

दोश्रो पञ्चवर्षीय रणनीतिक योजना SECOND FIVE YEAR STRATEGIC PLAN

२०७१/०७२ - २०७५/०७६

2014-2019



राष्ट्रिय महिला आयोग

भद्रकाली प्लाजा, काठमाडौं

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**NATIONAL WOMEN COMMISSION
NEPAL**

**Second Five Year Strategic Plan
(2014-2019)**

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1. The National Women Commission

In keeping with Nepal's obligation to 'ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination' (*CEDAW, Article 2*), the National Women Commission (NWC) was established by executive decision on March 7, 2002 on the eve of the 92nd International Women's Day with a clear mandate of promoting and protecting women's rights and interests, ensuring their effective and meaningful inclusion in the mainstream of development, and achieving gender justice through their overall development.

The National Women Commission Act, 2007 and the National Women Commission Regulations, 2009 provide the legal framework for the Commission to effectively carry out its responsibilities as an autonomous body.

Under the NWC Act, the Government of Nepal (GoN) appoints the Chairperson and four members (all women), three of whom must represent the downtrodden, ethnic and Madeshi groups, for a four year tenure with the option of reappointment for one more term. While the Secretary and other personnel are also provided by the government, the Act gives the Commission authority to employ experts with prior permission from the government. The Commission liaises with the government through the Ministry of Women, Children and Social Welfare (MoWCSC).

Realising the fact that empowerment of women in all aspects is crucial to the nation's sustainable development, NWC focuses on eliminating Nepalese women's unequal, subordinated and subjugated status and ensuring that women of all categories, irrespective of their caste, ethnicity, class, religion, language

and place of origin, among others, can truly exercise their rights without let or hindrance.

NWC carries out policy research and makes recommendations to the government and other agencies on issues related to gender equality, women empowerment and existing legal provisions. The Commission also monitors compliance of GoN with international human rights instruments, such as Universal Declaration of Human Rights (UDHR), Convention on the Elimination of Discrimination against Women (CEDAW), Beijing Platform for Action (BPFA) and United Nations Security Council Resolutions (UNSCRs) 1325 and 1820. It documents and reports the impact of national legal instruments formulated in consonance with international legal instruments.

The Commission conducts civil awareness campaigns which address problems/issues related to women's rights, as well as gender equality and gender justice; advocates implementation of gender inclusive and gender sensitive policies; investigates and monitors incidents of all forms of violence against women (VAW) and provides legal assistance to women in need.

Furthermore, NWC has been advocating and lobbying for proportionate representation of women in all government and non-government sectors, keeping in mind the realities of women's diverse population based on class, caste, ethnicity, language, religion, culture and geographical locations. In addition, it promotes affirmative action for marginalised and deprived women

NWC continues to partner with various government and non-government stakeholders, including NGOs, CSOs, INGOs, bilateral

and multilateral partner agencies, in fulfilling its primary goal of protecting and promoting the rights of all women, irrespective of their social and economic backgrounds.

While NWC's First Five Year Strategic Plan(FYSP) made significant achievements in meeting the objectives set therein, it also laid the foundations for future strategic plans.

2. Major Achievements of First FYSP (2009- 2014):

Some key achievements made by NWC against the five strategic objectives she had committed to deliver against in the last Strategic Plan (2009-2014) are as follows:

- ❖ Successfully coordinated monitoring of November 19, 2013 Constituent Assembly (CA) elections from the gender perspective for first time in Nepal and second in South Asia
- ❖ Continuous lobbying with CA thematic committees and political parties to ensure women's meaningful participation in the Constituent Assembly
- ❖ Instrumental in ensuring proportionate and socially inclusive representation of women in all spheres of public life
- ❖ Continuously pushed for effective implementation of legal provisions relating to issuance of citizenship certificates to children through their mother's name
- ❖ Instrumental in ensuring tax exemption for registration/ transfer of immovable assets, like house/land, in the name of women and the choice to have land ownership certificate (*lalpurja*) jointly in the name of both husband and wife

- ❖ Submitted to concerned ministries draft bills for amendment to discriminatory laws against women and new legal provisions to ensure women's human rights are upheld
- ❖ Played crucial role in establishing One Stop Crisis Management Centre (OSCMC) in 21 hospitals
- ❖ Actively contributed to drafting of Human Transport and Trafficking Control Act (HTTCA) 2007 and Regulations 2008, Domestic Violence (Crime and Punishment) Act 2009 and Regulations 2010 and preparation of National Action Plans (NAPs) on CEDAW, BPFA and UNSCRs 1325 and 1820
- ❖ Collaborated with MoWCSW in setting up temporary shelter homes and safe homes for women victims of gender-based violence
- ❖ Instrumental in initiating gender responsive budgeting and gender budget auditing system in the country
- ❖ Provided direct support, including legal aid and counselling, to victims of various forms of VAW
- ❖ Successfully reintegrated many socially, physically and sexually abused women
- ❖ Increased collaboration with national and international agencies to secure women's rights
- ❖ Established itself as a trustworthy organisation *vis-à-vis* women's rights

- ❖ Effectively carried out on-site monitoring of incidents of VAW and made recommendations to the agencies concerned.
- ❖ Instrumental in pushing for fast-track court for VAW victims and prompt verdict delivery through a continuous hearing process

3. Second Five Year Strategic Plan (2014-2019)

3.1. Introduction

The Second Five Year Strategic Plan (2014-2019) is guided by NWC's key objectives as defined in the NWC Act 2007 and NWC Regulations 2009, building on the achievements made through FYSP 2009-2014, results of strengths, weaknesses, opportunities and threats (SWOT) analysis and inputs provided by a wide array of concerned governmental and non-governmental stakeholders.

3.2. Core Principles:

The implementation of this FYSP 2014-2019 is directed by the following core principles of NWC:

➤ Gender Equality

Ensure full compliance with the principle of gender equality, where both women and men can exercise their human rights on an equal footing, share equal responsibilities and have access to equal opportunities, irrespective of their biological difference

➤ Social Inclusion

Engage and advocate, with all concerned stakeholders, both governmental and non-governmental for reversal of social exclusion of individual and groups of women through mainstreaming gender, ensuring women's proportional representation and inclusive participation in all sectors and at all levels

➤ Diversity

Give due consideration to women's socio-cultural diversity and discrimination that occurs as a consequence of gender, sexual minority, caste, class, ethnicity, language, religion, disability and place of origin, among others, while formulating policies, plans and programmes

➤ Independence and Autonomy

Maintain freedom of control in all its operations and activities

➤ Non-discriminatory

Ensure its services are available for women of all categories, especially those who have been excluded and marginalised on various social, economic, and political grounds

➤ Accountability

Remain accountable towards all concerned stakeholders – government, UN Organisations, partners and the citizenry, especially women

➤ Commitment

Ensure commitment to effectively fulfilling its mandate of monitoring GoN's implementation of various international instruments related to women's rights ratified by Nepal

➤ Zero Tolerance

In terms of policies and practices, present itself as an institution which practices zero tolerance towards any form of violence, including sexual harassment in the workplace and public place, and discrimination against women, as well as delay in providing access to justice to victims of VAW

Guided by the above-mentioned core principles, NWC's vision, mission, goal, strategic objectives and strategic interventions are as presented below:

3.3 Vision

A gender equal society where all women, irrespective of their diversity, can exercise their fundamental human rights; are ensured security, justice, self-identity and freedom; and can live a life of respect and dignity.

3.4 Mission

To strengthen and promote culture of gender equity and equality in organisational policy, structures and practices of all governmental and non-governmental agencies, private sector and in society as a whole by ensuring equal opportunity and rights, proportional and meaningful representation, access to justice and security for all women

3.5 Goal

Social, economic and political empowerment of women by ensuring elimination of all forms of violence and discrimination against them; women's meaningful, socially inclusive and proportional representation at all levels of both the governmental and non-governmental sectors; and effective implementation of national and international legal instruments on women's rights

1.6 Strategic Objectives

- 1. To promote and safeguard human rights of all women with special emphasis on elimination of all forms of VAW, including discrimination and marginalisation**
- 2. To ensure access to justice for all women affected by different forms of violence, including domestic, trafficking and conflict related violence**
- 3. To mainstream gender and ensure women's proportionate, socially inclusive and meaningful representation in all sectors and at all levels**
- 4. To monitor the status of implementation of national laws and policies on women's rights formulated by GoN to ensure its compliance with various international conventions; provide recommendations to GoN for necessary action, along with a report on the status of implementation to concerned national and international agencies**
- 5. To ensure NWC's status as an independent, autonomous and constitutional body**

3.7 Strategic Interventions

- **Strategic Objective 1: To promote and safeguard human rights of all women with special emphasis on elimination of all forms of VAW, including discrimination and marginalisation**

Strategic Intervention 1.1: Ensure effective implementation of existing laws, policies and NAPs on women's rights, VAW, trafficking in persons (TIPs), peace building and conflict transformation by engaging with the agencies concerned

Strategic Intervention 1.2: Initiate formulation, amendment and enactment of laws, such as those related to anti-witch hunting and sexual harassment, that aim to address all forms of violence and discrimination against women by coordinating with MoWCSW, Ministry of Law, Justice and Parliamentary Affairs (MoLJPA), Ministry of Federal Affairs and Local Development (MoFALD) and other concerned ministries and agencies, as relevant

Strategic Intervention 1.3: Introduce effective Information Management System (IMS), in coordination with MoWCSW and other governmental and non-governmental stakeholders, including media, to timely monitor and investigate cases related to VAW/gender based violence (GBV)

Strategic Intervention 1.4: Facilitate the formation of networks, alliances and other forums at various levels and build strategic partnerships with those at regional and

international levels to combat all forms of VAW, including domestic violence and TIPs

- **Strategic Objective 2: To ensure access to justice for all women affected by different forms of violence, including domestic, trafficking and conflict related violence**

Strategic Intervention 2.1: Engage with MoLJPA and Supreme Court in developing appropriate mechanisms, namely fast track court, special benches and continuous hearing mechanisms, to ensure timely access to justice for women and girls affected by violence and discrimination

Strategic Intervention 2.2: Ensure reintegration of victims of VAW by maintaining effective coordination with MoWCSW, Nepal Police and other concerned governmental and non-governmental agencies, including media and private sector, for necessary services, such as temporary shelter (at least one in each district), free medical facilities and free legal support, among others

- **Strategic Objective 3: To mainstream gender and ensure women's proportionate, socially inclusive and meaningful representation in all sectors and at all levels**

Strategic Intervention 3.1: Ensure mainstreaming of gender in the new constitution through continuous lobbying and advocacy with political parties, Constituent Assembly (CA) members, CA Caucus and Inter-Party Women's Alliance (IPWA)

Strategic Intervention 3.2: Ensure formulation of laws, policies, plans and programmes for gender mainstreaming through coordination with MoWCSW and other concerned ministries and law making bodies

Strategic Intervention 3.3: Promote culture of gender mainstreaming in all non-governmental and stakeholders' organisations, as well as Development Partners' (DPs) agencies, INGOs, civil society organisations (CSOs) and private sector, and strengthen strategic partnership with them

- **Strategic Objective 4: To monitor the status of implementation of national laws and policies on women's rights formulated by GoN to ensure her compliance with various international conventions; provide recommendations to GoN for necessary action, along with a report on the status of implementation to concerned national and international agencies**

Strategic Intervention 4.1: Strengthen and expand existing monitoring and evaluation (M&E) framework, with proper indicators, to monitor cases of violation of women's rights and progress made against the strategic objectives and interventions of FYSP 2014-2019, as well as the annual plans

Strategic Intervention 4.2: Monitor closely the implementation of international commitments [CEDAW, Millennium Development Goals (MDGs) and Sustainable Development Goals (SDGs), Universal Periodic Review (UPR) 2006, International Conference on Population and

Development (ICPD) and UNSCRs 1325, 1820, 1888, 1889 etc.] into national laws, policies and actions; provide recommendations to GoN for appropriate measures to be adopted in all NAPs related to women's rights, and report implementation status to concerned national and international agencies

Strategic Intervention 4.3: Initiate formulation of new policies and amendment to existing ones, along with preparation and implementation of new NAPs, to ensure GoN's compliance with international legal instruments, such as CEDAW, UPR, ICPD and UNSCRs 1325, 1820, 1888, 1889 etc., by engaging with MoWCSW other concerned ministries, as well as non-governmental agencies, including media

➤ **Strategic Objective 5: To ensure NWC's status as an independent, autonomous and constitutional body**

Strategic Intervention 5.1: Lobby and advocate with CA members, Inter-Party Women's Alliance (IPWA) and CA Caucus to transform NWC into a constitutional body

Strategic Intervention 5.2: Institute proper coordination mechanisms to ensure required harmonisation with MoWCSW, other concerned ministries, like Ministry of Home Affairs (MoHA), MoLJPA, MoLE, MoPR, MoFALD, Constitutional Commissions, like National Human Rights Commission (NHRC) and Nepal Law Commission (NLC), Nepal Police, Development Partners (DPs), and I/NGOs, among others, to establish NWC as an independent, autonomous and effective organisation

Strategic Intervention 5.3: Lobby and advocate with Ministry of Finance (MoF) and Ministry of General Administration (MoGA) to allocate more resources for building NWC's organisational capacity, including the capacity of Commission members and staff, so as to be able to effectively address the existing challenges and implement the Second FYSP 2014-2019

Strategic Intervention 5.4: Restructure NWC to best meet its strategic objectives



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