

13th Edition

पञ्चवर्षीय रणनीतिक योजना FIVE YEARS STRATEGIC PLAN

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(2009 - 2014)



राष्ट्रीय महिला आयोग

भद्रकालीप्लाजा, काठमाडौं

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NATIONAL WOMEN COMMISSION, NEPAL

FIVE YEARS STRATEGIC PLAN

(2009-2014)

Background:

National Women Commission (NWC) has been established on the 7th of March 2002, on the eve of 92nd International Women's Day. In the history of Commission, first few years remained as dilemma because of the political instability and unclear government policies. However, it has been on the clear avenue after having the provision in interim constitution.

The commission, so far, has been working based on its segregated annual programme. Thus there was a felt need of five year strategic plan for the visible result of the initiatives by establishing linkage among its annual plans. At the same time in order to fulfill this need, and for the effective implementation of National Women Commission Act 2063 and its Regulation 2065, the Commission has developed and adopted the strategic plan in 2009.

The following core values/guiding principles of National Women Commission were observed during the formulation of strategic plan.

- **Gender Equality**

Male and female are equal despite of their biological differences. They (male and female) deserve equal status, rights and responsibilities both in *de-jure* and *de-facto*, without any discrimination.

National Women Commission (NWC) works for the promotion, protection and implementation of women's human rights in order to achieve the objective of gender equality.

- **Social Equity/ Inclusiveness**

Social Equity is a strategy and the quality of being fair and right to address social and structural imbalances. Social inclusiveness is a means in the process of achieving social and gender equality. As eliminating social, cultural and gender based discrimination is one of the major objectives of the National women Commission (NWC), it will therefore strives, to promote the culture of equal opportunity and participation with social equity and inclusion in all of its activities. It also advocate for the affirmative actions or positive discrimination wherever needed to bridge the gap by all the actors and institutions of the state.

- **Diversity**

National Women Commission (NWC) has realized the existing diversity of population in Nepal based on various strata like gender, caste, class, ethnicity, language, religion, disability, spatial remoteness (geography) etc. This also includes all the marginalized and minority groups of the country. The Commission strongly considers this issue in its policy, programme and implementation process.

- **Participation**

Proportionate and gender equitable participation of all the men and women in all the development process in decision making will be primary motto of the Commission. Therefore, it will emphatically work on the promotion and implementation of proportionate representation of women on the basis of population.

- **Independence and Autonomy**

National Women Commission (NWC) is committed to acquire and maintain its autonomy and independence at all levels and sectors it is involved in.

- **Integrity**

National Women Commission (NWC) is committed to the cause of all the women in general and for the marginalized and disadvantaged women in particular. Therefore, NWC works for the promotion of gender equality and women's human rights by exercising its integrity as one of the core values and principles in all of its activities and programmes.

- **Accessibility**

National Women Commission (NWC) would ensure its services with easy and equal access to all the women, particularly to those who are in underprivileged, marginalized and in difficult and vulnerable situation. The commission will take every possible measure and practical approaches for accessibility in terms of proximity, affordability, and access to information to its entire constituency. Therefore NWC will endeavor to make its maximum possible presence by raising massive civil awareness campaigns for investigation and monitoring of women's human rights violation across the country.

- **Accountability**

National Women Commission (NWC) is committed to its accountability towards all the citizens and more specifically all the women of the country. In order to demonstrate its accountability, NWC will prepare its periodic report and disseminate it widely to all its stakeholders. It is quite aware and firmly believes in its credibility and autonomy during performing its responsibilities.

Considering the above mentioned principles and guidelines, the Commission has adopted the following five year plan.

VISION:

Creating gender equal society where each woman is enjoying with full human rights, social justice, independent identity, respect and dignity.

MISSION:

Strengthening and enhancing culture of gender equality and equity based development process by ensuring equal opportunity, proportional representation, equal rights, and access to justice and security to all women

GOAL:

Contributing to elimination of all forms of gender based discrimination (violence) by ensuring equal access, implementation of national and international legal frameworks and meaningful participation of women at all levels and sectors of the state.

OBJECTIVES:

- 1. Ensure proportionate and socially inclusive participation of women at all levels and sectors of governance.**

Areas of Strategic Interventions

- 1.1. Advocacy and lobbying to ensure proportionate and socially inclusive participation of women at all levels and sectors of governance.***

Activities

- 1.1.1. Conduct research on policies and recommend for their revision from gender prospect. And ensure effective implementation of the same for proportional participation and inclusion of women in public, private as well as corporate sectors.
- 1.1.2. Develop affirmative action policies to ensure women's meaningful representation and participation and make policy recommendations.
- 1.1.3. Organize regular and frequent meetings, interactions and orientation programmes with planning divisions of all ministries and other state structures.
- 1.1.4. Follow up and advocate for the implementation of policies at all levels of State including Local bodies.
- 1.1.5. Advocate for the implementation of targeted programmes for socially and economically deprived women.
- 1.1.6. Initiate and develop a data bank with research, evidences, case documentation and lessons learnt.
- 1.1.7. Advocate with the law enforcement agencies particularly Police, Attorney General, Judiciary, Chief District Officer and Local Bodies.
- 1.1.8. Establish mechanism to accept complaints / reports and investigate on the reported cases (intervene/advocate and make suggestions where needed). Initiate for establishing complaint hearing mechanisms from central to local level.
- 1.1.9. Develop monitoring mechanisms and criteria for effective monitoring both at central and local level

1.2 *Ensure implementation of NWC recommendations by Government of Nepal (GON)*

Activities

- 1.2.1 Develop a systematic monitoring mechanism to ensure the implementation of the NWC recommendations and policy directives and guidelines.
- 1.2.2 Work closely with human rights organizations specially working on women's right and gender justice to develop a victim oriented approach to violence against women (VAW) related investigation and monitoring
- 1.2.3 Publish reports of non-compliance of NWC recommendations

2. Strengthen access to justice, rule of law, culture of gender equality and peace

Areas of Interventions

2.1 Advocate for reformation and amendment and effective implementation of gender discriminatory laws

Activities

- 2.1.1. Review previous studies and carry out further study to see the discriminatory provisions in the existing laws and policies and make recommendations as per the findings to the concern authorities.
- 2.1.2. Organize joint activities with Government organizations (GOs), Civil Society Organizations (CSOs) and Private sectors to collect and compile challenges/gaps in the implementation of concerned legislation and provide recommendations for necessary amendment to GON.
- 2.1.3. Develop basis and the indicators for the Ministry of Law and Justice, and the Law Commission to mitigate gender discriminatory provisions while drafting the laws.
- 2.1.4. Advocate and lobby with policy makers, legislators, parliamentarians and local politicians for the formulation of gender sensitive laws.

- 2.1.5. Work in coordination with the concerned authorities to publish and disseminate simplified version of laws and take necessary measures and actions to make it known to citizens of all strata and advocate with GON to develop and implement policy on Zero Tolerance to VAW

2.2 *Contribute to sustainable peace building process*

(CEDAW, UNSCR#1325/ 1820)

Activities

- 2.2.1 Work on raising wider, clearer and deeper awareness on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), UNSCR # 1325 and 1820 at all levels and sectors.
- 2.2.2 Advocate for the formulation of National Plan of Action to implement CEDAW, UNSCR # 1325 and 1820.
- 2.2.3 Lobby with the concerned agencies particularly the Ministry of Peace and Reconstruction, Ministry of Women, Children and Social welfare, Nepal Army, Nepal Police and others to implement the plan of action of the international instruments.
- 2.2.4 Carry out regular monitoring of the implementation status of the plan of action.
- 2.2.5 Advocate and work in coordination with UN agencies, NGOS and CSOs on Truth and Reconciliation Committee (formulation and effective action) in order to end impunity.
- 2.2.6 Establish mechanism for collecting data in all forms of violence against women during and after conflict (including sexual violence).
- 2.2.7 Publish and disseminate the simplified version of CEDAW, 1325, 1820 in native languages and monitor its effectiveness.
- 2.2.8 Carry out studies on current status of the implementation of the international instruments related to VAW.

3. Contribute to eliminate the of Violence Against Women (VAW)

Areas of Strategic Interventions

3.1 Monitor implementation of instruments related to VAW

Activities

- 3.1.1 Conduct review and update study of National Action Plans (BPFA, CEDAW, MDG, Anti trafficking, etc).
- 3.1.2 Develop monitoring indicators and tools related to VAW.
- 3.1.3 Produce and disseminate biennial report on progress, challenges and gaps of VAW initiatives.
- 3.1.4 Establish mechanism to accept complaints and reports and investigate on the reported cases (intervene/advocate and make suggestions where needed).
- 3.1.5 Develop monitoring mechanism and criteria to carry out effective monitoring activities.

3.2 Review and strengthen the monitoring and investigation mechanisms for VAW

Activities

- 3.2.1 Develop guidelines / procedures for dealing with VAW cases.
- 3.2.2 Support to initiate and replication of Para Legal committees and make effective community mediation system.
- 3.2.3 Develop innovative and pragmatic tools and mechanisms to monitor and investigate cases of VAW
- 3.2.4 Initiate and establish documentation and system of evidence based data and information.
- 3.2.5 Create a monitoring team within NWC and equip it with necessary skills, knowledge, instruments and tools.

3.3 Develop local, national and international networks to combat VAW

Activities

- 3.3.1 Initiate and establish a permanent network among the civil society organizations to combat VAW
- 3.3.2 Develop mechanism from central to local level network to work as a regular monitoring and reporting unit for NWC.

- 3.3.3 Establish and enhance referral services to combat VAW.
- 3.3.4 Develop and enhance strategic alliances and linkages with women commissions and organisations working in the similar issues regionally and internationally.
- 3.3.5 Initiate sharing of information, training, study tours and exchange visits.

4 Contribute to mainstreaming gender in governance

Areas of Strategic Interventions

4.1 Advocacy and lobbying with Constituent Assembly (CA) members on constitution writing from gender perspectives

Activities

- 4.1.1 Initiate and organize regular meetings with CA members for briefing, discussing and updating the issues and prospective of gender in constitution.
- 4.1.2 Work in coordination with media to advocate for prioritising gender issues, pressurizing the government agencies as well as educating people and generating public opinions.
- 4.1.3 Advocacy and lobbying with sectoral ministries for gender mainstreaming in their respective agencies.

4.2 Recommend for implementation of gender mainstreaming in all sectors and levels of governance

Activities

- 4.2.1 Advocate and facilitate Government of Nepal in reforming the process of planning, budgeting, reporting, monitoring and evaluating their programmes from gender perspectives.
- 4.2.2 Facilitate to incorporate the gender sensitiveness in the budgeting process (Gender Responsive Budgeting) of the Ministry of Finance and all planning processes of line ministries including local bodies.
- 4.2.3 Facilitate to establish and capacitate Gender Audit mechanisms at all levels.

4.3 *Develop strategic partnership with stakeholders to advocate and promote culture of gender mainstreaming*

Activities

- 4.3.1 Identify and work together with organizations and institutions having expertise as well as experience in training and curriculum development for gender mainstreaming in different sectors and levels of development in a sustained manner.
- 4.3.2 Initiate review study of training curriculum of national institutions like, Administrative Staff College, Local Development Training Academy, Army Training Academy, Police Training Academy, and Judges Training Institutes etc from gender perspective and facilitate implementation accordingly.
- 4.3.3 Develop joint proposals with donors, local bodies and NGOs to establish the culture of gender mainstreaming.
- 4.3.4 Develop strategic alliance with other national commissions concerned to work collectively on the gender mainstreaming issues

5 *Strengthen and capacitate National Women Commission as an independent and autonomous body.*

Areas of Strategic Interventions

5.1 *Advocacy and lobbying to make NWC as a constitutional body*

Activities

- 5.1.1 Advocate and lobby with the CA members, Inter Party Women's Alliance, CA Caucus etc to make NWC as constitutional body.
- 5.1.2 Develop a network with diverse stakeholders to initiate regular monitoring and follow up and persuasion for the aforementioned purpose in the constitution writing process.

5.2 *Organizational capacity building initiatives*

Activities

- 5.2.1 Initiate organizational development process by reviewing, revising and reforming the existing organisational structure (both human resource and physical resources).
- 5.2.2 Review and reform organizational structure in line with its core responsibilities.

5.2.3 Develop organizational capacity in human rights based approach in monitoring, research, information (generation), documentation, publication and dissemination.

5.3 *Expanding outreach across the country*

Activities

5.3.1 Mobilise the strategic alliances and networks to expand its outreach upto the local levels.

5.3.2 Develop, strengthen and implement it's complain hearing, investigating and monitoring mechanism.

5.4 *Expansion and development of strategic partnerships with various agencies and stakeholders.*

Activities

5.4.1 Develop and strengthen network with the local bodies, civil society organisations working for women's right through out the country at various levels.

5.4.2 Strengthen institutional capacity of its networks.

5.4.3 Initiate regular and collective activities with the networks and mobilise them as local advocates and monitors of women rights.

5.4.4 Mobilise members of the national stake holder's alliances (especially UN Agencies, Bilateral Donors, INGOs, NGOs who have strong gender mainstreaming agenda) for the institutional development programmes.

5.4.5 Virtual networking and alliances with women's rights agencies across the globe for enhancing partnership and coordination.

5.5 *Institutionalize the Commission to sustain, reinforce and continue protection women's rights and institutional effectiveness.*

Activities

5.5.1 Initiate for the arrangement of its own employees/staffs.

5.5.2 Initiate the bilateral and multilateral, technical as well as financial agreements and partnership with UN and other donor agencies to strengthen the capacity of the staffs and the Commission.

6 Monitoring of implementation of national and international treaties and instruments related to gender equality.

Areas of Strategic Interventions

6.1 *Advocate for the implementation of ratified international instruments related to gender equality*

Activities

- 6.1.1 Conduct study on the status of ratified international instruments related to gender equality.
- 6.1.2 Work closely with different UN Agencies and GON particularly with the relevant line ministries and departments.
- 6.1.3 Monitor the initiatives of GON to meet the commitment of the international instruments.
- 6.1.4 Strengthen networks among gender focal units of GON.
- 6.1.5 Advocate and facilitate GON to establish permanent mechanism in the government system to review the progress of implementation periodically.
- 6.1.6 Advocate, facilitate and encourage GON to publish an annual report regularly on the status of international instruments for which Nepal is a party.
- 6.1.7 Establish and strengthen functional relations with other national commissions on different themes like human rights, marginalization, social inclusion, mincrites etc on common areas of interest.

6.2 *Advocate for amendment of national legislations in line with international treaties*

Activities

- 6.2.1 Review existing laws and recommend for the fulfilment of the obligations of the International instruments.
- 6.2.2 Advocate for amending the laws to comply with the constitution of Nepal as well as International Treaties in which Nepal is a party.
- 6.2.3 Develop practical and pragmatic mechanisms in order to incorporate international treaty provisions into the national laws and policies and recommend it to the GON.

IMPLEMENTATION MODALITIES

1. *Formulate and implement the annual work plan (on the basis or the strategic plan) with detailed activities, work divisions, time frame, budget and output.*
2. *Collaborate with GON and other relevant agencies to set up outreach mechanism.*
3. *Obtain necessary resources through the national budget and mobilize the international resources as per need.*
4. *Develop gender-responsive information system to facilitate gender assessment, gender auditing and gender monitoring.*
5. *Develop and harness professional and effective relationship with media for the promotion and advocacy of gender equality and equity issues*
6. *Collaborate with other agencies (commissions, ministries, local bodies as well as civil society organizations) working on the women's issues to strengthen the women's movement.*
7. *Work jointly by developing strategic alliances with diverse stakeholders (like Civil society, NGOs, INGOs, Bilateral and Multi lateral agencies, national and international networks as well as GON).*
8. *Adopt rights based approach with results based management systems in all its activities and programmes.*
9. *Ensure easy and universal access, fair hearing of complaints and required follow up actions.*
10. *Implementation of regular and efficient monitoring of gender equality and women's human rights situation by establishing the monitoring mechanism.*

ASSUMPTIONS

For the effective implementation of the above mentioned strategic plan, the following conditions are expected.

1. *State is committed to respect, protect and promote for the fulfilment of women's human right and gender equality.*
2. *Conducive and secured environment is existed for women's human rights defenders to perform their works*
3. *Political parties are committed to incorporate gender equality concerns in the constitution.*
4. *Political parties comply with gender equality measures recommended and mainstream gender in their respective parties.*
5. *Extended collaboration, cooperation and collective action with key stakeholders.*
6. *Adequate resources received from government and other resources mobilized.*
7. *Timely implementation of the NWC recommendations by GON*
8. *Capacity of NWC is strengthened enough to carryout the strategic plan on time.*
9. *International and regional women's right movements are in cooperation and collaboration with NWC.*
10. *GON is abiding by its national and international obligations.*





राष्ट्रिय महिला आयोग

भद्रकालीप्लाजा, काठमाडौं

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महिला अधिकार अनुगमन राष्ट्रिय संजालका सदस्यहरु

जागरण नेपाल	प्रो पब्लिक
महिला विकास र कानून मञ्च	इक्वल एकसिस
माईति नेपाल	एण्टेना फाउण्डेशन
महिला सुरक्षा दवाव समूह	स्वाड
कानूनी सहायता तथा परामर्श केन्द्र	कम्युनिटि एक्सन सेन्टर
दिदी वहिनी	क्लीयर
शक्ति समूह	ईन्सेक
नेपाल परिवार नियोजन संघ	एडभोकेसी फोरम
एटवीन	वेभ
फेडो	एनएनएजीटी
ओरेक	साथी
मानव अधिकारको लागि महिला एकल समूह	सिचिन
ईरिजन	रुडुक
साप नेपाल	

महिला अधिकार अनुगमनका लागि छानिएका जिल्लाहरु

भन्नापा, संखुवासभा, भोजपुर, सिराहा, महोत्तरी, मकवानपुर,
सिन्धुपाल्चोक, रसुवा, लमजुङ्ग, नवलपरासी, अर्घाखाँची, वाग्लुङ्ग
कालीकोट, रोल्पा, बाँके, अछाम, कैलाली, वन्नाङ्ग, डडेलधुरा, मुगु