Despite legal prohibition, sexual exploitation of girls in religious context such as Deuki tradition continues to exist in many districts of the far west.

Armed Conflict: In the decade long armed conflict, 475 children died, among them 205 were girls. During the conflict, many incidences of sexual abuse of girls came to public notice. Similarly, many children including girls have been displaced to city areas and are involved in exploitative labor sectors (CWIN 2007).

2. Key Achievements

In recent years after the change in political system, GoN in support of UN agencies and child rights organizations has taken significant actions to bring positive changes in the lives of children and women. Some of the key achievements and best practices are:

National Plan of Action for the Development of Adolescents (2013): The National Plan of Action with focus on ‘Innovating for Girls’ was launched on 4 October, 2013 marking the second International Day of the Girl Child. Acknowledging adolescents (10 -19 years) as a priority group requiring focused attention to meet specific development needs, the government had envisioned multi-sectored plan encompassing education, health, enabling and protective environment, education and skills, financial empowerment and livelihoods, civic engagement and participation and gender and social inclusion (NPC, 2013). To implement this plan of action, an inter-ministerial task team has been formed under the leadership of the National Planning Commission supported by agencies such as UNFPA, UNICEF, Save the Children, Plan Nepal, ILO, CWIN and consortium of organizations working for child participation (UNFPA, 2013).

Interim Constitution of Nepal: Interim Constitution of Nepal, 2007 provides equal rights to all citizens and also provides protection to women from discrimination. Constitution of Nepal places educational and health rights as fundamental rights.

Child Welfare Boards: The government of Nepal has set up the Central Children Welfare Board and District Child Welfare Boards in all districts of Nepal. They are autonomous units for child welfare formed under the Ministry of Women, Children and Social Welfare and constitute government appointed officials as well as civil society members. Though CCWB’s activation is still a challenge for the government; their role and scope could emerge as important in future.

Ratification of Child Rights Optional Protocols: Nepal has ratified two optional protocols of UN CRC, first on the rights of children in armed conflict and another on rights of children to be protected from prostitution and pornography.

Amendment of the Children’s Act, 1992: The existing Children's Act is in the process of being amended and is believed to give more specific attention to girls' rights.

National Act Against Trafficking, 2007: The new act against trafficking is much progressive in its definition of the terminology and has tried to address victim protection.

National Women’s Commission (2007): Government of Nepal has formed National Women Commission in

2007. The Commission does not yet have a constitutional status but has potential to contribute to the welfare of the girl child.

Adolescent Groups Activities: Besides the aforementioned achievements, it is noteworthy to mention that several national and international non-governmental organizations including CWIN have established and promoted adolescent groups, their networks and child clubs in almost all the districts of Nepal. Adolescent groups have organized child rights campaigns and awareness programs on different social issues. During the second National Conference on Adolescents Network held in Kathmandu in June 2014, it was stated by adolescents that they have taken actions against child marriage, sexual abuse, caste discrimination, gender discrimination, drug abuse and other social menace in several districts. It was also revealed that the adolescents have contributed in community development activities, promoting education and in ensuring accountability of local government. The adolescents also submitted an appeal letter to the National Planning Commission to ensure the inclusion of child rights protection in the new constitution. Such initiatives have set up an example of active and meaningful participation of adolescents for their own betterment and empowerment. Besides, NGOs have also extended direct support in the forms of residential care, emergency support, educational support and support for capacity building to girls at risk. These initiatives cater to the needs of survivors of torture and physical abuse, sex abuse and exploitation, trafficking, labor exploitation, girls affected by armed conflict and street girls.

3. Gaps and Challenges

- **Child abuse:** There have been cases of sexual abuse even in relatively safe places like school, tuition center, checking spot, etc. Cases of rape especially in the rural areas have been on the rise.
- **Children at risk:** Though government of Nepal and NGOs have excelled the campaigns for promoting and protecting the rights of children, including girls, there are still many areas of child deprivation, risk and marginalization.
- **Social apathy:** There are several examples of girls trying to make significant achievements in their studies, capacity building, self-empowerment, community development activities, etc. However, many girls have expressed their dissatisfaction due to lack of support from their own parents, relatives and society, and have not been able to excel as expected.
- **School budgets not utilized:** Budget for the students is not being properly utilized in the allocated sector - scholarship budget for the deprived, needful and Dalit students are not being properly and sincerely utilized.
- **Girls' school enrollment still poor:** Girls' access to mainstream education is still a major challenge for meeting the national and global goal of achieving education for all by 2015. Various social and economic causes create hindrances to girl's enrollment and retention.

4. Emerging Issues

- **Child 'love' Marriage:** Traditionally under-age marriage arranged by family was a norm, but in recent years when voice against child marriage has been raised, a different trend has emerged where adolescents are opting for love marriages at even younger age. Such marriages are done without the consent of parents or social approval in many cases. Such kinds of child marriages are difficult to redress as such cases are not reported.
- **Early motherhood:** Girls who get married at younger ages end up being a mother during their teenage. This risks the life of both the mother and the child. Teenage mothers also lack child rearing and reproductive health knowledge.
- **Transnational trafficking:** In the past, Nepali girls were trafficked mostly to India. Now trafficking route has expanded to China, Gulf countries and Europe. Nepali girls are tricked into being taken to

Gulf countries on the pretext of foreign employment under false age and false documents. Sometimes the parents are themselves involved in sending their daughters abroad at illegal age.

- **Suicide and suicide attempts:** There has been a rise in the suicide and suicidal attempts by teenagers who fail their high school board exam due to the criticism, lack of support and motivation from their family and society. Threat of early marriage in case of failing exams cannot be ruled out as one of the reasons for teenage suicide.
- **Deprived of rightful salary:** Children involved in labor sector do not receive the minimum wage declared by the law (Rs 8200 per month in formal sector). Neither do they receive salary on time. Adolescents workers are unaware of their rights and do not have trade unions to raise their concerns. Girls are further deprived as compared to boys in payment and facilities at job.
- **Hazardous works:** Children are increasingly exposed to work in more hazardous and risky sectors such as the entertainment industry where they are exposed to various risks, stigma, vulnerabilities and exploitation. They are unaware of their labor rights and in most cases do not get the remuneration that they are entitled to.
- **Harassment by police:** When victims report the cases of sexual harassment to police, there have been issues of police harassing the victims further.
- **Substance abuse:** The use of drugs especially among the adolescent is on the rise. They tend to fall under this trap due to the lack of taking correct judgment and decisions. The main reasons for starting drugs are peer pressure and media influence. The main problem in rural areas is the consumption of alcohol by adolescents.
- **Indecent portrayal of girls in the media:** The trend of using children, especially girls in commercial advertisement in mass media like television, movies, newspapers and magazines is increasing. Such indecent presentation poses threat to the dignity of women and girl children.
- **Commercial sexual exploitation and pornography of children:** Owing to poverty and ignorance in the country and lack of proper legal intervention, the sad practice of commercial sexual exploitation of children, especially girls, continue. There have been incidences and court cases where a renowned singer used girls for pornographic video films. There are also increasing trend of foreign pedophiles sexually exploiting girls and boys in the name of providing 'love and care'. They are also suspected of selling pornographic pictures of Nepali children to the pedophilia circle.
- **Safety of girls in cyberspace:** As the Internet is becoming accessible to more and more Nepali children, they are exposed to age inappropriate and harmful materials. 74% of girls and 91% boys of Kathmandu valley use the internet and 66.6% of children reported seeing sexually explicit materials (CWIN, 2008). Children active on net can also become targets of predators and girls tend to become more vulnerable to unwanted behavior from strangers.

5. Recommendations

- 1 Conduct intensive and analytical studies at both local as well as national level to identify the real situation and problems of girls living under neglected situation in rural and urban areas of the country. Programs not supported by sufficient information and statistics have failed to give appropriate direction and clear vision.
- 2 Massive national initiatives to fight patriarchy, unfair power structure, regressive traditions for the empowerment of girls are essential. The role of boys and family in girls' empowerment must be promoted.
- 3 Innovative and intensive drive to increase total access and equal educational opportunities to girls from all sections, with priority to girls from marginalized communities is required.

- 4 National intervention is required for social reintegration of girl survivors of abuse and exploitation with appropriate opportunities for self reliance and economic independence.
- 5 Proposed amended National Child Right Act and National Child Protection Policy must be endorsed by the government and followed-up with their effective implementation.
- 6 Effective implementation and monitoring mechanism should be developed immediately related to the The National Plan of Action, 2013 brought out by NPC and endorsed by UN agencies and NGOs.
- 7 A national level interactive program to strengthen collaboration among the government officials, police officials, NGOS and other stakeholders needs to be initiated for addressing the issues of adolescent girls.
- 8 Proper and useful trainings, including entrepreneurial or vocational training should be provided to the adolescents with special needs (i.e. disability), children-at risk and other marginalized children.

M. Harmful Traditional and Cultural Practices

1. Present Status

“State Parties shall take all appropriate measures... to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.”

Fact Sheet No.23, Harmful Traditional Practices Affecting the Health of Women and Children

Convention on the Elimination of All Forms of Discrimination Against Women (art. 5 (a)),

adopted by General Assembly resolution 34/180 of 18 December 1979.

Changing human and gender development indices²⁷ (Table 1) reflect gradual positive trends, and is evident in both rural and urban areas. Nepali girls and women are gradually challenging traditional and cultural values and practices within and outside households, through increasing socio-economic engagements, rising migration pattern, improving health and educational status, increasing political involvements duly reflected in parliamentary representation, and relevant laws and policies. But gender inequality in Nepal remains high with Nepal standing in 126th position out of 135 countries in the ‘Global Gender Gap’ index of the World Economic Forum, in 2011²⁸.

One such factor leading to the gender gap is century old harmful cultural practices – rooted within cultures and fuelled by patriarchal values, and misinterpretation of religion. They continue to leave their marks on many – affecting women’s ‘health, life, dignity and personal integrity²⁹’ - even while new concerns arise due to changing pace of society. Referred to as ‘*kuriti*’ in Nepali, some cultural, traditional, customary, social and religious practices that stand out post Beijing +15 period, are presented below in alphabetical order:

- Accusations of witchcraft: Allegations of witchcraft has led to social degradation and ostracization, and in some cases death of women. The most vulnerable regions in witchcraft allegation and human rights violation are identified as terai region, followed by hilly and mountain regions.³⁰The Informal Sector Service Centre (INSEC) report 2011, comparatively indicates the number of women and men alleged of committing witchcraft as 83.6% and 16.39%, respectively.
 - Badi: Women of Badi tribe support themselves through sex work. To this day members of some castes do not allow Badis to enter into their homes, or touch water sources; however, men from those castes are having sex with Badi women.
 - Caste based untouchability: There is a practice of treating some population, i.e., Dalits, as ‘impure’ and ‘untouchable’ based on their caste. The group is subjected to discrimination, suppression, exploitation

27 HDI: The HDI is a composite index measuring average achievement in three basic dimensions of human development: a long and healthy life, knowledge and a decent standard of living. The HDI, for this data, is computed as the geometric mean (unlike its predecessors, which used the arithmetic mean) of the normalized indexes measuring achievements in each of these three dimensions which is why the decline from 2006 to 2011. The GDI measures achievements in the same basic capabilities (dimensions) as the HDI but takes into consideration inequality in achievements between women and men. Values of the GDI range between 0 and 1. A GDI value of 1 indicates perfect gender equality whereas 0 indicates perfect gender inequality. GEM indicates the relative empowerment of women and men in various political and economic spheres. It reflects opportunities open to women, rather than their capabilities, in three key areas: political participation and decision-making, economic participation and decision-making, and power over economic resources.

28 <http://www.ipsnews.net/2012/10/child-marriage-defies-laws-in-nepal/>

29 <http://www.ohchr.org/Documents/Publications/FactSheet23en.pdf>

30 INSEC (2011) A study on violence due to Witchcraft Allegations and Sexual Violence, for human rights and social justice, Informal Sector Service Centre 2011.

and exclusion by members of other ethnic groups, as well as from those within their own castes – who consider themselves as the so-called ‘upper class’. Dalit women face additional discrimination on the basis of gender, caste and class. They are treated inhumanely in the name of witchcraft, inter-caste marriage and other social beliefs.

- Child marriage: A large 63% Nepali girls are getting married before the age of 18, and 7% before the age of 10.³¹Cultural practices sustain child marriage in some parts of the country and among some ethnic groups. In other instances modernization is also raising fears among parents - of daughters’ disgracing family honor by eloping, thereby increasing child marriage.
- Child widowhood: The practice involves girls below the age of 18 marrying much older men. Old age and illness at times leads to a husband’s death during early marital life. The girls, still in their early years of childhood suffer lifelong social ostracisation. The concept of child widowhood is coined as ‘Baikalya’³², and is predominant in the eastern terai region.

Among some terai based Madhesi communities, young girls undergo the Gauna ceremony that involves the bride going to a groom’s house for a religious ceremony, following which the bride returns to her maternal house. The bride only goes to the groom’s house after several years, when the latter comes to collect her. But in some instances a groom’s change of mind results in the bride being deserted. Such girls also become stigmatized as widowed.

- Chhaupadi: Prevalent in mid and far western development regions, the practice involves women being considered impure during menstruation, and made to stay in small sheds outside their home, or in cowsheds. Family members do not touch menstruating women, food is provided while ensuring household utensils remain untouched, and women are disallowed from attending religious or social functions. In some instances post-partum cases, both mother and newborn, are also considered untouchable and undergo similar experiences leading to increased health hazards for both.
- Deuki: The practice involves parents offering their young daughter to local Hindu Gods/Goddesses to gain holy approval. Following the offering, girls are left alone with no form of income. Survival is sought through sexwork for basic necessities such as food, money and clothes. Deuki continues to be a concern in some parts of western Nepal.
- Dhami/Jhankri/Guruwa: (in Tharu community) are traditional faith healers. Practiced almost all across the country, the trend to reach out to faith-healers, in times of need and especially for health purposes – and going to health service providers only as a last resort - is proving detrimental to the health and life of many women and children.
- Dowry/Daijo: The dowry or daijo practice involves a bride’s family to provide jewelry, furniture, cash, property, etc. to help the newly married couple set up home. The practice puts tremendous economic pressure on parents, while inadequacy of dowry has led to mental and physical torture, and even murder of and suicide attempts by brides in many instances. Mostly prevalent in Madhesi communities of Eastern terai region, the practice has been gradually adopted by other communities.
- Jari: In cases where a woman remarries, willingly or forcefully, the practice involves the second husband to pay the ‘Jari’ fee to the former husband. Jari is prevalent in mid and far western regions, and in some parts of eastern development region. District based information reveals the practice as predominant among Brahmin, Chhetri and Dalit communities, with poverty identified as an underlying cause of Jari.
- Jhuma: In some Janajati communities, the second daughter is offered to God and sent to live in a Gumba (Buddhist Monastery) as a nun. The girl child spends her life in the care of the Gumba and is not allowed to marry. Though no more a compulsion, the practice still prevails amongst some. Considered a religious practice the issue requires further discussion and clarification as there is divergent views on it being a harmful practice.

31 Ministry of Health and Population Services (2011) Nepal Demographic Health Survey Report 2011, New Era and Ministry of Health Population Service. Government of Nepal, Nepal.

32 The term is coined by the NGO Women for Human Rights (WHR) in , and was initially identified in Siraha district.

- **Kamalari:** The Tharu communities of some western and far western districts of Nepal send off their daughters as domestic help due to economic hardships. The Kamalari practice is a form of modern-day slavery involving girls sold by parents into indentured servitude under contract for periods of a year or so, to richer, higher-caste buyers generally from outside their villages³³. Servant girls, known as Kamalaris, are forced to work long hours under stressful conditions for a sum of money paid directly to their fathers.
- **Kumari:** Certain Newari communities in the districts of Lalitpur, Bhaktapur and Kathmandu pay homage to the Goddess Kumari - the living Goddess. The Kumari is a young girl selected from select Newari clans, for a certain number of years, prior to her menstruation. Selection is also based on the purity of a child who has not faced any form of injury. The practice is regarded as harmful as the child is denied a natural upbringing – going to school, playing with friends, living with her family, etc. She is also not allowed to marry in adulthood when she is no longer a Kumari. The Kumari practice continues to remain a controversial matter, i.e., religious right versus child right.
- **Teli:** The practice involves a newly married bride to prove her purity and virginity by keeping oil lamps (Diyo) on both her knees. The practice is prevalent amongst some Madhesi communities of eastern terai region.

2. Key Achievements

A review of the harmful cultural practices indicates mixed patterns and limited information in terms of improvement and achievements. While some practices have been identified as a human rights violation and thus taken up by stakeholders for addressing programmatically and legally, others remain to be identified due to religious and cultural acceptance. Religiously linked practices continue to remain sensitive and controversial. Topics that need to be addressed:

- Child marriage has been a concern since the past several decades. But the need to address it, due to the mental, social and health consequences gained momentum in the past few years. One such initiative is the nearly 1,000 village paralegal committees in 58 districts that support girls and families to respond to threats of child marriage, resolving them in the community or referring them to district authorities³⁴. UNICEF is currently preparing a data-driven report on child marriage, for release before end-2014.

Table 1: Human and Gender Development Indices

Nepal	2001	2006	2011
Human Development Index (HDI)	0.471	.509	0.458
Percentage shortfall of Gender Development Index (GDI) over HDI scores	4.0	2.0	1.3
Comparative Gender Development Index values	0.452	0.499	0.534
Gender Empowerment Measure (GEM)	0.391	0.496	0.568

Source: UNDP (2009) Nepal Human Development Report 2009. State Transformation and Human Development.;

- Persistent initiatives by civil society, and *Kamalaris and Kamaiyas* led to the abolition of *Kamalari* in 2000. Currently the number of *Kamalaris* at village level has dwindled, and a large number of *Kamalaris* are receiving scholarship and other economic opportunities. Advocacy and awareness raising activities continue relentlessly at community level.
- While urban areas in far western development region (FWDR) have begun to move beyond *Chhaupadi*, girls and women at community level still face the bane. The past few years has seen civil society organisations (CSOs) addressing the practice through awareness raising at national and community levels, with some even demolishing *Chhaupadi*-sheds at community levels. There is a growing recognition to address the practice, but the need to concurrently take into account religious concerns of stakeholders has also arisen.

33 <http://en.wikipedia.org/wiki/Kamaiya>

34 UNICEF Inputs to Secretary-General's Report in Response to HRC Resolution A/HRC/RES/24/23 (February 2014)

- *Baikalya* remained a hidden issue until Women for Human Rights (WHR)³⁵ coined the term. Identification of a hidden practice and advocacy at national and grassroots level represents a best practice highlighting CSO role in ensuring women's rights.
- The number of women accused of witchcraft and being subjected to 'beating, forced to strip naked and fed excrement, among others'³⁶ has risen across the country in the past few years. The significant rise led the GoN, the OPMCM to collaborate with relevant ministries and the National Women Commission to push for a new legislation against accusations of witchcraft. The bill focused on victim protection mechanisms and included third-party complaints mechanisms. Unfortunately, the bill failed to be approved. Nevertheless, the concern has been taken up by CSOs that are addressing it in various parts of the country.
- Government and CSOs have in the recent years regularly engaged faith healers - Dhamsi/Jhankri/Guruwa – in various awareness raising programs that also focus on doing away with harmful practices. However, it is difficult to qualify and quantify the impact of these initiatives on women and girls.
- Consistent advocacy by CSOs, and support by GoN and donor organisations have led to gradual change in behavior and practice towards Dalits. A positive result highlight is the adoption of the Caste Based Discrimination and Untouchability (Offence and Punishment) Act, (2011). Increasing behavioral changes are evident in urban areas.
- The National Action Plan (NAP) on Implementation of UNSCRs 1325 and 1820 was approved by the Council of Ministers in February 2011. Since then various government ministries, CSOs and donor organisations have individually and collaboratively worked to address the rights of conflict affected women. Nepal's NAP is recognized as one of the most comprehensive.

3. Gaps and Challenges

A core challenge while addressing harmful cultural practices is the risk of condemning some caste and ethnicity specific practices without in-depth understanding of paradoxical perspectives of community members and rights-based advocates. Communities may be antagonized by forcefully imbuing outside-community views. The situation is further aggravated by inadequacy of systemic and reliable data. Analysis of information pertaining to the exact population involved in these practices, castes and ethnic groups impacted by such practices, gender disaggregated data, as well as individual, social and national consequences are some major gaping voids.

Nepal's marriage law stipulates 20 years as the legal age for marriage for both sexes, but current records at the Ministry of Health and Population reveal at least 23 percent of girls getting married between 15-19 years. A number of factors such as poverty, fear of having to provide higher dowry for an older daughter, girls being viewed as helping hands to run households, "it is normal – everyone does it"³⁷, or parents' fear of social stigma for keeping unmarried daughters at home are some challenges in effectively addressing this practice. Additionally, despite government and non-government initiatives towards reducing child marriage there is a rising threat that liberalization and modern trend is giving rise to many parents' fear of daughters disgracing family honor by eloping, inter-caste marriage, etc.

Efforts to eradicate caste-based untouchability have been ongoing for more than a decade. While positive changes are evident in urban areas, in rural contexts bringing about behavioral changes continues to remain a major challenge, detrimental to the overall development and opportunities of Dalit women and girls.

Religious practices such as *Jhuma*, *Kumari*, fasting for *Teej* without eating or drinking for an entire day, the tradition of keeping *Gufa* within the Newari culture are some controversial issues that require more research and analysis prior to a blanket approach that simply demands changes. Aiming to instantly eradicate *Chhaupadi* through drastic measures such as demolition of *Chhaupadi*-sheds may at times prove counter-

35 A non governmental organization working for the single women's rights.

36 <http://www.globaltimes.cn/content/779221.shtml>

37 UNICEF Nepal Country Office Programme Summary, 2013.

productive as women and men steeped in religious and cultural values may experience threat and retaliate. Incidences of witchcraft-accusations are sporadically highlighted in the media, but there is inadequacy of programs to strategically address root-causes and effects of such a practice, at individual and community levels. The government has till date not shown any concern towards the anti-witchcraft bill initiated by the National Women Commission. The pervasiveness of *Jari* system and its consequences remains to be closely examined, and inadequacy of data - national, regional and even community-wise – further hinder the framing of programs from grassroots to national levels.

Reviewing practices such as burn survivors³⁸ and *Baikalya*³⁹, consolidated prevention and protection programs commenced only a couple of years earlier and will take a while to yield substantive impacts, and draw serious attention from government and non-government actors

Finally, another key challenge is the gap between existing laws and their implementation. All harmful practices have been considered a crime by the Nepali law, however lack of proper implementation often prevents the guilty from being punished. Victims continue to suffer due to factors such as political machinations, inadequacy of holistic socio-economic and legal support system, unwillingness of victims to file cases fearing loss, family members' acceptance of financial settlement, and a judicial system steeped in patriarchy.

4. Emerging Issues

Rapidly changing socio-economic patterns, influenced by conflict, global economic scenario, social media and patriarchal mindsets have given rise to new concerns over the past several years:

- Conflict affected women, in particular, spouses of disappeared husband, widows, ex-combatants and disabled are encountering emotional, physical and sexual violence from family and community members. Single women speak of vulnerability to physical and sexual violence, while former-combatants refer to social ostracisation and community perceptions of their 'lost honor'. Despite the NAP on UNSCRs 1325 and 1820 sexual and gender based violence (SGBV) survivors are yet to be identified and receive any form of support.
- Labor Migration: The number of women and men migrating with dreams of prosperity has risen steadily in the past 5 years. Alongside has come a disturbing pattern wherein spouses of male migrant workers, increasingly face suspicions and accusations of 'infidelity, wasting husband's hard-earned money and disregarding children's needs'. One-off incidents are generalized to perpetrate violence. Women are also vulnerable to SGBV from the migrant husband's male family members. Returnee migrant women workers are oft tagged as 'unmarriageable' due to 'unknown' relations abroad.
- Working-women of rural and urban areas critically contribute to family and national economy. But while working-women, economically engaged outside households are single-handedly addressing social, family and community obligations, they also persistently face recriminations on inadequate family support.
- Burning, either by dowsing in kerosene or acid throwing in some cases, has started being increasingly identified. There is now acknowledgement that burn incidents involving women are not all just 'accidents' or suicide attempts, but a hidden issue. Recent cases of Sheba Hashmi, Bindu Thakur evidences these.
- Divorce and separation is a changing social scenario across the country. Whether this is resulting from women unwilling to put up with SGBV due to increasing awareness, or women's economic empowerment, polygamy or other factors remain to be ascertained.
- Physically and mentally handicapped girls/women: This marginalized group remains highly neglected in Nepali society. Handicapped girls/women are often not acknowledged by parents to outsiders, and thus their physical, social, economic, sexual and other needs remain generally overlooked. While handicapped men are still considered eligible for marriage, the same is not the case for handicapped women.

38 Currently being undertaken by the NGO Burn Victims' Survivors (BVS)

39 Currently being addressed by Women for Human Rights (WHR)

5. Recommendations

- 1 Research and concrete data must be undertaken to gauge the type and impact of harmful cultural practices and newly emerging social and cultural practices. Linkages with health impacts on women and children must be closely assessed. Qualitative and quantitative data, which also aim at understanding socio-cultural factors leading to such practices in olden days will help ensure practices are not condemned simply due to their not being 'acceptable' to the larger populace or the generally 'accepted norm'.
- 2 Positive social and cultural practice must be highlighted concurrently to indicate the deviant nature of harmful cultural practices. Prior dialogues from grassroots to national levels are essential to reach a common platform of understanding. Engaging powerful social leaders, social icons, faith healers, community leaders, police, family members and so forth, addressing their capacity building needs, and collaboratively strategizing for prevention and protection from harmful practices can lead to long-term sustainable impacts.
- 3 A review of existing laws to repeal discriminatory laws that accept and promote harmful cultural practices must be undertaken.
- 4 Strategic lobbying with the GoN, as well as donors and bilateral partners will ensure long-term impact.
- 5 Media mobilization must be designed to reach out to diverse target groups – from policy to survivors, perpetrators, potential perpetrators and indirect victims such as children and youth – to raise awareness and ensure up-take of responsibility by all stakeholders. Preventive components must be integrated through programs targeting school children, youth, marginalized groups.
- 6 Review of school curriculum to eliminate any prevailing curricula that may be promoting harmful social and cultural practices is recommended. Targeting the new generation through education, entertainment, social media, and other mediums to bring about positive social changes must to be prioritized.

References

- <http://www.ohchr.org/Documents/Publications/FactSheet23en.pdf>
- <http://www.ipsnews.net/2012/10/child-marriage-defies-laws-in-nepal/>
- INSEC (2011) A study on violence due to Witchcraft Allegations and Sexual Violence, for human rights and social justice, Informal Sector Service Centre 2011.
- Khadka, S. and Middleton, M. (2014) Kuriti: Suffering for Culture. Society for Humanism Nepal. Kathmandu
- Maharjan, R.K. et al. 2012) Child Marriage Report in Nepal. Plan Nepal, Save the Children and World Vision International Nepal. Kathmandu.
- MoHP (2011) Nepal Demographic Health Survey Report 2011, New Era and Ministry of Health Population Service. Government of Nepal, Nepal.
- http://www2.ohchr.org/english/bodies/cedaw/docs/ngos/NWC_Nepal49.pdf
- UNICEF Nepal Country Office Programme Summary, 2013.

N. Sexual Orientation & Gender Identity (SOGI)

1. Present Status

Sexual orientation is an individual's physical and emotional attraction to the same or opposite gender. Heterosexual, bisexual and homosexual are the examples of sexual orientations. A person's sexual orientation is distinct from a person's gender identity and expression.

The term "gender identity" is identification as a man, woman or some other gender, which may or may not correspond to the sex assigned to them at birth (e.g., the sex listed on their birth certificate).

Every individual has own sexual orientation and gender identity. Because of people's own sexual orientation and gender identity, Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people have been facing different forms and levels of discrimination and violence in Nepal.

In June 2011, the Human Rights Council adopted resolution 17/19 ([A/HRC/RES/17/19](#)) – the first United Nations resolution on sexual orientation and gender identity – expressing “grave concern” at violence and discrimination against individuals based on their sexual orientation and gender identity. Its adoption paved the way for the first official United Nations report on the issue prepared by the Office of the High Commissioner for Human Rights ([A/HRC/19/41](#)). The report’s findings formed the basis of a panel discussion that took place at the Council in March 2012 – the first time a United Nations intergovernmental body had held a formal debate on the subject. In addition to highlighting anti-LGBTI violence and discrimination, the resolution also required the UN Office of the High Commissioner for Human Rights (OHCHR) to establish its first-ever study examining the challenges faced by LGBTI persons around the world.

On December 15, 2011, the OHCHR issued its final report, documenting “a pattern of human rights violations” against members of the LGBTI community “that demands a response.” The report called upon UN Member States to repeal laws that criminalize homosexuality, abolish the death penalty for consensual same-sex relations, and enact comprehensive anti-discrimination laws.

On December 6, 2011, then U.S. Secretary of State Hillary Clinton gave a historic speech at the UN in Geneva declaring that LGBT rights are human rights and human rights are LGBT rights. "It should never be a crime to be gay," Secretary Clinton said, adding that a country's cultural or religious traditions were not an excuse for violence and discrimination.²

Government of Nepal had observed 2010 as the year against gender based violence (GBV). The GON adopted a National Plan of Action against Gender Based Violence, 2010, and later developed the Five year National Strategy and Action Plan (2012/16). It details a health sector response to GBV, and recognizes that a concerted effort on different dimensions like health, education, legal rights, protection and security is necessary to address GBV. A Central Level Complaint Management Unit has been established in the OPMCM so that immediate action can be taken in cases where concerned agencies refuse to register complaints or when they are unresponsive. The GoN has accepted the recommendations made by the UPR committee on the SOGI issue but no initiative has been taken to implement these recommendations.

Durban Review Conference 2009 (Drc) Follow-Up Committee report has included the issues of sexual gender minorities and had made recommendation to the government to ensure the citizenship rights with clear gender identity, develop LGBTI friendly infrastructure, including public facilities, amend all discriminatory as well as LGBTI unfriendly laws and legal provisions, ensure the individual right to choice of life partner, take action to control unlawful arrest and torture by police and adopt affirmative action policies to ensure equal opportunities and proportional participation in every structure of the state and take action against discrimination in the Nepal army and police on the basis of sexual orientation and gender identity.

However, the recommendations are not completely addressed yet. people belonging to sexual and gender minorities have been facing different forms of tortures, harassment, physical violence, sexual assault, forced heterosexual marriage, physical and psychological threats as well as exclusion from their family and society.

Furthermore, LGBTI individuals often experience discrimination from different social institutions such as in schools, at health care centers, in the work place, and in public places. Due to fear of rights violations, stigma and discrimination, LGBTI people commonly hide their sexual orientation or gender identity and most LGBTI youth prefer to remain distant from their family and society. People from this community have difficulties in receiving education. However, the GoN has stated that no LGBTI children will be deprived on the basis of lesbian and third gender in receiving school level education.

Nepal Army has filed case against two of its female staffers charging them of being lesbians after detaining them for months. These two were dismissed from military service on July 17, 2007.⁵ The table below reflects the violence against LGBTI community.

Table: Violence against LGBTI (2013 to 2014 June)

Type of violence	No. of LGBTI people affected	Remarks
Harassed by Police	17	
Rejected by Family	12	6 lesbian couples: (2 from far western, 1 from mid western, 1 from western and 2 from eastern region)
Family rejection & physical harassment	2	(1 repeated case from far western, Chitwan, Dhangadhi)
Denial of issuing citizenship card	1	Bhairahawa
Verbal and physical harassment	5	Chitwan and Dhangadhi
Denial of Organization registration	1	Kathmandu
Forced to commit suicide	2	Bardia
Physically harassed by unknown	5	Rajbiraj, Butwal, Pathri, ktm
Denial of service	1	Rajbiraj

Source: SAHRA Nepal

According to Blue Diamond Society (BDS) there are 350000⁶ LGBTI/MSM in Nepal Who have been struggling for their rights in Nepal. Some of the issues of LGBTI communities are:

- **Issues of Citizenship certificate:** People from LGBTI community have no right to get citizenship certificate with their clear identity. However, there is a provision of providing citizenship certificate to TG stating ‘third gender’.
- **Issues of Marriage Certificate:** As per the Supreme Court’s decision December 21, 2007 homo sex couples can live together as partners but they do not have the right to marry. So the issue of marriage certificate to homo sex couples is critical.
- **Child Adoption issue:** Child adoption is normal and easy process by hetero sex couples but same is hard in homo sex couples. There is risk after the children grow up also. They may not accept their homo sex parents and if even if they accept then there is problem of getting citizenship by them.
- **Property right within homo sex couples:** The normal process of transferring property right after the death of any partner is; the property will be transferred to next remaining partner close to deceased one. But it is not applicable in homo sex couples. If any partner dies in homo sex couples then the parents of dead partner claim the property. There is no provision of acquiring such property by the homosexual partner.

2. Key Achievements

- On 21 Dec, 2007, the Supreme Court of Nepal ruled a land mark verdict that LGBTI people should be allowed to enjoy all fundamental rights in their own "identity". This ruling has overturned the article 16 of the National Civil Code 1963 which had criminalized 'unnatural sexual acts'.
- On 18 November 2008 the Supreme Court directed the government to enact laws enabling equal rights to LGBTI citizens. While not explicitly legalizing same-sex marriage, the ruling instructed the government to form a committee to look into same-sex marriage
- Nepal's Central Bureau of Statistics has given official recognition to gay and transgender people⁷.
- ⁸Supreme Court of Nepal in Nov. 2012 ordered and permitted a homosexual couple to live together as per their wish.
- Same sex marriage committee has been formed by the government as per decision made by Supreme Court
- In 2010 Nepal's election commission has provisioned people to register to vote as a third gender "purely on the basis of self identification.
- The 2011 National Census allowed people to identify as a third gender.
- Inclusion of SOGI matter in class 6, 7 and 8 of health and physical education curriculum
- Ministry of Women, Children and Social Welfare included the issues of LGBTI in Ten Year Strategy Plan.
- LGBTI issues incorporated in political parties' manifestoes.
- The government of Nepal has decided to provide the machine readable passport (MRP) to sexual and gender minorities indicating "X" under the gender head. The old arrival (and departure) card has been replaced with a new arrival/departure card which includes "OTHER" for those who do not wish to identify oneself as MAN or WOMAN.

Five Years Human Rights work plan of GoN has included various activities to promote rights of sexual and gender minorities in Nepal.

3. Gaps and challenges

Gaps:

LGBTI movement in Nepal started in 2001 with lots of ups and downs; the movement is going on smoothly now. Some of the land marks decisions have been made by the Supreme Court in favour of LGBTI movement. Nepal is known as a progressive country for LGBTI movement. However, most of the people in Nepal are unknown to these land mark decisions and practices. The movement has not been able to convey its concerns to stakeholders. Some of the members of constitutional assembly are not even aware about the sexual and gender minorities' people and their concerns.

Challenges:

- **Law enforcement**

Because of the weak legal mechanism, there is problem in law enforcement. The Supreme Court of Nepal has permitted same sex live in relation but same sex marriage has not got legal authenticity by Nepalese law. Similarly, Inclusion policy of government has not covered LGBTI people. ⁹ There is only the provision of inclusion in government services for women 33 %, indigenous/ethnic caste 27 %, madhesi 22 %, dalits 9 %, and differently able people 5 % & marginalised community 4 %. The constitutional assembly is in the process of drafting the constitution but there is no representation of LGBTI people in the CA. Therefore, it is great challenge to incorporate this agenda in the upcoming constitution.

- **Economic, social and culture rights**

Discriminative practices, underestimation, physical and mental torture by family and society is still prevalent. This is a great challenge to this movement. Another challenge is of reintegrating LGBTI people in their own family and society because of their gender identity and sexual orientation. There is very less opportunities for LGBTI people to be involved in employment agencies.

- **Health Rights, Sexual Health & Reproductive Rights**

LGBTI communities are deprived from the basic health rights, sexual rights and reproductive rights. Significant number of them in the communities suffers from sexually transmitted diseases & HIV/AIDS. Similarly, it is seen that, transgenders, lesbians and bisexuals suffer from various types of diseases like breast cancer, mouth cancers and gynecological cancers.

- **Birth certificate and Citizenship Certificate:**

There is a provision of registering birth certificate within 35 days of the child's birth and he/she can be eligible to acquire the citizenship certificate at the age of 16. But significant number of LGBTIs become aware of their sexual identity after the age of 16 in which case it becomes difficult for them to acquire citizenship based on their real identity.

4. Emerging issues

Three years ago the civil code and criminal code of Nepal was drafted and is expected to replace the existing National Code of Conduct Act 1963. It is said that this drafted new civil code and criminal code of Nepal has not given legal status to same sex relation. It prohibits the provision of same sex relation. This Civil code and criminal code is yet to be passed by the parliament. If this is approved by the parliament, LGBTI movement will be surely affected. At the same time, the major decisions that were made by the supreme court of Nepal in favour of LGBTI community will have zero value.

Some LGBTI community are not happy with the term "Third gender" as they say it discriminates them and puts them in an inferior position and are threatening to boycott the citizenship certificate indicating 'third gender'.

The number of Male having Sex with Male (MSM) is rapidly growing and increasing number of rape is reported amongst this community.

5. Recommendations

- 1 Legalize same sex marriage in Nepal. This issue should be included in the new constitution
- 2 Amend criminal laws to legalise sexual and or social relationship between consenting adults, regardless of sex or gender.
- 3 Enact comprehensive anti-discrimination legislation that prohibits discrimination on the basis of sexual orientation, gender identity or intersex in the areas of employment, education, political activities, and the provision of accommodation, goods and services.
- 4 Re-draft the Public Offences Act to define public nuisance more narrowly so as to avoid LGBTI persons being targeted based on their sexual orientation, gender identity or appearance.
- 5 Conduct awareness campaigns in order to combat the social stigmatization and violence against LGBTI persons.
- 6 Inclusive policy should be taken by government for sexual and gender minorities in every state mechanism from local level to national level.
- 7 Ensure basic health services, LGBTI friendly hospitals and other infrastructures.
- 8 SOGI issues should be given priority and should be made compulsory in the school/college education curriculum.

- 9 Report of the same sex marriage committee¹⁰ should be made public and it must come in favour of LGBTI people.
- 10 New drafted civil code and criminal code of Nepal needs to be revised so that discriminative laws and practices against LGBTI community can be amended.
- 11 Social, economic, political and civic rights of LGBTI communities should be ensured and guaranteed.
- 12 Property rights, right to basic education, sexual and reproductive health rights, right to have same sex marriage, citizenship rights according to clear gender identities of his/her own are to be guaranteed by the government.
- 13 The existing rape law has not addressed lesbians. The law itself has weak legal ground which needs to be amended.

References

- 1 UN secretary –General Ban ki- moon to the Human Right Council, 7 march, 2012
- 2 webcache.googleusercontent.com/search?q=cache:6diyiFGYTwwJ:www.unausa.org/news-publications/article/lgbtrightsarehumanrights+&cd=5&hl=en&ct=clnk&gl=np#sthash.EC2CkrW3.dpuf
- 3 See the report of "*Nepalese civil Society to Durban Review Conference, 2009*"
- 4 <http://ujyaaloonline.com/news/30306/LGBTI/>
- 5 Kathmandu post daily newspaper by Sangita Rijal Aug 6 , 2007
- 6 www.bds.org.np According to Blue Diamond Society (BDS) there are 350000 LGBTI/MSM in Nepal
- 7 CNN-a move seen as major victory for equality in a country that only decriminalized homosexual relationships three years ago
- 8 On 5th Nov, 2012, the supreme court of Nepal ordered and permitted a homosexual couple to live together as per their wish.
- 9 According to the Civil Service Act 2049 of Nepal, there is the provision of inclusion in civil services but it has not covered the LGBTI people.
- 10 7 members same sex marriage committee has been formed under the specialist doctor managed by ministry of health & population.

Annex I

Kathmandu Declaration

This Kathmandu Declaration is announced on the basis of National consultations held during the Beijing +20 National Women's Conference.

Recognising the significance of the twentieth anniversary of the Fourth World Conference on Women, the Beijing +20 National Women's Conference in Nepal

Adopts the declaration annexed to the present consultation, and requests the Government of Nepal for its endorsement and implementation.

Reaffirming the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women;

Welcoming the progress made thus far towards achieving gender equality and the empowerment of women, acknowledges that challenges and obstacles remain in the implementation of the Beijing Declaration and Platform for Action and the subsequent outcome documents of the special sessions of the General Assembly, and, in this regard, pledge to undertake further action to ensure their full and accelerated implementation;

Emphasizing that the full and effective implementation of the Beijing Declaration and Platform for Action is essential to achieving the internationally agreed development goals

Recognizing that the implementation of the Beijing Declaration and Platform for Action and the fulfillment of the obligations under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) are mutually reinforcing in achieving gender equality and the empowerment of women;

Recalling Twelve Critical Areas of concern relating to women's rights, equality, peace and development embraced in the Beijing Declaration and Platform for Action adopted during the historic UN Fourth World Conference on Women held in Beijing China in 1995;

Recognizing the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), 1979 and its Optional protocol as milestone documents on Women's right and equality and recalling the principle of "Women's Rights are Human Rights" incorporated in Vienna Declaration and Programme of Action adopted by the UN Second World Conference on Human Rights held in Vienna Austria in 1993 as well as the Cairo Declaration and Plan of Action endorsed by the World Conference on Population and Development held in Cairo, Egypt in 1994 prior to the Beijing Conference;

The three day-long National Conference jointly organized by the national network organization Beyond Beijing Committee (BBC) and National Network for Beijing- Review Nepal (NNBN) comprising of various civil society organizations working in the field of women's rights and human rights across the country held from 20-22, August, 2014 with the objective of reviewing the achievements and challenges, 20 years subsequent to the Beijing Conference, has unanimously promulgated the 20 points Kathmandu Declaration in commensurate with the global slogan "**Empowering Women, Empowering Humanity: Picture it!**"

We, the representatives of civil society at the Beijing +20 National Women's Conference call upon the Head of the State, Head of the Government, United Nations system, International Agencies, and all sectors of civil society, including non-governmental organizations, as well as all people of different genders, casts, creeds, ethnicities, indigenous peoples, endangered communities, marzinalised minorities groups, to fully commit themselves and to intensify their contributions to the implementation of the Beijing Declaration and Platform for Action and the outcome of the Beijing +20 National Women's Conference.

Definition: The operational definition of women encompasses women from *dalits*, indigenous peoples, ethnic, endangered communities, *madheshi*, muslim, sikh, people with disabilities victims of armed groups and armed conflict along with different gender identities and sexual orientation.

Through this Declaration, we collectively urge to the Government of Nepal to take action on the following concerns:

1. Ensure gender equality and empowerment through appropriate constitutional safeguard, by enacting user friendly laws, policies, acts and administrative procedures in order to minimize the situation of discrimination faced by women especially with regards to right to citizenship.
2. Formulate a high level constitutional monitoring mechanism to effectively implement the laws and the National Plan of Action endorsed to end all forms of discrimination against women and ensure women's proportionate, and meaningful participation in all bodies, functionaries and decision making processes of the state;
3. Ensure meaningful participation and partnership of women in all processes related to the upcoming Transitional Justice mechanisms in order to create a healing environment for sustainable peace and reconciliation; and end the culture of impunity by effectively implementing the National Action Plan on the United Nations Security Council Resolution (UNSCR) 1325 and 1820 on women peace, security and violence against women respectively;
4. Ensure priority for women for adequate, nutritious and qualitative food security and employment opportunity at all levels to save the rural and poor women and disadvantaged groups, from being directly affected by the vicious cycle of poverty;
5. Adopt and implement appropriate legal and administrative measures for safe, regular and rights-based migration and conclude bilateral and multilateral contractual labor agreements with the destination countries as per the international standards with effective implementation and monitoring mechanism to maximize the benefit and minimize the risk and vulnerabilities associated with the feminization of migration;
6. Ensure and enhance women's direct and meaningful participation in formulating and implementing laws, policies, plans and budgets relating to the minimizing and controlling of the impacts of climate change in the context where women are being hardest hit by the unpredictable decrease in the agriculture production, rain, drought, and unimaginative natural calamities as a result of the climate change and in the context where women are also being uprooted from their place of origin;
7. Enact appropriate preventive and safeguarding legal measures to prevent and control all forms of incidences of violence against women, and adopt legal measures to ensure dignity, social security, and appropriate livelihood option for the women vulnerable to human rights and ensure effective and full implementation of the decisions and directive orders of the Supreme Court regarding the status, identity and rights of women;
8. Fulfill the right to effective remedy and reparation of all victims of sexual violence, including those of conflict and migration-related sexual violence, and treat with humanity and respect for their dignity and human rights, avoiding further harm and trauma without discrimination on the basis of sex, gender identity, ethnicity, race, age, political affiliation, class, marital status, sexual orientation, religion and disability, or any other status and taking into account the definitions and guiding principles set out in the guidance note of the United Nations Secretary General on reparation;
9. Ensure women's full and effective partnership and equal opportunities for leadership at all levels of decision-making in political, economic, and other public life;
10. Ensure full reorganization of women's human rights to control all aspects of their sexuality, free of coercion, discrimination and violence in public and private spaces throughout the country, access to sexual and reproductive health and rights by providing context-specific Rights- based Continuum of Quality

Care (CQC) throughout the women's life cycle as agreed in accordance with the Program of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences;

11. Undertake reform actions to give women equal rights to economic resources, as well as access to ownership and control over natural resources and other forms of property, land, financial services, and inheritance;
12. Ensure effective implementation of The National Plan of Action 2013 on the holistic development of adolescents which focused on 'Innovating for Girls' education and other related issues of vital importance;
13. Ensure equal participation and meaningful representation of women in media and related agency and most importantly in human resources and decision making level. Guarantee gender friendly working environment and social security in all media house and agencies;
14. Resolutely discourage and take appropriate measures to outlaw traditional and cultural harmful practices based on norms, customs and socio-cultural prejudices which violate the rights of women through effective reinforcement of existing policies and legislative instruments. Ensure effective reparation to the victim of traditional and harmful practice like kamlari, dowry, chaupadi, and child marriage;
15. Take all necessary legislative, administrative and other measures to prohibit and eliminate prejudicial treatment on the basis of sexual orientation or gender identity at every stage of the administration of justice and ensure that all allegations and reports of human rights violations based on sexual orientation or gender identity are promptly and impartially investigated and perpetrators held accountable and brought to justice;
16. Measure and recognize the value of unpaid labor through statistics, census and analysis as a criterion for evaluating economic policy; reinforce state responsibilities to invest in social services including childcare, elder care, and healthcare to reduce the burden of care work on women; and promote the redistribution and equal sharing of unpaid labor through government incentives, labor laws and equality legislation with a view to challenge the stereotypical notion of men as 'breadwinners' and women as "care-givers;"
17. Recognize women as full rights holders, and integrate a comprehensive strategy with robust accountability mechanisms for meaningful formulation and implementation strategy in fulfilling women's economic rights particularly through critical assessment of the economic contribution of women in the national economy by the census exercise;
18. Formulate viable budgets, programs and policies to ensure that the post-2015 Sustainable Development Goals would stimulate profound and transformational change to the structures and systems that govern the lives of women and men to ensure gender-equitable sustainable development through the creation of policy space for equitable development in favor of women's and girls rights ;
19. Ensure the appropriate rehabilitation program for the victim of flood and landslide specially women, girls and vulnerable population who have lost their lives and property as urgent matter.
20. Incorporate fully the essence and spirit of Twelve Critical Areas of Concern of the Beijing Platform for Action in the new constitution by ensuring equality education and training , health, employment, reasonable accommodation food and indigenous peoples' culture and language protection and promotion as fundamental rights and amend the existing laws in compliance with CEDAW and other relevant international instruments on women through affirmative action to end all forms of discrimination against women with regards to the 20 years subsequent to the Beijing Conference.

Annex II

B+20 National Women's Conference Program Schedule

1st Day (20 August): Orientation to district participants

1st Session Facilitator: Krishna Kumari Waiba		
Time	Particulars	
8:30 am - 9:45 am	Breakfast and registration	
9:45 am – 10:00 am	Hall entry	
10:00 am – 10:15 am	Welcome and objective	Sushila Shrestha
10:15 am – 11:10 am	Introduction of Participants	
11:10 am – 11:30 am	Tea Break	
11:30 am – 12:00 pm	Beijing +20 national and international Process and Progress	Bandana Rana
12:00 pm – 12:30 pm	History of B+20	Chandni Joshi
12:30 pm – 1:30 pm	Lunch	
2nd Session : Facilitator: Renu Sijapati		
1:30 pm – 2:30 pm	Presentation on 12 Critical Areas of Concern	Shanta Laxmi Shrestha
2:30 pm – 3:00 pm	Orientation about the conference logistic	
3:00 pm – 3:30 pm	Tea Break	
Parallel Session		
3:30 pm – 5:00 pm	Discussion for the active participation in the conference	Tulsa Lata Amatya
3:30 pm – 5:00 pm	“Intergeneration Feminist Dialogue for young gender advocates” <ul style="list-style-type: none"> • Bishnu Neupane • Shubha Kayastha • Shrijana Pokhrel • Rita Thapa • Kanchan Lama 	Jyotsna Maskey

“Empowering Women, Empowering Humanity: Picture it!”

2nd Day: Bhadra 5, 2071 (21st August, 2014)

Inauguration of the Program		
B+20 National Women’s Conference Inaugural Session		
Time	Particulars	
7:00 am – 8:30 am	Breakfast and Registration (Participants)	
8:30 am	Participants to be seated in the hall	
8:30 am – 8:45 am	Guests to be seated in the hall	
9:00 am	Arrival of Rt. Hon. President Dr. Ram Baran Yadav, Chief Guest	
9:00 am – 9:05 am	<p>Call to dais</p> <p>Co-Chairs:</p> <ul style="list-style-type: none"> • Ms. Bandana Rana, Co-ordinator, NNBN • Ms. Shanta Laxmi Shrestha, Chairperson, BBC <p>Chief Guest:</p> <ul style="list-style-type: none"> • Rt. Hon. President Dr. Ram Baran Yadav <p>Special Guest:</p> <ul style="list-style-type: none"> • Hon. Minister for Women, Children and Social Welfare Ms. Neelam K.C. (Khadka) <p>Guests:</p> <ul style="list-style-type: none"> • Mr. Ziad Sheikh, Country Representative, UN Women • Ms. Chandni Joshi, Advisor for National Beijing +20 Conference, • Ms. Tirpta Lungeli Magar, district representative 	
9:05am – 9:10 am	National Anthem	
9:10 am – 9:20 am	Welcome remarks and highlights of the objectives by Shanta Laxmi Shrestha, Chairperson, BBC	
9:20 am – 9:25 am	Inauguration of Program by Rt. Hon. President Dr. Ram Baran Yadav by lighting the panas	
9:25 am – 9:30 am	Remarks: Ms. Chandni Joshi, Advisor for National Beijing +20 Conference	
9:30 am – 9:35 am	Remarks: Ms. Tirpta Lungeli Magar, District Representative	
9:35 am – 9:45 am	Women’s rights activist to be felicitated by Rt. Hon. President Dr. Ram Baran Yadav <ul style="list-style-type: none"> •Ms. Angur Baba Joshi •Ms. Tula Rana •Dr.Meena Acharya 	
9:45 am – 9:55 am (3 mins each)	Remarks from Felicitated activists	
9:55 am – 10:00 am	Remarks: Mr.Ziad Sheikh, Country Representative, UN Women	

10:00 am – 10:15 am	Remarks: Hon. Minister for Women, Children and Social Welfare Ms. Neelam K.C. (Khadka)						
10:00 am – 10:15 am							
10:15 am – 10:25 am	Inaugural remarks by chief guest: Rt. Hon. President Dr. Ram Baran Yadav						
10:25 am – 10:35 am	Concluding remarks Ms. Bandana Rana, Co-ordinator, NNBN						
10:35 am – 10:40 am	Group Photo session with Rt. Hon. President						
10:40 am – 11:15 am	Tea/Refreshments						
Master of Ceremony (MC): Ms. Bharati Silwal							
Plenary Session							
11:15 am – 1:00 pm	<ul style="list-style-type: none"> Highlights of concerns and recommendation from district and regional consultations Information of the conference process and logistics 					Co-chairs: Sushila Shrestha Sadhana Shrestha	
1:00 pm – 2:00 pm	Lunch						
Parallel Sessions on Critical Areas of Concerns							
2:00 pm – 4:00 pm	Parallel Session on 6 Critical Areas of Concerns of BPfA and 1 emerging issue						
Room No.	Subject	Chair of the session	Co-chair the session	Paper Presenter	Moderator	Rapporteur	Name of Hall
1.	Women and Poverty	Mr. Som Lal Subedi, Joint Secretary, Ministry of Federal Affairs and Local Development	Ms. Chhinglamu Sherpa	Ms. Prativa Subedi	Ms. Sujita Shakya	Ms. Bidya Bhattarai	Conference Training Hall
2.	Women in Decision Making	Mr. Dhan Bahadur Tamang, Secretary, Ministry of Women Children and Social Welfare	Dr. Nirmala K.C.	Ms. Saloni Singh	Ms. Shashi Adhikari	Ms. Bishnu Pokhrel	Library Conference Hall
3.	Women and Health	Ministry of Health and Populations *	Ms. Chanda Rai	Dr. Aruna Upreti	Ms. Namrata Sharma	Ms. Hira Dahal	Conference Hall (Main Building)
4.	Violence Against Women	Mr. Raju Man Singh Malla, Secretary, Office of Prime Minister and Council of Ministers	Ms. Durga Ghimire	Dr. Madhuri Singh/ Ms. Pinky Singh Rana	Ms. Indira Phuyal	Ms. Namuna Khadka	Auditorium Hall

5.	Women and Economy	MoF	Ex- DIG Ms. Parbati Thapa Magar	Ms. Pushpa Ghimire	Ms. Bijaya KC	Mr. Kripa Ram B.K.	Hall E
6.	Women and Armed Conflict	Mr.Sadhu Ram Sapkota, Joint Secretary, Ministry of Peace and Reconstruction	Ms. Rita Thapa	Ms. Lily Thapa/ Ms. Babita Basnet	Ms. Krishna Kumari Waiba	Mr. Khaga Chapagain	Sampada Sadan
7.	Sexual Orientation and Gender Identity	Hon. Kamala Pant, Member, Constitution Assembly	Ms. Bhumika Shrestha	Ms. Sarita KC / Ms.Sayara Karki	Ms. Benu Maya Gurung	Ms. Nirmala Dhital	Project Conference Hall
*Invited but not attended the program							
Plenary Session							
4:00 pm - 4:30 pm		Tea Break					
4:30 pm – 6:00 pm		<ul style="list-style-type: none"> Group presentation from parallel session (7 groups) 					Co-chairs: Ms. Durga Sob Ms. Anjana Shakya

3rd Day: Bhadra 6, 2071 (22nd August, 2014)

Time	Program	Facilitation
Parallel Sessions		
8:00 am – 9:00 am	Breakfast	
9:00 am – 11:00 am	<ul style="list-style-type: none"> Remaining 6 Critical Areas of Concerns 1 emerging issue 	
11:00 am – 11:30 am	<ul style="list-style-type: none"> Tea Break 	

Room No.	Subject	Chair of the session	Co-chair the session	Paper Presenter	Moderator	Rapporteur	Name of Hall
1.	Women and Media	Mr.Kabi Raj Khanal, Joint Secretary, Ministry of Information and Communications	Mr. Mahendra Bista	Ms. Nirmala Sharma / Ms.Nitu Pandit	Ms. Babita Basnet	Ms. Shreejana K.C.	Hall "H"
2.	Women and Human Rights	Hon. Shashi Shrestha	Mr. Sushil Pyakurel	Mr. Sabin Shrestha	Ms. Nar Kumari Gurung	Ms. Priyaratna Maharjan	Sampada Sadan
3.	Women and Environment	Ministry of Environment *	Ms. Sharmila Karki	Ms. Apsara Chapagain	Ms. Jagjit Kour	Mr. Umesh Pokhrel	Hall "E"
4.	Women Education and Training	Ministry of Education*	Ms. Soni Lama	Ms. Shanta Laxmi Shrestha	Ms. Chari Maya Tamang	Mr.Amit Raj Shrestha	Conference Training Hall
5.	Institutional Mechanism for the Advancement of Women	Mr.Sarad Bista, Secretary, Ministry of Women Children and Social Welfare	Ms.Sapana Pradhan Malla	Mr. Ritu Raj Bhandari	Mr.Punya Shila Dawadi	Ms.Kamala Dangal	Library Conference Hall
6.	The Girl Child	Ministry of Women Children and Social Welfare*	Ms. Shanti Adhikari	Ms. Sumnima Tuladhar	Ms. Parvati Sunam	Ms. Rosley Pokharel	Conference Hall (Main Building)
7.	Harmful Traditional and Cultural Practices	Hon. Ms. Rekha Sharma, Member, Constitution Assembly	Ms. Yasho Kanti Bhattachan	Ms. Pinky Singh Rana	Ms. Sandhya Shrestha	Ms. Renu Sijapati	Auditorium Hall

*Invited but not attended the program

Plenary Session

11:30 am – 1:00 pm	<ul style="list-style-type: none"> Group presentation from the parallel sessions 	Co -chairs: <ul style="list-style-type: none"> Hon Dr. Arju Rana Deuba Ms. Sujita Shakya Ms.Sharmila Karki
1:00 pm – 2:00 pm	Lunch	
2:00 pm – 3:15 pm	Sharing and Adoption of B+20 Kathmandu Declaration	Co -chairs: <ul style="list-style-type: none"> Ms. Shanta Laxmi Shrestha Ms. Bandana Rana
3:15 pm – 3:45 pm	Tea	

B+20 National Women Conference Closing Ceremony

3:45 pm – 3:55 pm	Guests and Participants to be seated in the hall	
3:55 pm – 4:00 pm	Arrival of Chief Guest and Special Guests	

4:00 pm – 4:05 pm	<p>Call to dais</p> <p>Co-Chairs:</p> <ul style="list-style-type: none"> Ms. Sushila Shrestha, Vice President, BBC Ms. Sadhana Shrestha, Member, NNBN <p>Chief Guest:</p> <ul style="list-style-type: none"> Hon'ble Ms. Sheikh Chand Tara, Chairperson, National Women's Commission <p>Special Guest:</p> <ul style="list-style-type: none"> Mr.Lilamani Poudel, Chief Secretary 	
	<p>Guests:</p> <ul style="list-style-type: none"> Hon'ble Dr.Yagya Bahadur Karki, Member, National Planning Commission Ms.Sophie Kemkhadze, Deputy Country Director (Programme), UNDP Mr. Dipak Sapkota, President, AIN <p>District Representative:</p> <ul style="list-style-type: none"> Ms. Aasha B.K. 	
4:05 pm – 4:10 pm	Welcome and highlights of the Conference	Ms. Sadhana Shrestha
4:10 pm – 4:17 pm	Presentation of B+20 Kathmandu Declaration	Ms. Shreejana Pokhrel
4:17 pm – 4:20 pm	<p>Remarks :</p> <p>District Representative:</p> <ul style="list-style-type: none"> Ms. Aasha B.K. 	
4:20 pm – 4:25 pm	<p>Remarks from guests:</p> <p>Mr. Dipak Sapkota, President, AIN</p>	
4:25 pm – 4:30 pm	Ms.Sophie Kemkhadze, Deputy Country Director (Programme), UNDP	
4:30 pm – 4:35 pm	Hon'ble Dr. Yagya Bahadur Karki, Member, National Planning Commission	
4:35 pm – 4:40 pm	<p>Remark from Special Guest</p> <ul style="list-style-type: none"> Mr.Lilamani Poudel, Chief Secretary 	
4:40 pm – 4:50 pm	<p>Remarks from Chief Guest</p> <ul style="list-style-type: none"> Hon'ble Ms. Sheikh Chand Tara, Chairperson, National Women's Commission 	
4:50 pm – 5:00 pm	Closing Remark:	Ms. Sushila Shrestha
Master of Ceremony (MC): Ms. Nirmala Sharma		
5:00 pm	Hi-tea	

Lead Rapporteurs:

Mr. Kapil Kafle

Ms. Sarita Gautam

Annex III: Conference Preparation Committees

Committee	Name	Organization
Joint Management Committee	Shanta Laxmi Shrestha	WAVE/BBC
	Bandana Rana	Saathi/NNBN
	Shushila Shrestha	SV Foundation/BBC
	Krishna Kumari Waiba	Shristi/BBC
	Ruby Shakya	BBC Secretariat
	Sadhana Shrestha	TEWA/NNBN
	Saloni Singh	Didibahini/NNBN
	Shova Gautam	Nepal Press Institute/NNBN
Financial Management Committee	Sony Lama	NIWF-Forum
	Parvati Sunam	Jagaran Media Center
	Sujita Shakya	BBC
	Srijana Rana Thapa	Saathi
	Punyashila Dawadi	LACC
	Haripriya Pandey	NNAGT
Conference Organization Committee	Sharmila Karki	Jagaran Nepal
	Mohini Maharjan	CTL Nepal / WGA
	Krishna Kumari Waiba	Shristi
	Tulasha Lata Amatya	CAC, Nepal
	Sabin Shrestha	FWLD
	Renu Sijapati	FEDO
Logistics Committee	Sharmik Lama	NIWF – Federation
	Rama Ale Magar/ Nirmala Shrestha	Himawanti
	Jagit Kour	BBC
	Neeta Dhungana	LACC
	Rosly Pokharel	IHRICON
	Hari Baskota	Saathi
	Bimala Gyawali	AATWIN
Volunteer mobilization Committee	Sanu Maya Lama	Hurpef
	Sunila Shrestha	MWWG
	Gaura Nepali	NNDW
	Lily Thapa	Sankalpa
	Bhakti Shah	BDS
	Charimaya Tamang	Shakti Samuha
	Laxmi Prabha Shrestha	BBC

Media Committee	Subechhaya Bindu	ASMITA
	Deepak Pariyar	Jagaran Media Center
	Yashodha Timilsina	FNJ
	Rashmila Prajapati	WEN
	Nirmala Sharma	Sancharika
	Babita Basnet	MAG
	Manisha Ghimire	Media Initiative
Participation Committee	RituThapa	INOLAG
	Laxmi Karki	RRN
	NarKumari Gurung	Mahila Hit Samaj
	Seema Khan	NMWWS
	Ganga Limbu	Pourakhi
	Suvekchya Rana	Saathi
Engaging young gender advocates – (Criteria should development)	Shubha Kayastha	Youth Peer Education Network
	Lahana Shrestha	Himrights
	Jyotsna Maskay	LOOM Nepal
	Lalita Shakya	CWIN
	Geeta Gautam	INSEC
	Shreejana Pokharel	INHURED
	Anna Gautam , Saathi	

Annex IV: List of Participants

S.N	Name	District	Organization
1	Ahilya Adhikari	KTM	BBC
2	Ajita Aryal	Kathmandu	WSPG
3	Akanksha Jha	Siraha	IHRICON
4	Alisha Sharma	Lalitpur	Tewa
5	Aliza Singh	Kathmandu	ESDO
6	Amit Raj Shrestha	Lalitpur	
7	Amrita Sharma	Parbat	
8	Amrita Shrestha	Kathmandu	CWIN/Media
9	Anita Devkota	Gorkha	Unification Gorkha
10	Anjali Kumari Mandal	Saptari	SS
11	Anjana Shakya	Kathmandu	HimRights
12	Anju Shrestha	Lalitpur	Tewa
13	Anju Shrestha	Lalitpur	BBC
14	Anju Shrestha	Parsa	DBM
15	Anna S. Gautam	Kathmandu	Saathi
16	Apsara Chapagain	Kavre	FECOFUN
17	Apsara Dangol	Lalitpur	Sabah Nepal
18	Apsara Khanal		Sankalpa
19	Apsara Khanal	KTM	You Can Nepal
20	Apsara Maharjan	Lalitpur	BBC
21	Arika Pakhrin	Kathmandu	
22	Aruna Raymajhi		SAS
23	Asha BK	Bajhang	Himwanti
24	Asha Ghalan		Volunteer
25	Asha Ghatane	Lalitpur	Prerana
26	Ashiya Khatun	Rupendehi	Kadam Nepal
27	Babita Basnet	Kathmandu	MAG
28	Baburam Shrestha	Dhading	News Reader
29	Baikuntha Aryal	Lalitpur	MOF
30	Bandana Khanal	Chitwan	Care Nepal
31	Bandana Rana	Kathmandu	NNBN
32	Barma Nepali	Kaski	NNDSWO
33	Barsha Shrestha	Kathmandu	HimRights
34	Baru Subedi	Lalitpur	Sankalpa
35	Basanti Chaudhary	Kailali	KDUS/LWF
36	Basanti Shahi	Humla	SIDC
37	Basu Karki	Lalitpur	RICOD
38	Bed Prasad Khanal		MOPR / SAS
39	Benu Maya Gurung	Kathmandu	AATWIN

40	Bhabani Sapkota	Kathmandu	SAHAVAGI
41	Bhadra Ghimire	Panchthar	WHR
42	Bhagawati Gurung/Kandel	Gorkha	Sankalpa
43	Bhagawati Pudasaini	Makwanpur	NFOWRC
44	Bhagwati Budha Magar	Rolpa	DECOS
45	Bharati Silwal Giri	Kathmandu	IPPAR
46	Bhawani Sapkota		
47	Bhumika Shrestha	Kathmandu	Nilhith Samaj
48	Bhuna Devi Bhattarai	Illam	Nagarik Aawaj
49	Bhupal Singh Gurung	Surkhet	WAM
50	Bi Laxmi Karmacharya	Lalitpur	Sabah Nepal
51	Bibechana Gautam	Dolpa	
52	Bidya Bhattarai	Kathmandu	Rapporteur
53	Bijaya KC	Kathmandu	Sankalpa
54	Bijaya KC	Lalitpur	Saathi
55	Bijaya Rai Shrestha	Kathmandu	Pourakhi
56	Bijula Rayamajhi	Argakhanchi	Prakash Sachetana Group
57	Bilaxmi Kayastha	Lalitpur	Sawa Nepal
58	Bimala Devi Gayak	Lalitpur	Samari Uthan Sewa
59	Bimala Ghimire	Kapilbastu	SSDC
60	Bimala Ghimire	Lalitpur	Jana Hiteshi
61	Bimala Gyewali	Kathmandu	
62	Bimala Lvawati	Kathmandu	AATWIN
63	Bimala Rai	Khotang	IDF, Nepal
64	Bina Khadka	Dadeldhura	Women Deliverancy Society
65	Bina Maharjan	Lalitpur	United Mission to Nepal
66	Bina Sahukhal	Bhaktapur	Community Development Society
67	Bina Shrestha	Jumla	Shree Satya Sai Kendra
68	Binda Dhami	Darchula	EFEECOM
69	Binda Magar	Kathmandu	UNDP
70	Bindu Sharma	Kanchanpur	REDS Kanchanpur
71	Binita Shroha	Kathmandu	BBC
72	Binod Chaudhary	Saptari	Lok Kalyan Nepal
73	Binod Thapa	Surkhet	WAM
74	Bishnu Adhikari	Lalitpur	BOS
75	Bishnu Bastola	Bhaktapur	Friendship Nepal
76	Bishnu Lawat	Pyuthan	WHR
77	Bishnu Maya BK	Terathum	Mahila Uthan
78	Bishnu Neupane	Kathmandu	Loom Nepal
79	Bishnu Ojha	Makwanpur	WOSCC
80	Bishnu Pokhrel	Lalitpur	MAG
81	Bishow Ghimire	Kathmandu	NNCC
82	Buddha Sharan Lama	Makwanpur	Youth Welfare Society

83	Chakra Raj Giri	Dailekh	Aawaj
84	Chanda Gurung	Gorkha	SDSC Gorkha
85	Chanda Rai	Kathmandu	Sankalpa
86	Chanda Sunar		MOFLD
87	Chandana Gurung	Gorkha	SOSC
88	Chandani Hamal	Chitwan	Nagarik Daily
89	Chandani Joshi	Kathmandu	B+20 Program Advisor
90	Chandani Rana	Kathmandu	ABC Nepal
91	Chandika Bhattarai	Kathmandu	WHR
92	Charimaya Tamang	Kathmandu	Shakti Samuha
93	Cheli Gurung	Rupendehi	UMN
94	Chhatra Gurung	Kathmandu	LACC
95	Chhiring Lavu Sherpa	Udayapur	Tewa, Nepal
96	Chhiring Chhoti Sherpa	Dolakha	CWIN
97	Chinta Wagle	Jajarkot	
98	Chitra Paneru	Kailali	Manav Adhikar Sikshya Tatha Nyama Pahunch
99	DB Tamang	MOWCSW	
100	Debaki Acharya	Kathmandu	ESDO-Nepal
101	Deekshya Nakarmi	Lalitpur	Volunteer
102	Deepak Dewan	Lalitpur	Tewa
103	Deepak Pariyar	Kathmandu	Jagaran Media R. Center
104	Devi Acharya	Kathmandu	Independent Living
105	Devi Mukhiya	Illam	PASI
106	Devi Paudel	Surkhet	WAM
107	Devi Shrestha	Lalitpur	Didi-Bahini
108	Dhana Kumari GC	Surkhet	NWOWRC
109	Dhana Kumari GC	Surkhet	NFOWRC
110	Dharma Nepali	Kaski	NNDSWO
111	Dilu Limbu		Independent Living
112	Dimple	Kathmandu	BBC
113	Dr. Somlal Subedi		MOFLD
114	Dr. Somlal Subedi		Sankalpa (FFN)
115	Durga	Kathmandu	ABC, Nepal
116	Durga Jayanti Rai	Khotang	Mahila Yakata Adhyan Kendra
117	Durga Karki	Lalitpur	Sancharika Online
118	Durga Neupane	Kaski	Sankalpa
119	Durga Phuyal	Illam	Sankalpa
120	Durga Siwakoti	Jhapa	Shakti Samuha
121	Dushala Adhikari	Kathmandu	CAED-WRRP
122	Ganga Bdr. Thapa Magar	Solukhumbu	Kharikhola Trust
123	Ganga Chhunju	Bhaktapur	Youth Library Club
124	Ganga Khasu Magar	Rupendehi	NIWF

125	Ganga Shrestha	Jhapa	Nepal Bhasa Misha Khal
126	Ganga Sunuwar	Sindhuli	CDPS
127	Gita Aryal	Kathmandu	NNDSWO
128	Gita Harijan	Kapilbastu	Dalit Samajik Bikash Kendra
129	Gita Nepal	Kathmandu	
130	Gita Shah	Kathmandu	Tewa
131	Gita Thapa		
132	Gitanjali Singh	Kathmandu	UNWomen
133	Goma Acharya	Kailali	N-FOWRC
134	Goma Budhathoki	Jumla	KIRDAC
135	Govinda Dhawal	Kapilbastu	DSDC
136	Gyan Manjari Sharma	Salyan	PPDC
137	Gyanu Poudel	Rupendehi	Namuna
138	Hari Baskota	Kathmandu	Saathi
139	Hima Bhandari	Kathmandu	BBC
140	Hima Limbu	Kathmandu	NIWF
141	Himali Gurung	Kathmandu	UMN
142	Hira Dahal	Kathmandu	Chhori
143	Hiru Saru Rana	Palpa	NWA
144	Indira Ghale	Kathmandu	Sahayatri Nepal
145	Indira Jimee	Sankuwasabha	Yakkhama Yapsen
146	Indra Phuyal	KTM	Saathi/NNBN
147	Irada Gautam	Kathmandu	AAWAJ/WSPG
148	Jagaut Rai	Dhankuta	Sankalpa
149	Jagjit Kour	Kathmandu	BBC
150	Janu Ghimire	Kathmandu	WSPG
151	Jaya Dev Gautam	Kathmandu	Editorial Sub-Committee
152	Jaya Luintel	KTM	The Story Kitchen
153	Jayanti Rai	Dhankuta	Sankalpa
154	Jitesh Kumar Yadav	Rautahat	Community Power
155	Jyoti Bhattachan	Mustang	PN Campus
156	Jyoti Nakarmi	Kathmandu	Khamdhenu Association
157	Kabi Raj Khanal	MOLC	MOLC
158	Kabita Rai	Kathmandu	Abiral Threats Group
159	Kalawati Bist	Kanchanpur	Sankalpa
160	Kalpalata Dulal	Kathmandu	NASC
161	Kalpana Basnet	Kathmandu	UMN
162	Kalpana Shahi	Jajarkot	Gramin Samaj
163	Kalpana Shrestha	Kathmandu	Hurpef
164	Kamala Dangol	Jhapa	BBC
165	Kamala Pant	Gorkha	Nepali Cangross Sabasad
166	Kamala Panthi	KTM	Sancharika Samuha
167	Kamala Pun	Gulmi	Sankalpa

168	Kapil Kafle	Kathmandu	IHRCON
169	Kapila Khatri	Lalitpur	Deluxe
170	Karuna Baral	Lalitpur	Prerana
171	Kaushila Chaudhary	Kailali	LKWDF, Kailali
172	Khadga Oli	Kathmandu	IHRCON
173	Khag Prasad Chapagain	Kapilbastu	Saathi
174	Khem B. Thapa	Myagdi	Milan, Myagdi
175	Khodga Oli	KTM	IHRCON
176	Kopila Sibakoti	Chitwan	KCWDC/Care
177	Krishna Bista	Baitadi	MUS
178	Krishna K. Waiba	KTM	BBC
179	Krishna Kumari Rai	Sankhuwasabha	Sabah Nepal
180	Krishna Pant	Chitwan	KCWDC/Crae
181	Kumari Kamala Buddha	Rukum	HRPLSC
182	Kusheshwar	Saptari	SCDF Saptari
183	Labaure Chaudhary	Dang	SM
184	Lakpa Tamang	Rasuwa	Nefin, Rasuwa
185	Lalit Kala Gurung	Parbat	RWSS-Nepal
186	Lalita Gautam	Gulmi	
187	Lalita Shakya	Kathmandu	CWIN
188	Laxmi BK	Darchula	FEDO
189	Laxmi Deuba	Doti	B+20 Program Advisor
190	Laxmi Gautam	Sunsari	APEWC, Nepal
191	Laxmi Ghimire	Argakhanchi	
192	Laxmi Karki	Kathmandu	RRN
193	Laxmi Karki		JMC
194	Laxmi Karmacharya	Lalitpur	Sabah Nepal
195	Laxmi Kharkwal		Sankalpa
196	Laxmi Kharkwal		
197	Laxmi Kumari Chaudhary	Udayapur	
198	Laxmi Lama	Humla	Mahila Kalyan Sewa
199	Laxmi Maya Thing	Makwanpur	Gramin Mahila Sewa
200	Laxmi N. Maharjan	Kathmandu	Studio Photography
201	Laxmi Prabha Shrestha		
202	Laxmi Shrestha	Kavre	Sava Nepal
203	Lhakpa Tamang	Rasuwa	NEFIN, Rasuwa
204	Lilu KC	Kathmandu	Tewa
205	Madan Gurung	Manang	HSPC
206	Madhu Ram Dangol	KTM	NASC
207	Madhuli Kanchhi Tamang	Nuwakot	Shakti Samuha
208	Mahendra Bista	KTM	FNJ
209	Maheshwora Bajracharya	Sankhuwasabha	Yakal Mahila Samuha
210	Maimoona Siddiki	Banke	Sankalpa (FFN)

211	Maimuna Siddhiki	Banke	Sankalpa
212	Maina Bhandari	Gulmi	Aama Hith Samaj
213	Malati Bishwokarma	Makwanpur	Sankalpa (FEDO)
214	Mamata Shrestha	Kathmandu	Padma Kanya Campus
215	Man Tulachan	Manang	
216	Mana Tulachan	Manang	Sathi
217	Manaslu Gurung	Kathmandu	FWLD
218	Manisha Maharjan	Kathmandu	CWIN
219	Manju Chaudhary	Parsa	Didi-Bahini
220	Manju Thapa	KTM	ASMITA
221	Manju Thapa	Kathmandu	Padma Kanya Campus
222	Matrika Rai	Bhojpur	Seto Gurans
223	Maya Bade Shrestha	Kavre	Women Network
224	Maya Lohani	Dang	WAVE
225	Meena Bista	Kathmandu	Jagaran Nepal
226	Meena Gautam	Surkhet	Aawaaj
227	Meena Saud	Achham	Sombikash
228	Meera Mahato	Chitwan	Mahila Adhikar Sarokar Manch
229	Mekh Raj Rai	Okhaldhunga	Bahing Kirat Mulkhim
230	Menuka Dahal	Makwanpur	RWSC
231	Mina Acharya	Morang	Sankalpa, NDWA
232	Mira Mahato	Chitwan	Human Rights Forum
233	Mitu Pandit	KTM	Sancharika Samuha
234	Mitu Pandit	Kathmandu	Sancharika Samuha
235	Mohammad Anwar Prawez	Rautahat	NMWS
236	Mohammad Siddigi	Banke	Sankalpa (FFN)
237	Mohammad...		
238	Mohinee Maharjan	Kathmandu	WGA
239	Nagendra Prasad Chaudhary	Sarlahi	Sanitation Child
240	Namrata Sharma	Kathmandu	Face to Face Nari....
241	Namrata Shrestha	Kavre	LAC-Nepal
242	Namrata Shrestha	Kavre	CAC-Nepal
243	Namuna Khadka	Kathmandu	DB
244	Nanda Bam	Darchula	NDU
245	Nanu Maya Thapa	Sindhupalchowk	Gramin Mahila Sanjal Pariwar
246	Nanu Thami	Dolakha	NTWS
247	Nar Kumari Gurung	Syanja	BBC
248	Narendra Pd. Chaudhary	Sarlahi	Sanitation Water
249	Netra Kala Shahi	Banke	SAC/Nepal
250	Nirmai Tamang	Ramechhap	Jagaran Nepal
251	Nirmala Dhital	Kathmandu	Nepal Disables Women Association
252	Nirmala KC	Lalitpur	Tewa
253	Nirmala Limbu	Taplejung	IEEDEC

254	Nirmala Sharma	KTM	Sancharika Samuha
255	Nishani Tamang	Rasuwa	WHR
256	Nutan Sharma		
257	Omita Joshi	Bhaktapur	CAC-Nepal
258	Paan Maya Tamang	Sidhupalchowk	
259	Pabitra Basnet	Dhading	HRMPR
260	Pabitra Bishwokarma	Makwanpur	Sankalpa (FEDO)
261	Pabitra Mainali	Sarlahi	Radio Ekata
262	Palmo Tamang	Kathmandu	Bikalpa/Sankalpa
263	Pampha Khatri	Gorkha	NFOWRC
264	Pampha Pariyar	Kathmandu	ADWAN
265	Pan Kumari Rojali	Surkhet	WAM
266	Pan Maya Tamang	Sindhupalchowk	
267	Parbati Aagri	Kailali	RDN Nepal
268	Parbati BK	Surkhet	WAM
269	Parbati BK	Surkhet	WAM
270	Parbati Kandel	Nawalparasi	UDRC-Nepal
271	Parbati Rai	Dhankuta	WPS
272	Parbati Sunam	Kathmandu	BBC
273	Parbati Thapa Magar	Kathmandu	Shristi
274	Parvati Khadka	Bajura	Peace Win
275	Pashupati Kunwar	Achham	Sambikash Nepal
276	Penu Sijapati		
277	Pinjala Basnet	Lalitpur	Nagarik Aawaj
278	Pinjala Basnet	Lalitpur	Nagarik Aawaj
279	Pinky Singh Ram	KTM	Saathi/Samanta
280	Piya Ratna Maharjan	Lalitpur	NIRN-Nepal
281	Pooja Shrestha	Lalitpur	Mudita
282	Prabha Khadka	Kathmandu	Channel Nepal
283	Prakash B. Sunar	Humla	Karnali dalit Bikash Parishad
284	Prakriti Bista	Kathmandu	Sancharika Samuha
285	Pramila Tajhya	Kaski	Sankalpa
286	Prasis Mahara	Doti	
287	Pratap Khanal	Bankee	
288	Prathiva Rana Karki	Kathmandu	NWECWC
289	Pratima Pathak Mudbhary	Kathmandu	WFWF
290	Pratima Subedi	Surkhet	WAM
291	Pratima Subedi	Surkhet	WAM
292	Prativa Subedi	Kathmandu	
293	Preet Shah	Kathmandu	Planete' Enjarts
294	Prem K. Ghale	Lamjung	Radio Kantipur/Marsyangdi
295	Prema Lama Blon	Kathmandu	BBC
296	Prisma Singh Tharu	Bardiya	WTWVC

297	Priyanka Kumari Das	Bara	Protection Nepal
298	Prof. Dr. Sudha Tripathi	Kathmandu	TU
299	Punya Shila Dawadi	Lalitpur	LACC
300	Punyawati Ramtel	Lalitpur	FEDO
301	Puspa Ghimire	Kathmandu	Padma Kanya Campus
302	Rabin Bikram Thapa		
303	Rachana Bhattarai	Kathmandu	UN WOMEN
304	Radha Ghimire	Kathmandu	TU
305	Radha Nepali	Arghakhanchi	UNFPA
306	Radha T. Waiba	Kathmandu	PK Women University
307	Rajendra Ghimire	Kathmandu	
308	Rajendra Laxmi Gaire	Palpa	
309	Rajendra Laxmi Gaire	Palpa	NGO Federation
310	Raju Man Singh Malla	Kathmandu	DPMCM
311	Raju Purkuti	Lalitpur	NIRN
312	Rakshya Niroula	Kathmandu	UMN
313	Rakshya Paudel	Lalitpur	BBC
314	Rakshya Paudyal	Kathmandu	BBC
315	Ram Devi Tamang	Kavre	WHR
316	Ram Devi Tamang	Kavre	WHR
317	Ram Maya Shrestha	Dhading	Paurakhi Nepal
318	Ram Shresth P. Yadav	Rautahat	ISDN
319	Rama Ale Magar		
320	Rama Thapa	Dailekh	RRN
321	Ramila Padhaya	Bajura	WDF
322	Ramita Lama	KTM	WWJ/INSEC
323	Rammuya Shrestha	Dhading	Paurakhi Nepal
324	Rani Maya Tamang	Kavre	Sankalpa
325	Rani Maya Tamang	Kavre	Sankalpa
326	Rani Maya Tamang	Kavre	Sankalpa
327	Ranju Shrestha	KTM	SVF
328	Ranju Shrestha	Parsa	JBM
329	Ranju Verma	Morang	Rastriya J. Tatha BS
330	Rashmila Prajapati	Kathmandu	WEN/Media Sub-Committee
331	Rashmila Shakya	Kathmandu	CWIN
332	Reena Mandal	Dhanusha	SOYOK
333	Reena Nepal Bishowkarma	Kapilbastu	DSDc Kapilbastu
334	Reena Rajbansi	Jhapa	LWF+SNJD
335	Rekha Sharma	Dang	UCPNC Maoist
336	Rekha Thapa Basyal	Tanahu	WAC
337	Renu Sijapati	Lalitpur	FEDO
338	Rina Nepal BK	Kapilbastu	DSDC
339	Rita BC	Surkhet	WAM Surkhet

340	Rita Sah		Inhured
341	Rita Sah	Lalitpur	Jagriti Nepal
342	Rita Shrestha	Lalitpur	SIWCW
343	Rita Shrestha	Doti	Sathi
344	Rita Timalsina	Dailekh	AAWAJ
345	Ritesh Kumar Jha	Mohattari	
346	Ritu Raj Bhandari	KTM	Facilitator
347	Ritu Thapa Magar		INWOLAG
348	Roshani Karmacharya	Lalitpur	NIRN-Nepal
349	Rosley Pokharel	Kathmandu	IHRICON
350	Ruby Shakya	Lalitpur	BBC
351	Rumi Rai	Dhankuta	
352	Rupa Kandangwa	Terathum	FECOFUN
353	Sabin Shrestha	Kathmandu	FWLD
354	Sabita Basnet KC	Kathmandu	Padma Kanya Campus
355	Sabita Pokhrel	Udayapur	Radio Udayapur
356	Sabitra Ghimire	Kailali	Dalit Women Right Forum
357	Sabitra Siwakoti	Bhojpur	
358	Sabitri Dhakal		Mahila Akhil Sangh
359	Sabitri Pokhrel		Prerana
360	Sadhana Shrestha	Kathmandu	Tewa
361	Sajida Siddhiki		Prerana
362	Saloni Singh	KTM	Didi-Bahini
363	Samiksha Katwal	Morang	CWIN
364	Samita Sharma		
365	Sandhya Shrestha	Lalitpur	OXFAM
366	Sangita Shrestha	Kathmandu	WEN
367	Sani Sapkota		Didi-Bahini
368	Sanju Kumari Sah	Morang	Women Peace, Research & Development Center
369	Santa Pariyar	Syanja	Paribartanshil Dalit Samanbaya Samiti
370	Santosh Bisunke	Siraha	DJKYC
371	Santosh Mijhar	Siraha	DJKXC
372	Santoshee	Sarlahi (Bhojpur)	
373	Sanu Devi Sapkota	Kathmandu	
374	Sanu Maya Lama	Kathmandu	Hurpef
375	Sanu Sapkota		Bikapa
376	Sapana Bhattarai	Banke	Fatima Foundtion
377	Sapara	KTM	FUCD
378	Sarad Bista	Kathmandu	National Women Commission
379	Sarala BK	Jhapa	WWN
380	Sarala Rai	Solukhumbu	Sagarmatha BS
381	Saraswoti Sapkota	Baglung	Jana Chetana Tatha Bikas Kendra

382	Sarita Gautam	Kathmandu	BBC
383	Sarita Singh	Sarlahi	Sankalpa
384	Sarmila Lama	Makwanpur	RWSC
385	Sarmila Shrestha Sada	Siraha	
386	Sarswoti Khadka	Dadeldhura	Sankalpa
387	Sarswoti Sapkota	Baglung	Public Awareness and Development Center
388	Sashi Shrestha	Kathmandu	
389	Saurav Mani Shakya	Lalitpur	Club 25
390	Shakti Sharma	Lalitpur	NAPD
391	Shanta Laxmi Shrestha	Kathmandu	BBC
392	Shanta Pariyar	Syanja	BBC
393	Shanti Adhikari	Kathmandu	Ex-CA Member
394	Shanti Aryal	Dhading	Lalitpur Handcraft Association
395	Shanti Dhungana	Sarlahi	Radio Ekata
396	Shanti Jirel		
397	Shanti Nakarmi	Lalitpur	NAPD-Nepal
398	Shanti Sada	Siraha	Sawari Sankalpa Samaj
399	Sharada Kumal	Chitwan	Women Awareness Society
400	Sharda Bohara	Salyan	Mayur Nepal Salyan
401	Sharda Dahal	Mahottari	WCDC
402	Sharda Kumal	Chitwan	Women Awareness Society
403	Sharda Rijal	Pyuthan	CWIN
404	Sharda Singh	Bardiya	Saathi
405	Sharmila Lama	Makwanpur	RWSC
406	Sharmila Shrestha	Makwanpur	Rural Women Service Center
407	Sharmila Shrestha Sada	Siraha	Sabari Sankalpa, Samaj
408	Shashi Adhikari	Kathmandu	LACC
409	Shepna Karki	Kathmandu	Mitini Nepal
410	Shila BK	Bajhang	FEDO
411	Shova BC	Banke	INSEC
412	Shova Gautam		
413	Shova Ghimire	Lalitpur	Sabah Nepal
414	Shova Mandal	Dhanusha	SOYOK
415	Shova Rajbansi Ansari	Bara	Nagarik Aawaj
416	Shramik Lama	Kathmandu	NIWF
417	Shramik Lama	Makwanpur	NIWF
418	Shrijana Karki	Ramechhap	IHRICON
419	Shrijana KC	Kathmandu	Shakti Samuha
420	Shrijana Pokhrel		
421	Shrijana Pradhan	Kathmandu	NIWF
422	Shrijana Tamang	Nuwakot	Hurp. N
423	Shristi Joshi Malla		
424	Sita BK	Doti	Haliya Moti Samaj

425	Sita Bohara	Kanchanpur	CVSWDC
426	Sita Nepali	Surkhet	WAM
427	Sita Ojha	Kathmandu	Women Study Center
428	Sita Poudyal	Morang	Child Society Nepal
429	Sita Sharma	Nawalparasi	Sankalpa
430	Sita Tiwari	Kathmandu	Action Aid
431	Sobhana Adhikari	Kathmandu	Volunteer
432	Sochindra Pd. Yadav	Rautahat	Garibi Uthan Abhiyan
433	Som Raf GC	Banke	SAC
434	Sonam Chhjung Lama	Mugu	
435	Soni Khaniya	Tanahu	WWJ/INSEC
436	Sony Piya	Kathmandu	CWIN
437	SR Sapkota		MOPR
438	Srijana Karki	Ramechhap	IHRICON
439	Srinkhala Adhikari	Lamjung	
440	Sristi Joshi Malla	Kathmandu	Sabah Nepal
441	Subekshya Bindu		
442	Subekshya Karki	Kathmandu	INSEC
443	Subhadra Bajagain	Lalitpur	Shree Devi Mahila Bachat Sahakari Sans- tha Ltd.
444	Subhadra Bajracharya		SISEA
445	Subin Mulani	Lalitpur	IWLD
446	Sujita Shakya	Kathmandu	BBC
447	Sukra BK	Surkhet	WAM
448	Sulochana Sharma Sigdel	Kaski	
449	Sumina Shrestha	Kalikot	Samjhauta Nepal
450	Sumira Shrestha	Kathmandu	WHR
451	Sumitra KC	Rukum	Radio Sisne FM
452	Sumnima	Kathmandu	CWIN
453	Suni Lama	Kathmandu	NIWF Forum
454	Sunila Shrestha	Nawalparasi	NWWG
455	Suntali Maya Chepang	Makwanpur	Woman Skill Creation Center
456	Suresh Prasad Yadav	Dhanusha	RADC
457	Surti Bhattachan	Mustang	PNC Pokhara
458	Sushil Pyakurel	Kathmandu	
459	Sushila Shakya	Lalitpur	Lakasha-Nepal
460	Sushila Shrestha	Kathmandu	NMBS (YWCA)
461	Sushma Paudel	Kaski	HDF/Nepal
462	Swikriti Rana		
463	Tabraj Aalan	Rautahat	Lord Buddha Public
464	Tara Shahi	Kathmandu	SIDC
465	Tara Sharma	Syanja	Mahila Manav Adhikar
466	Thuli Kanchhi Tamang	Nuwakot	

467	Tika Ram Adhikari	Nawalparasi	Samarpan Nepal
468	Tilsari Kumari Swar	Doti	Paribartan Samaj Nepal
469	Tripta Magar	Sunsari	Eastern Disabled & Helpless Women
470	Tulasa Gautam	Lalitpur	Helping Organization Nepal
471	Tulasa Lata Amatya	Kathmandu	
472	Tulasi Acharya	Rolpa	WHR
473	Uma Gurung	Taplejung	WHR
474	Umesh Pokhrel	Kathmandu	BBC Media Action
475	Urmila Shahi	Kanchanpur	Saathi
476	Urmila Shrestha	Lalitpur	Tewa, Nepal
477	Usha Neupane	Jhapa	Save the Planet
478	Usha Rawat	Kathmandu	Sankalpa
479	Yagya Kumari Ruehal	Dhanusha	FEEOFUN
480	Yagya Raj Bhatt	Baitadi	Sweet Nepal
481	Yasodha Baral	Kalikot	Badimalika Pragatisil Samaj
482	Yasodha Basnet	Kathmandu	N-FOWRC
483	Yasso Kanti Bhattachan	Lalitpur	NNIW/NIWF

Annex V: List of Volunteers

1.	Smita Sharma
2.	Laxmi Rimal
3.	Sushma Pariyar
4.	Khadga Oli
5.	Saugat Dhakal
6.	Sobhana Adhikari
7.	Deeshaya Nakarmi
8.	Reshma Thapa
9.	Priyanka Shakya
10.	Gita Arayal
11.	Tennzing Sherpa
12.	Ravina Giri
13.	Rupendra Vaidya
14.	Urmila Shrestha
15.	Sujita Khawas
16.	Rekha Jaiswal
17.	Anup Dhakal
18.	Sudha Shrestha
19.	Kshitiz Karki
20.	Ahillya Adikari
21.	Sunita Shrestha

Annex VI: Glimpses of the Conference





Beijing + 20 Review



Supporter Organizations



Action Aid Nepal



Arrow



Care Nepal



Global Fund for Women



Homenet South Asia



Norwegian Embassy



Open Society Foundations



Oxfam



Saathi



Sankalpa



Tewa



UNDP



UNFPA



Unicef



UN WOMEN



VSO



WOMANKIND