



NATIONAL WOMEN COMMISSION



THIRD STRATEGIC PLAN

Financial year 2078/79 - 2082/83



National Women Commission

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Foreword

National Women Commission was established on 2058 Falgun 23 through the decision of the then Government of Nepal as an achievement of Nepal's women rights movement and to ensure women human rights defenders. Its main objective is to protect and promote women's rights/interests, mainstream it, to contribute towards equality and empowerment, and to ensure gender justice. Constitution of Nepal 2072 has provided constitutional status to the Commission. It is a pleasure to publish the Commission's third strategic plan as per role, responsibility and rights ascribed to the Commission by the Constitution.

This strategic plan is expected to be a stepping stone for the Commission to make its role effective to protect women's rights, minimize gender based violence, and promote gender equality in order to achieve important goals including goal of gender equality under sustainable development and ending all forms of inequalities. This strategic plan will also be directing to implement international provisions on women rights and national policies and laws inclusive of women's issues and newer issues of gender concerns in the ways that Nepali women will be able to feel it. To achieve this kind of objective, an implementing plan of the strategic plan needs to be determined and implemented.

This strategic plan is also a 5-year road map of National Women Commission. The Commission's role, responsibility and scope have been prioritized to formulate this plan and previous two strategic plan of the Commission were also the basis while finalizing this plan. Additionally, with an objective to receive important suggestions and feedbacks, consultation meetings and interactions had been held to address all issues of women from all areas – women with disabilities, sexual and gender minority, single women, senior women, girls, adolescents, women from vulnerable areas and marginalized community – including former officials of National Women Commission and women officials from other constitutional bodies, representatives of various women rights organizations, women politicians from different political parties, and experts.

This strategic plan has included important issues such as protection of women rights, addressing violence against women, promotion of gender equality, etc. which are of importance in nature and needs to be prioritized in all terms. This plan also includes a summary determined through analysis of National Women Commission's strength, weakness, opportunity and challenges. Along with this, vision, objective, strategy, working policy and activities deemed fit for implementation have been specifically identified, therefore, we can be assured that this strategic plan's expected achievements will take visible forms. It can be expected that this strategic plan will provide support to increase State's coordination and cooperation with all ministries and its lined agencies, other constitutional bodies, provincial government bodies, local level and non-governmental organizations while executing its actions and responsibilities related to women's rights, and roles and responsibilities of the Commission.

I would like to thank National Women Commission's honorable members – Krishna Kumari Paudel Khatwada, Bidhya Kumari Sinha, Jaya Ghimire, Sabitra Kumari Sharma, Commission's Secretary Kabi Raj Paudel and entire staff for playing important role in different phases determining this strategic plan. I would like to express appreciation to CEDAW Committee member Bandana Rana and former Secretary of Nepal Government Dr Tirtha Dhakal for their feedback and services as a resource person to make this strategic planning process effective. Similarly, I would like to thank Commission's former secretaries for preparing preliminary framework of this strategic planning. Finally, I would like to express my special thanks to Mr Krishna Hari Banskota - former Chief Commissioner of National Information Commission for providing his expert service through necessary feedback and editing on strategic plan's content, including presentation of the plan. I would like to give my special thanks to United Nations Development Programme (UNDP) for translation and publication of this strategic plan. I expect support of entire stakeholders for effective implementation of this plan.

Kamala Kumari Parajuli
Chairperson

National Women Commission

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Part
1

**Formulation Background of
Five Years Strategic Plan of
National Women Commission**

Formulation Background of Five Years Strategic Plan of National Women Commission

1.1 Introduction and Scope of National Women Commission

National Women Commission was established on 7 March 2002 for the protection and promotion of rights and interest of women to effectively integrate women in the mainstream development and to maintain gender justice through overall development of women.

The main Constitutional responsibility and obligation of the Commission is to protect the rights of women, address all kinds of violence against women and their sufferings, and set forth recommendations to the government with policies, programs and plans for empowerment of women. The Commission has been working relentlessly since the past 19 years for the protection, promotion, empowerment of women to address gender-based violence. The results of these good attempts have generally been felt in a positive manner.

The current Constitution of Nepal has the provisions for women rights under Article 38. This right has been placed under very important fundamental rights within which provisions are in place for equal right to lineage, equal rights to property and family affairs, rights to safe motherhood and reproductive health, and right to participate in all bodies of the State on the basis of principle of proportional inclusion. Along with this, there are provisions of prohibition of any kind of violent acts or exploitation including physical, mental, sexual, psychological in nature and if it occurs such acts are punishable by law and the victim shall have the right to receive compensation in accordance with law. The constitution has also guaranteed the rights of women to obtain special opportunities in education, health, employment and social security on the basis of positive discrimination. Therefore, it in itself is a matter of excitement, delight and pride that the fundamental Constitutional rights of women have been incorporated in the Constitution of Nepal that has rarely happened in any nations of the world.

Likewise, there is the provision of National Women Commission in Article 252, 253 and 254 of the constitution of Nepal. This Commission would have five members consisting of a Chairperson and six areas/topics have been prescribed regarding the functions and duties of the Commission. In addition, there is a provision that the Commission may establish provincial level offices.

In this way, after the Constitution of Nepal established the National Women Commission as a Constitutional commission, it has been felt that a special and a meaningful attempt has been initiated in the area of women rights and women empowerment. In addition to this, as per the Constitutional provisions, National Women Commission Act 2017 has come into force. Along with this, National Women Commission Regulations 2021 also has come into force for the effective implementation of this Act. Convenience has been provided for bringing to implementation the scope of work directed for the National Women Commission by the Constitution in these Acts and Regulations.

The National Women Commission in its course of fulfilling the responsibilities assigned to it by the Constitution has been playing a coordinating role in terms of spreading awareness against existing gender inequality in the society, protection and promotion of rights, interests of women and children affected by violence, providing free of cost legal and psychosocial counseling, including providing safe shelter for the necessitous. The Commission also has been organizing various interactive programs, public hearings, and public awareness program in order to well inform ordinary women about women rights, entitlements, women empowerment and to enhance awareness against violence. Along with this, it also has been taking initiatives to ensure meaningful inclusive proportional participation of women in all sectors and levels of the State. The situation as such is pleasant due to the leadership and initiatives made by the Commission in these tasks, and as a result, other entities of the State, the public sector and non-governmental sector are too being inclined towards this direction.

The Commission has been playing a strong and effective role in terms of addressing gender-based violence. The Commission has been providing 24 hour service by bringing into operation toll-free telephone 'Let's Report to 1145 helpline' (Report 1145) for addressing the complaints of women who have been subject to violence. Arrangements have been made for this service operated with assistance from World Bank in the past in a way that from the fiscal year 2021/2022 it will be operated through the budget and workforce provided by Government of Nepal. Under this the Commission has been playing a coordinating role in terms of rescuing and rehabilitating women and dependent children who have been affected by various kinds of violence including mental, social, physical and sexual violence, providing them legal assistance and consultation, and safe shelter services for victim women and children. It has been possible to provide some extent of relief to a remarkable number of victims through this program.

Likewise, the Commission has been undertaking the tasks of field monitoring of various incidents of violence against women and making recommendations, filing case against anyone or organization that deprive and cause women to deprive from utilizing their rights provided by the law and fast track court for delivering prompt justice to victim

and initiatives on continuous hearing on cases related to women, monitoring the incidents of women rights violation, public hearing programs on the topic of women rights, awareness program on women rights at the school level, interaction regarding the violence on women due to social evils and norms, interaction with various media personnel regarding the gender sensitivity in the publication and broadcasting by the media, collecting and inquiring and examining complaints, applications made to the Commission.

Other than these activities, the Commission has been organizing various programs addressing various concerns ranging from whether the service delivery, facilities provided and programs operated by government entities, are women friendly or not, the condition of access for women in utilizing public services, the existing situation of incidents related to violence against women to the status of implementation of related laws. These attempts can be considered as important achievements of the Commission.

Overall, we can say that the Commission has been playing three types of roles including Advisory, Executive and Semi-judiciary, and to a certain extent semi-adjudicative in the areas of protecting women rights and eliminating violence against women.

1.2 Constitutional and Legal Mandate of The Commission

1.2.1 Constitutional Responsibilities of The Commission

As per the Article 253 of the constitution of Nepal the functions, duties and powers of the Commissions are as follows:

- (a) To formulate policies and programs concerning the rights and interests of the women and submit them to the Government of Nepal for implementation.
- (b) To monitor as to whether or not laws concerning the rights and interests of the women and obligations under the international treaties to which Nepal is a party have been implemented, and make suggestions, accompanied by the measures for their effective compliance and implementation to the Government of Nepal.
- (c) In order to have the women included in the mainstream of national development and ensure proportional participation in all organs of the State, to assess, monitor and evaluate the existing policies and programs, and make recommendation to the Government of Nepal for their effective implementation.
- (d) To carry out study and research work on the legal provisions relating to gender equality, empowerment of women and relating to women, make recommendations to the concerned bodies on reforms to be made on such laws, and monitor the same.

- (e) To make suggestions to the Government of Nepal about the preparation of reports to be submitted by Nepal in accordance with the provisions contained in the international treaties or agreements concerning women's rights, to which Nepal is a party.
- (f) In case it is necessary to file cases against any persons or bodies on matters of violence against women or being subjected to social ill practices, infringement of or deprivation of enjoyment of women rights, to make recommendations to the concerned bodies to file such cases in courts in accordance with.

Along with this, it is written in the Constitution that the other functions, duties, powers and other relevant matters of the National Women shall be as provided for in the Federal laws. Similarly, there is a provision in Article 254 of the constitution that the National Women Commission can establish its office in the Provinces as required.

1.2.2 The responsibilities prescribed to the Commission by National Women Commission Act 2017

As per the National Women Commission Act 2017 in addition to the requirements for the Commission to ensure gender justice by protecting, promoting women rights and interests and empowering women, the additional functions, duties and powers other than those mentioned in Article 253 of the Constitution, there are following functions, duties and powers-

- (a) To review, monitor and evaluate the legal provisions, policy and programs of the Government of Nepal concerned with women and women empowerment and to make suggestions for reform of such policies and programs based on the analysis of their effectiveness from the perspective of gender justice.
- (b) To conduct study and research regarding the implementation of women's rights as provided for in the Constitution and laws, and to make suggestions to the Government of Nepal for their effective implementation.
- (c) To conduct study and research on the problems or special conditions arising from violence or discrimination against women, and to make suggestions to the Government of Nepal to adopt strategies for their prevention.
- (d) To make recommendations to the concerned authorities regarding measures to increase access of women to capital, resources, means and technology for the self-reliance and empowerment of women.
- (e) To formulate and implement necessary awareness raising programs, issue notice and information regarding the protection and promotion of rights of women, and their empowerment.

- (f) To formulate and implement necessary programs to end all forms of violence and discrimination against women by bringing an end to malpractices and superstitions that create such violence and discrimination.
- (g) To make recommendations for arrangements to send to safe centers or rehabilitation centers, the victims of violence against women or discrimination or who have faced social exclusion or those who have been displaced as a result of violence against women or discrimination.
- (h) To monitor or cause to monitor the status of implementation of recommendations made by the Commission.
- (i) To formulate and implement code of conduct for the members and staffs of the Commission.
- (j) To approve the annual program of the Commission.

1.2.3 Areas of work prescribed by the National Women Commission Regulations 2021

It has been mentioned in Rule 3 of the National Women Commission Regulation that the Commission can work in the following 12 topics/areas as per the Constitution and Act-

- (a) To conduct study, analysis and monitoring of programs implemented by various authorities of the government and send reforms to be made in written form to the concerned authorities.
- (b) To conduct study, monitoring of the acts, policies and programs brought to implementation by Government of Nepal including various entities for bringing an end to the violence and discrimination against women and send reforms to be made in written form to the concerned authorities.
- (c) To prepare suggestions and make recommendations in necessary topics by monitoring programs conducted by various authorities including Government of Nepal to remove malpractices, social ill, bad practices and superstitions against women existing in the society.
- (d) To provide psychosocial counseling and legal assistance for women and dependent children who are survivors of gender-based violence.
- (e) To carry out necessary collaboration and coordination with concerned authorities to send women and dependent children who are survivors of gender-based violence to safe shelter, temporary shelter, rehabilitation center or service center, etc.

- (f) To conduct coordination with concerned authorities to provide necessary vocational and employment-oriented skills, trainings, etc. for livelihood to women who are victim of violence that are in the safe shelter, rehabilitation center and service centers.
- (g) To conduct awareness raising programs for violence, discrimination, malpractices against women.
- (h) To provide necessary suggestions by monitoring and evaluating the activities of governmental and non-governmental organizations that carry out such activities on the topics of rights, interests and concerns of women.
- (i) To provide necessary suggestions for reform of safe shelter, shelter house, rehabilitation center, service centers and correction homes of children by site monitoring and inspection of such entities operated for women who are victims of violence that do not have support and for their dependent children.
- (j) To monitor if the welfare programs operated by government and non-governmental entities are effective and gender friendly or not and to provide suggestions and recommendations to make it more effective.
- (k) Conduct studies and research by identifying needs in the field of gender equality, gender empowerment, gender mainstreaming, gender justice, and make recommendations to Government of Nepal in the matters of policy-related reforms.
- (l) To make recommendations for implementation to various authorities including Government of Nepal by preparing various planning and programs regarding the control of gender-based violence, discrimination, abuse, social malpractices, etc.

1.2.4 Areas of direct concern regarding women prescribed under directive principles of the State, policies and obligations regarding social justice and inclusion in the Constitution of Nepal

- (a) Keep on making appropriate arrangements for livelihood by prioritizing employment based on their skills, capacity and qualifications for single women who are helpless.
- (b) Make women at risk, excluded socially and by family, and victims of violence independent by rehabilitating, protecting and empowering them.
- (c) Ensure the utilization of necessary facilities and services during reproductive phase.

1.3 The necessity and rationale of third five years strategic plan

In the context of existing constitutional, policy based and legal provisions regarding the topic of women rights along with the provisions of international convention, innovative values that have originated in the field of women rights in the global context, there is a need to implement the matters of women rights, entitlements, and interest in a way that the general Nepalese women can feel it in practice. It is necessary to formulate special strategic plan and and corresponding Action Plan for this.

This strategic plan has been made by predicting the internal and external environment with futuristic thought in this background as per the necessity of formulating strategic plan with a long-term vision to determine the future direction of the Commission. In the present competitive and changing era, the aims, objectives and destination of an organization can be achieved only by moving ahead following the preparation of strategic plan.

Thus this strategic planning is expected to provide a clear roadmap to the Commission for the coming five years' time period in terms of how would it be appropriate to move ahead for additionally ensuring the rights, entitlements and interests of women and to control any kind of violence, discrimination or abuse against women.

In the context of the role of the Women Commission as special after it being established as a Constitutional Commission by the Constitution of Nepal, in the area of women rights and women empowerment this third five years strategic planning (2021/2022-2025/2026) has a distinct significance.

Approximately, after five years following Constitutional recognition, office bearers have been appointed in the Commission. This strategic planning has been formulated along with the appointment of the office bearers in order to make the role of the Commission effective in the changing context with the necessity to move ahead by means of strategic vision. Particularly the following four things have been taken into account to formulate this strategic planning-

- In the context of the Commission's role and status both being enhanced and increase in expectation of victims of violence/affected towards Women Commission along with the attainment of Constitutional recognition, to appropriately address this.
- To determine the new line of action and strategic vision of the Commission along with the appointment and holding office of the new office bearers.
- In the context of issuance of the new Act and Regulations of the Commission, to effectively implement the things mentioned in it.

- In the course of executing responsibilities prescribed for the Commission with competence, to appropriately mobilize resources both from internal and external means.
- This strategic plan presented has been formulated with an aim of addressing pending matters from the past strategic plan and new cases and issues that have been newly developed in the area of women rights, interests through strategic plans based on the past strategic plans.

1.4 Main Content of Third Five Years Strategic Plan

This strategic plan while addressing the women rights, protection of their rights and the violence against women has mainly covered matters that need to be covered in a strategic manner, i.e. particularly activities of significance and those to be placed on priority. While formulating this strategic plan, the values and guiding principles of the Commission also have been mentioned briefly. The summary of conclusion of the strength, weakness, opportunity and threat (SWOT) analysis of the Commission has been included. The foresightedness, aim, objectives, strategy, working policy and activities have been proposed based on that. In the later parts, implementation plan along with the expected output and timeline of respective strategy and activities related to the aims and objectives have been included. Lastly, the risks and the measures that can be taken to mitigate the risk that might come into play while implementing this strategic plan also has been mentioned briefly.

1.5 Utility of the third five years strategic plan

This strategic plan has set a clear strategy and course of action along with the vision, aims and objectives of the Commission for the next five years and determined the required skilled workforce, clear outline of collaboration and coordination with various entities, identification of the needs of resources, timeline of management and implementation. Along with this, the strategic plan shall help in expanding work at the provincial and local level and to conduct the tasks of the Commission in coordination and collaboration with the local level and provincial Government. This strategic plan shall provide a clear guidance to the Commission for review and monitoring of the implementation of the State's commitment towards all types of national and international human rights about women rights. It is expected that this would help the Commission to upsurge its collaboration and coordination with the ministries of Government of Nepal and their bodies, Constitutional bodies and non-governmental organizations in the course of executing responsibilities specified by the Constitution and other laws.

1.6 Formulation method for the third five years strategic plan

This strategic plan has been prepared with active participation of activists working in the field of women rights, related subject experts, experienced administrators, and present and past office bearers in various stages of discussion and brainstorming. The Commission had organized interactive program between the representatives of various stakeholder entities in order to collect suggestions by identifying matters of priority. The initial draft prepared considering the suggestions, advice received from the stakeholders as the basis through the interactive workshop/seminars was discussed in groups with Government authorities having thematic expertise on it, politicians active in the arena of women rights, organizations/institutions and individuals. This strategic plan has been given a final shape by making necessary revisions based on the inputs and suggestions received from those concerned.

Part
2

**Analysis of the situation
of women in Nepal,
women rights and violence
against women**

2.1 The Social Condition of Women in Nepal

The indicators of social condition of women in Nepal indicate the fact that women still have not been properly included in development attempts. Even now, as per the Human Development Report 2020, Gender Inequality Index (GII) remains at 0.452 in the nation. Similarly, Gender Empowerment Measure (GEM) remains limited at 0.62. The situation is such that among the girl aged 15 to 19 years, 19.3 percent get married. The women of Nepal still have not been able to utilize their social and economic rights completely that have been provided in the Constitution and other laws. Even the existing social and cultural values and norms have compelled women in various circumstances to tolerate discriminatory behavior. Things like lack of access to education and health, continuous hardship and financial problems to run the household, insecure risky adverse working environment, anomalous social psychology, malpractice, superstitious disbelief and domestic violence have pushed women socially backwards. Although they represent more than half of the total population, the presence of women in the mechanism of the State and various authorities remains weak and limited to mere formality.

2.2 Women and education

The latest population census of Nepal has pointed that 65.9 percent of the population is literate whereas the literacy rate of women has reached to 57.4 percent. However, within such literacy rate too, we cannot see an equal increase in an inclusive manner. As per the National Consensus 2011, the population of literate women in comparison to male has been seen low. The main reasons seen behind the decline in the education of women secondary level onwards are child marriage, trend to consider investing in daughter's education as unproductive investment and considering girls to be educated by sending daughters for informal education. Even now, in various societies, investment in the education for daughters is deemed as waste of money and daughters are provided with education against their will citing convenience from home. The situation is yet such that the son and daughter brought up in the same family do not receive equal opportunities for education, due to social rituals, discriminatory mentality and lack of access. The very common example for this is that sons are sent to Boarding school (private and English medium) and the daughters are sent to Government schools.

2.3 Economic status of women

Although the economic rights have been stated in the Constitution of Nepal and law, women have been able to enjoy their rights only very little. Although the law provides equal rights to property for women and men, it is not easy for daughters to receive paternal property as it is for sons and there still are practical difficulties to utilize existing economic rights. The number of women active economically in Nepal compared to other women in South Asia is high. However, the labor participation of women is only 0.61 percent. Similarly, the percentage of number of women having ownership of property (land and house) is only 33.93 percent while the participation of women in the cooperative sector is about 51%.

The Government of Nepal has started including the work of women too in national contribution since 2011. Most of the women are involved in informal sector and mainly in sectors requiring physical labor. Foreign employment is one of the main areas of attractions among youths (male and female) in Nepal. Despite the high level of attraction of Nepalese youths towards foreign employment and demand, this sector is full of problems too. The situation is such that people get cheated, undocumented due to incorrect documentation. Following lack of appropriate information, Nepalese workers face troubles, don't get rightly paid, stay illegally, exploitation of women and fall prey to human trafficking. There have been incidents of human trafficking in the cover of employment. Physical and mental exploitation occur to women. The trafficking of women and children for sexual exploitation is on a rise globally. The incidents of labor exploitation, rape and murder of women are increasing. Thus, the gap of the policies and programs that appropriately address these areas need to be fulfilled. The next thing is, not only the informal sector of the nation, the record of the women working in the formal sector is also not organized. Women are paid relatively low wages compared to men. Most of the women working in the informal sector do not have the provision of social security whereas the grievances and incidents of exploitation and violence against women working in the formal sector, financial and various organizations, service sector, are on rise. In this way, the equal wage for similar work specified by the Constitution and law is not being implemented too.

2.4 Situation of women in politics

The presence of women in politics is weak due to not being able to give high priority for the meaningful participation of women in Nepali politics. Despite visibly high number of elected women representatives now, their presence at the decisive level is low. On the other hand, it is apparent their role in the external society gets low when the role and responsibilities of common women is confined within unproductive and domestic responsibilities only.

Due to low participation of women in politics, the voice of women still cannot reach out to the place where policies are made. Although there is representation of women as the President, including the parliament and the Cabinet of ministers, women have not been able to have access to decisive roles. Similarly, it has not been able to have remarkable increase in women participation in the Constitutional body and diplomatic sector. However, the representation of women has increased ranging from the local level to central level of political parties. As a result of continued attempt and advocacy, matters concerning ensuring the proportional participation of women, ensuring the participation of women in main positions of national life, women to have proportional representation in positions to be nominated/appointed are all under priority.

There have been some important improvements in the representation of women in politics. Having 197 women representation in the first Constituent Assembly and 179 during the second Constituent Assembly, current Federal parliament having about 33.5 percent, 34.4 percent at the provincial level and 40.8 percent in the local level government, women being elected in the supreme position of the nation as the President, women being appointed as the Chief Justice of the Supreme Court, women being appointed as the speaker of the house and remarkable increase in the participation of women at the local level are some of the important achievements in the later time in terms of women participation in Nepal. However, the number of women in the decision making level of the public service sector is only 13.6 percent. There is no alternative other than implementing the policy of positive discrimination with high priority and increase it quantitatively and qualitatively.

2.5 Women in the Civil Personnel Sector

Although women constitute 51.5 percent of the total population of Nepal the presence of women in the civil personnel sector is yet *comparatively* low. Now among those in civil personnel service about 27% are women whereas there are about 47% women in the health service. Similarly, the number of women in the judicial sector is also low. The situation is such that among all levels of court there are 35 women judges. Particular although it is expected that the number of women in the education sector would be high but the result is disappointing.

2.6 Status of Women Rights

Many topics have been covered in the Constitution of Nepal, regarding women. The Article 38 of the Constitution has provided women right as a separate fundamental right. There is a pledge made in the preamble of the Constitution that an egalitarian society will be built by eliminating gender discrimination. The Constitution provides

that an individual who receives Nepalese citizenship by descent can obtain Nepalese citizenship from their mother or father's name. Similarly, the Constitution provides right to equality, under which all citizens are equal before the law and no person shall be denied the equal protection of law, no discrimination shall be made in the application of general law on the grounds of origin, religion, color, caste, ethnicity, gender, language, region, ideology or on similar other grounds, but it covers arrangements like making special provisions by law in areas including education, health, employment, social security for women, no discrimination shall be made on the ground of gender with regard to remuneration and social security for the same work, all offspring shall have the equal right to ancestral property without discrimination on the ground of gender.

Similarly, every women shall have equal lineage right without gender-based discrimination, every women shall have the right to safe motherhood and reproductive health, no woman shall be subject to physical, mental, sexual, psychological or other form of violence or exploitation on grounds of religion, social, cultural tradition, practice or on any other grounds. Such act shall be punishable by law, and the victim shall have the right to obtain compensation in accordance with law, right of women to participate in all bodies of the State on the basis of the principle of proportional inclusion, women shall have the right to obtain special opportunity in education, health, employment and social security on the basis of positive discrimination, the spouse shall have the equal right to property and family affairs are the kind of the provisions.

Article 42 mentions the families of the martyrs who have sacrificed their life, persons who were forced to disappear, and those who became disabled and injured in all people's movements, armed conflicts and revolutions that have been carried out for progressive democratic changes in Nepal, freedom fighters, conflict victims and displaced ones, persons with disabilities, the injured and victims shall have the right to get a prioritized opportunity, with justice and due respect, in education, health, employment, housing and social security, in accordance with law.

Under the provision of social security, indigent citizens, incapacitated and helpless citizens, helpless single women, citizens with disabilities, children, citizens who cannot take care themselves and citizens belonging to the tribes on the verge of extinction shall have the right to social security, in accordance with law.

It has been provided that the election of the President and Vice-President has to be done in a way that it represents different gender or community. There is a provision that requires at least one-third member of the total elected members of each political party representing in the federal parliament should be women.

It has been provided there should be different gender for the Speaker and Deputy Speaker of the Federal level and Province and for the Mayor and Deputy Mayor of the Municipality of the local Government.

2.7 Legal Provisions

The State has been making various laws, policies and action plans and implementing those to eliminate gender-based violence. Crimes like violence against women, rape, holding hostage, human trafficking has been defined as a serious criminal offence against the State and there is a provision for strict sentence. Various laws are in the process of being prepared for the implementation of the fundamental rights in the Constitution. The Crime Victim Protection Act 2018 has ensured the right to justice for crime victim and the right to privacy in the course of investigation, enquiry, prosecution and court proceedings of rape, human trafficking, sexual harassment, right to stay in separate chamber in the course of hearing, right to justice along with social rehabilitation and compensation by law and the victims' rights and interests have been protected.

In the Domestic Violence (Offence and Punishment) Act, 2009 it has been provided if the victim requests the proceedings and hearing regarding the complaint should be done in closed bench, interim protection order may be given to the victim for protection until the time the final decision on the complaint is made. The Right to Safe Motherhood and Reproductive Health Act, 2018 has established sexual and reproductive education, information and service. The individual Privacy Act 2018 has covered topics like the privacy of an individual's public and private life, gender identity, sexuality, sexual relations. Public Health Act 2018 has emphasized the implementation of regular free health services guaranteed by the Constitution of Nepal. The Act Relating to Rights of Persons with Disabilities 2017 has provisions of ensuring the environment that enables persons with disabilities to earn respectful living by empowering them and getting them to have participation in the process of policy making and development. The Sexual Harassment at Workplace (Prevention) Act 2063 has ensured the right to work in a safe and dignified environment. Human Trafficking and Transportation (Control) Act 2007 has made provisions of strict punishment for those convicts engaged in such activities. Under the Legal Aid Act 1997, Legal Aid Fund has been established. There should be a roadmap drawn for effective implementation of these type of legal provisions.

The Truth and Reconciliation Commission has been formed for the purpose of collecting the complaints of the incidents during insurgency, carry out investigation, reconciliation, prosecution, and recommend those to the government and the

Commission for Investigation of Enforced Disappearance have been formed and working. The Commissions are actively working to inquire about the individuals involved in serious human rights violation during the insurgency and those acting against humanity, to bring the truth to the public, deliver justice to the victim of such incident and to create an environment of reconciliation in the society.

The various policies and action plans adopted by Government of Nepal have attempted to address the issues regarding women, peace and security directly or indirectly. The National Action Plan against gender based violence, national action plan regarding implementation of CEDAW, national action plan on gender equality and women empowerment, integrated legal aid policy, national employment policy, fifth five yearly national human rights action plan, national plan on human trafficking and transportation control, fifteenth national gender equality policy and the policies and plans including the National Gender Equality Policy 2021 have contributed to managing the rights and interests of women.

2.8 The Status of Violence against Women

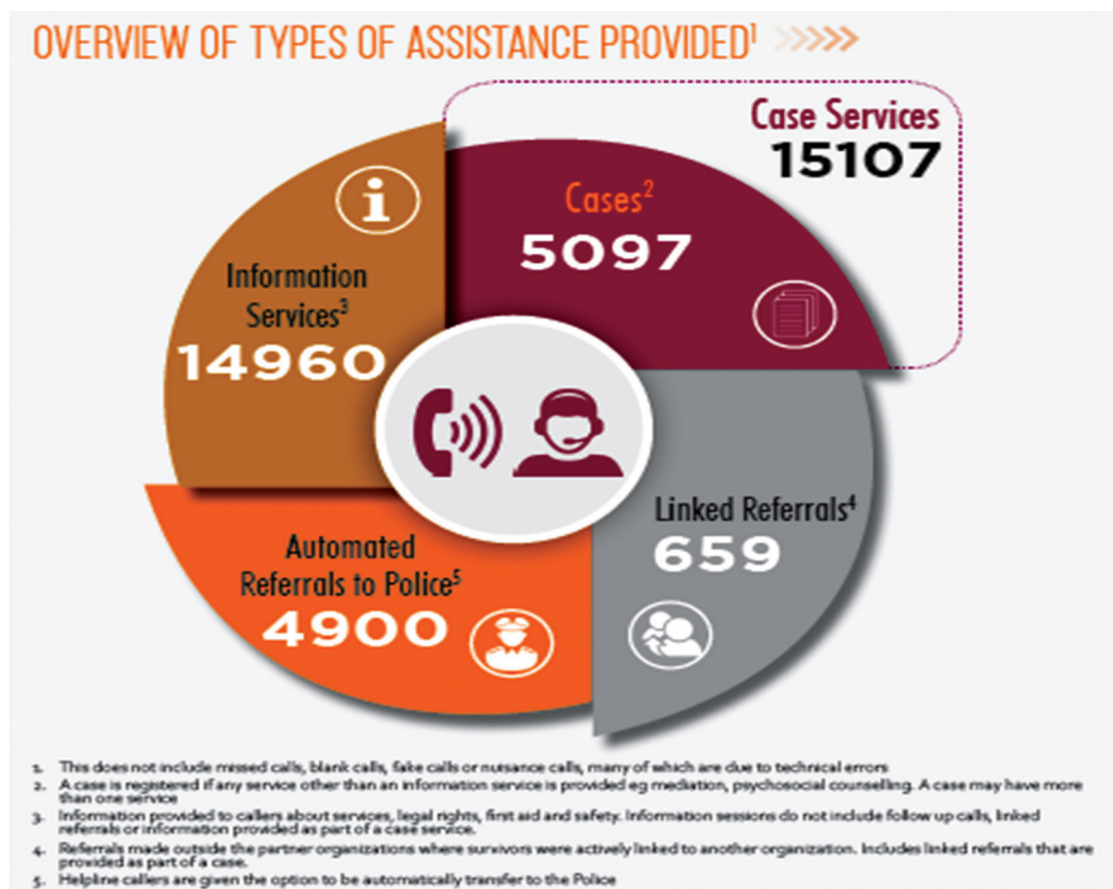
The situation of violence on women in Nepal is serious. A study shows that the number of women who have experienced physical or sexual violence is 24.3 percent. Yet more than 946 women become subject to women trafficking. Due to the existing ignorance and lack of understanding about gender based violence and sexual violence, weak implementation of the existing law in the country and social anomaly too we find rise in such incidents in the society. In the later times, the incidents related to sexual abuse on women are increasing. However, we cannot find that the State has been able to effectively address that.

2.9 Complaint Regarding Violence against Women in the National Women Commission

There is a legal provision that any victim themselves or other person can file an application with the Commission regarding deprivation of utilization of women rights and any women being subject to violence or victimized due to ill practices. The Commission has been operating 'Report to 1145' Helpline service since the past three and half years. The Helpline that is in operation 365 days, 7 days and 24 hours throughout the year and is free has been established as a reliable medium for the rescue and help of women and children victims. It has been provided that based on the information received by the Commission through any source, it can also conduct necessary inquiry.

Similarly, the Domestic Violence (Offence and Punishment) Act, 2009 provides that any person who has knowledge of an act of domestic violence has been committed, or is being committed, or likely to be committed may lodge a complaint setting out details with the National Women Commission.

The Commission can settle the actions for the complaints that are within its jurisdiction while it has been provided that it can send recommendations to other entities for the complaints beyond its jurisdiction. Among the entities that are recommended are Police Office, Immigration Department, Passport Department, Rural Municipality and Municipality, District Administration Office and the Land Revenue office. The Commission has been arranging for referral to Nepal Bar Association and other NGOs too for providing legal assistance of women victims of violence. The Commission has been looking into the complaints registered with it by viewing from the beginning itself if a women has been made deprived using women rights or not allowed to use such rights or if any women has been victimized due to any violence or social ill practices, then it does necessary inquiry and itself settles the actions on applications falling within its jurisdiction. The complaints received in the Commission in the past three and half years through the Helpline and the attempts made to address those have been presented in the documentary below.



Gender Index Reflecting the Status of Women

Indicators	2063/64	2072/73	2077/78
Ratio of girls and boys in the Pprimary level	0.90	1.03	1.01
Male and Female ratio of literacy among 15-24 year old	0.73	0.89	
Percentage of women getting prenatal services four times	29.4	59.5	56
Percentage of Delivery Service through health professional	18	50	61
Mother Mortality Rate (Among every 100,000 live birth)	300	258	301
Expected lifespan at birth (male)	61 (60)	71 (67)	70.2 (67.8)
Participation of Women in Civil Personnel (percent)	8	18	26.4
Ratio of Women in non-agricultural employment	17.7	44.8	42.5
Gender Empowerment Measurement	0.496	0.568	0.620
Gender Development Indicator	0.499	0.534	0.886

Occupation	Male	Female
Managers	86.8	13.2
Professional	59	41
Technical and assistant professionals	69	31
Assistant workers	60.7	39.3
Service and Sales Labors	56.6	43.4
Skilled agriculture, forestry and fishery labors	42.5	57.5
Handicraft and associated trade labors	78.4	21.6
Industrial Machine Operators	94.7	5.3
Starting Occupations	58.5	41.5
Other	92.1	7.9
Total	62.7	37.3

Source: Collected from various sources

Part
3

**Review of the Past Strategy
and Achievements**

Review of the Past Strategy and Achievements

The Commission has until now made two five years strategic plan and implemented it. The first five yearly strategic plan was prepared for the period of (2009-2014/2015) and the second five years strategic plan for the period of (2015-2020/2021). During the course of the formulating the presented strategic plan, the past strategic plan was briefly reviewed. In the said strategic plan, the works executed by the Commission were measured considering the specific priorities and strategic objectives.

Through the implementation of both of these five years strategic plan in order to protect the rights of women and to ensure the participation based on proportional inclusive principles, prevention of women violence and to prioritize topics like gender mainstreaming and sensitivity in the services provided by all levels and bodies to establish a trend by doing so to formulate policy and programs and implementation, the Commission has obtained success to a certain extent.

Despite limited resources, mediums and workforce, the review has shown that the Commission has completed its activities, conducted orientation program effectively to increase gender sensitivity in various levels and sectors, monitoring of incidents, investigation, complaints, consultation investigation prioritization have been achieved. During the review the SWOT analysis of the Commission was done too, which has prepared the basis for the formulation of this strategic plan.

3.1 First Five Years Strategic Plan (2009-2014/2015) Review

- 'The first five years strategic plan (2009-2014/2015) formulated and implemented with the main aim of 'ensuring equal access, implementation of national and international legal framework, and meaningful participation and representation of women at all levels and sectors to contribute in the elimination of all types of discrimination and violence based on gender' had incorporated 6 different objectives and various working policy and activities under it. The main achievement of that strategic plan are as follows—
- Submission of report to the Election Commission after gender evaluation for the first time to ensure meaningful participation of women in the Constituent Assembly Election held on November 19, 2013.

- Continuous discussion with political parties and thematic committee of constituent assembly for ensuring meaningful participation of women in the constituent assembly.
- Initiative for ensuring at least 33 percent proportional and inclusive participation of women in all sectors and levels of the State.
- Drawing serious attention of the stakeholder entity for effective implementation of existing laws to obtain citizenship through the mother.
- Tax rebate upon transferring and registering fixed assets like house, land/plot under the title of women and provision of dual ownership of husband/wife on the ownership certificate of house/land.
- Amendment of discriminatory laws for women, making laws and submitting draft to the concerned authority.
- Establishment of one door crisis management center in 21 hospitals of various districts for rescue and assistance as per initiative for women victims of violence.
- Contribution to Human Trafficking and Transportation Act 2007, Regulations 2008, Domestic Violence (Offence and Punishment) Act 2009 and Regulations 2010 and CEDAW and making national action plan as per proposal.
- Establishment of service center and rehabilitation center for women victims of gender-based violence in collaboration with Ministry of Women, Children and Social Welfare.
- Beginning of gender audit along with gender responsive budget preparation.
- Providing assistance and counseling to women victimized by various kinds of violence.
- Rehabilitation for women who have been victimized by social, physical and sexual violence.
- Increase in collaboration with national and international organizations to ensure women rights.
- Field monitoring and recommendation of various incidents related to violence against women.

3.2 Review of Second Strategic Plan (2015-2020/2021)

The second five years strategic plan (2015/-2020/2021) formulated and implemented with the main aim of ensuring socioeconomic political empowerment of women by eliminating all types of discrimination and violence against women, meaningful inclusive and proportionate representation and effective implementation of international legal had incorporated 5 different objectives and various working policy and activities under it. The main achievement of that strategic plan are as follows-

- Major role played during the making of Witchcraft Accusation (Offence and Punishment) Act 2015 by the Commission to make laws regarding witchcraft accusation by preparing its draft and including the suggestions received through the interaction and discussions with concerned stakeholders.
- Along with the initiative for building laws on workplace sexual harassment conducted awareness program too on this.
- Establishment of networking at a national level to immediately monitor and investigate all kinds of incidents of violence against women and published report too.
- Initiatives made by the National Women Commission for fast track court with the court and concerned authorities regarding continuous hearing on cases related to women to deliver prompt justice to victims of violence against women.
- National Women Commission has coordinated and collaborated with various government and non-governmental authorities and provided services ranging from free legal remedies, psychosocial counseling, and shelter to women and children that are victims of violence.
- Necessary initiative taken for ensuring proportional and inclusive participation and gender mainstreaming of women in the Constitution.
- Making of the National Action Plan of the United Nations Security Council Resolutions 1325 and 1820 along with playing an important role in its implementation and organizing program through project.
- Establishment of National Women Commission as a Constitutional Commission.

3.3 Review of the Past Achievements

During the 19 years of the establishment of National Women Commission by implementing two five years strategic plan and yearly plan it has been making important contributions to protect, promote the rights of women and empower them to mitigate the incidents of gender-based violence. Significant success has been achieved to establish the topics of interests and rights of women in the Constitution and law through the past strategic and annual plan and to effectively put those provisions into practice. At the current time, remarkable presence of women in all the levels and structures of the State has been ensured.

Despite the mentioned achievement yet the topic of women rights and interests stated in the Constitution and Acts have not been able to be ensured for the unabated utilization of these rights for women in all regions of the nation, particularly for infirm and marginalized women. We have not been able to completely control various kind of domestic and other violence, discrimination and abuse carried out against women. It has not been possible to manage adequate structure and infrastructure for the social and economic empowerment and rehabilitation of women victims of violence. It has not been possible to deliver prompt and effective justice to women who have been victims of violence. We have not yet been able to widely conduct awareness interaction program, public hearing, campaigning to make everyone aware about the rights and interests of women and to enhance the awareness regarding violence against women. It has not been possible to increase the qualitative representation of women along with their quantitative presence at all levels and places of the State. It has not been possible to ensure the proportionate and meaningful participation of women in all areas. Ranging from the activities of establishing the Commission's own office building to provincial office, the arrangement of competent workforce in sufficient numbers in the Commission has not been taking place.

Part
4

**Analysis of the Strengths,
Weaknesses, Opportunities and
Challenges of the Commission**

Part 4 | Analysis of the Strengths, Weaknesses, Opportunities and Challenges of the Commission

The Commission had organized discussion in various rounds internally and externally in the course of reviewing the first and second five years strategic plan and building the third five years strategic plan. The analysis of the Commission's strengths, weaknesses, opportunities and threats also took place in the said discussion. The conclusion of strengths, weaknesses, opportunities and challenges derived from the analysis has been presented below.

4.1 Strengths

The Constitution has provided Constitutional recognition to the Commission that holds approximately two decades of working experience. There have been clear provisions regarding the functions, duties and rights of the Commission in the Constitution, Act of the Commission and the Regulations. It has been mentioned by the Constitution that the Commission can have its own Provincial Office and expand the tasks of the organization. The Commission has been provided with the responsibility to monitor and analyze the implementation of the national and international instrument regarding women rights and make recommendations to the government. The Commission has already made various recommendations accordingly in the past. The Commission has been collaborating with various national and international NGOs. After five years following Constitutional recognition women members having experience of working in various sectors have been appointed. Along with this civil service, employees who have worked in various sectors and gathered various experience and competencies have been working in the Commission.

Right from its establishment period, the Commission has to date conducted various exploration, studies, research, monitoring and investigation and published such studies and reports. There has been effective increase in coordination and assistance in the campaign for violence against women and women rights from Government of Nepal including international development partners and other helping organizations. The situation is such that the expectation, confidence and trust of the general women towards the Commission has been rising. These are the strengths of the Commission.

4.2 Weaknesses

Because the Commission received Constitutional recognition about one and half decades following its establishment and the members were appointed only after five years, there are many policy related matters for improvement pending. Although it is a Constitutional Commission, the situation is such that it has to rely on Ministry of Finances for the budget and on Ministry of Federal Affairs and General Administration for staffs. In addition, the annual budget to be received by the Commission has been low. The Commission has limited human and physical resources. Up until now, the Commission has not been able to establish its own permanent office building. Even now out of the 38 permanent positions and 17 temporary positions in the Commission, various important positions including psychologist has not been fulfilled. Due to lack of adequate staffs, it has been difficult for the Commission to gain pace for the effective implementation of its plan, policies and programs. Since the Commission does not have any structure in the Provincial and local level the Commission is only centralized in Kathmandu. Due to this, the situation is such that the Commission for its functions in the local level has to rely on other entities. Also due to lack of positions created for staff as per the nature of the work of the Commission there has been difficulty in conveniently executing daily administrative functions of the Commission. Since the Civil Personnel Sector supplies the staffs and they are transferred before the completion of their tenure, it has been difficult to retain experienced and expert workforce with thematic knowledge.

Due to the lack of alignment between the activities of the previous two strategic plans and annual program despite making strategic plans, the implementation of the strategic plans have become a bit weak. The institutional memory has been weak because of lack of effective record keeping management. There is lack of information and data due to not being able to appropriately manage the record keeping and data of functions of the Commission. The task of retaining staffs having specialized knowledge, skill, experience and capacity within the area of women rights, in the organization has become difficult in lack of sources of motivation.

It has also created difficulty in the sustainability in the programs of the project operated by the donors. The situation is such that the concern and priority of the donors also have been low after the global pandemic of COVID-19 infections. These are the weak aspects of the Commission.

4.3 Opportunities

The rights and responsibilities provided by the Constitution to the Commission to work in the field of women rights are very broad and significant. The Government and other entities are committed for the protection and promotion of women rights. The Commission has specialized rights like protecting and promoting women rights, receiving complaints regarding violence against women and violation of women rights, investigating and monitoring, mediation or making recommendation for filing case to get legal remedy. The Commission also has the right to make recommendations to the Government for protection of women rights based on the facts derived after the investigation. In the recent times, due to the widespread publicity in the awareness, education and informative programs regarding rights there has been gradual increase in the awareness of rights among the general public. The faith and trust of the general public towards the Commission is a very important opportunity for it. The Commission has already gathered about 19 years of experience in this sector. It has come to a point where the Commission can obtain support and collaboration in the execution of the Commission's work through the collaboration with various national and international bodies. It is a good sign for the Commission's institutional development to receive continuous support from international organizations. These are the opportunities for the Commission.

4.4 Challenges

The Commission that had been established through the executive decision of the government in the beginning has the present day challenges of restructuring itself as per the Constitutional provisions. The task of making structural reforms as per the wish of the Commission is challenging with the existing situation of the Commission having to rely on the Government for the necessary materials, human resources and financial resources to execute its work. Since the situation of impunity still exists in the nation, the work of taking effective action against those carrying out gender-based violence is full of challenges. Impunity has been nurtured because of the individuals pronounced guilty by various levels of court and sentenced due to lack of effective legal implementation. Regardless of the provisions in the Constitution and law regarding the topic of protection of women right, the implementation of the same in practice is very weak. Particularly, the increase in repetition of rape incidents, acid attacks, murder and violence, the situation of those guilty for violating women rights escaping has created a challenge in ensuring protection of women rights and justice for the victims. The society still has malpractices and harmful traditions like child marriage, witchcraft, menstrual exclusion, dowry deeply rooted. It has not

been possible to effectively bring up awareness against the harmful social practices, traditions and violence against women in the local level effectively. It has been seen imperative that the Commission has to work by strengthening coordination in the task of increasing awareness at the local level regarding gender-based violence.

Although limited number of programs have taken place to enhance the capacity of the staffs working in the Commission, adequate work has not been done towards the development of thematic competencies. It has been tough for the Commission to conveniently carry out its functions due to it not having its own office and having to rent a building in addition to the scarcity of rooms and physical materials in the rented place required for the members, staffs and for legal and psychosocial counseling.

The above-mentioned matters have been presented point-wise in the table below.

SWOT Analysis of National Women Commission

Strength	Weakness
<ul style="list-style-type: none"> ● Constitutional recognition ● Institution with the oldest two decade long experience among other Commissions. ● Clarity regarding the Commission's function, duties and rights through the Constitution, Act, Regulation ● Directives for conducting meeting and internal management. ● Members having different backgrounds of experiences appointed. ● Presence of experienced enthusiastic staffs who have worked in various sectors. ● The 1145 Helpline operated by the Commission established as an effective mechanism for complaints and addressing violence on women. 	<ul style="list-style-type: none"> ● Lots of work remaining to be done due to the members being appointed only after 5 years following the receipt of Constitutional recognition ● Inadequate annual budget ● Insufficient human and physical resources ● The Commission not having its own permanent office building ● Lack of reach to the local community level due to the Commission's provincial office not being established ● Lack of expert members and workforce ● Lack of orientation, observation visit , training and programs for competency enhancement ● Unavailability of staffs as per allocation, lack of required workforce based on workload ● Situation to rely on other entities for the functions of the Commission at the local level

- Integrated services violence-affected victims.
- Increase in the resource mobilization capacity of the Commission
- Enhancement of the international community's credibility towards the Commission
- Good functional relationship with service provider partnership organization
- Capable of recommending the Government for implementation of national and international instrument on women rights and responsibility to monitor the same
- Coordination and collaboration with various national and international non-governmental organizations.
- Exploration, study, monitoring and investigation on various topics regarding protection and promotion of women rights and interest and publication of reports
- Effective coordination and support from Government of Nepal including international development partners and other assisting organizations in the campaign on violence against women and women rights
- The expectation, trust and faith of general Nepalese women towards the Commission.
- Lack of functional memory due to the frequent transfers of staff as they are managed through the civil personnel
- Lack of synergy between strategic plan and annual action plan
- Weak institutional memory due to not being able to fully record and appropriately manage data of the functions of the Commission because there is no effective recordkeeping management
- Unable to retain experienced and capable staffs in the organization that have undertaken special studies and training in the field of women rights
- Difficulty in the sustainability of the project programs organized by donors
- Lack of self confidence among staffs due to lack of adequate opportunities for their career development
- Lack of thematic knowledge, skills and competencies among staffs
- Lack of permanency/service continuation of staffs
- Lack of motivation for staffs
- Unable to disseminate the works done by the Commission among the general public
- Unable to be educated through international good practices
- Relatively less numbers of awareness and promotional programs on violence elimination as opposed to demand
- Lack of study and investigation
- Lack of coordination and collaboration with other Commissions

- Location of the Commission's office in accessible and convenient location for everyone

- Lack of organized system to process and analyze reports, data on incidents regarding violence against women
- Unable to regularly review and evaluate the programs conducted by the Commission
- Lack of record-keeping and knowledge management in the Commission

Opportunities

- The rights and responsibilities provided by the Constitution for the Commission to work in the field of the rights and interests of women is very broad and significant
- The Government and other bodies are committed for the protection and promotion of rights of women
- Constitutional and legal provision to establish provincial offices
- Specialized rights to the Commission like protecting and promoting rights of women, receiving complaints, monitoring, mediation regarding incidents of violence against women and violation of their rights
- The Commission has the right to make recommendations to the government for protecting rights of women based on the facts derived after investigation
- Gradual increase in the awareness among general public due to the widespread publicity of awareness on rights, education and informative programs

Challenges

- To arrange for the Commission's own land and building
- The situation of having to rely on the Government for required material, human resources and financial resources to execute its work
- Limitation of staffs, adequate office rooms and physical materials required for legal and psychosocial counseling
- To arrange for competent workforce in the Commission and to retain experienced and competent staffs
- Situation of having to depend on external support due to insufficient allocation of Governmental resources
- Task of controlling and addressing rising violence against women and gender based violence
- Increasing change in the form violence against women and forms of violence
- Increasing problem of women trafficking
- The Commission not having its own staffs
- Increasing expecting beyond jurisdiction
- Existing anomalistic psychology in the society
- No immediate legal action for culprit of violence against women

- Presence of members in the Commission that have worked in the field of rights and interests of women
- Positive image of the Commission
- The confidence, trust and expectation of general women towards the Commission
- Situation of receiving assistance and collaboration for the Commission to perform its work through the collaboration with various national and international bodies
- International organizations/donor agencies positive to provide support for the institutional development of the Commission
- Supportive feeling of partner organizations
- Availability of budget and workforce
- In absence of effective legal actions for those pronounced as guilty by various levels of court and decided sentence, impunity has been nurtured
- The trend of hiding or suppressing the incidents of violence against women at the local level through political support
- Repetition of rape incidents, increase in incidents like acid attacks against women, murder, violence
- Situation of the culprits of violation of rights of women escaping because of incidents of violence against women not taken seriously by the mechanisms of the State
- Lack of required commitment within concerned bodies to ensure protection of rights of women and prompt justice for victims
- Unable to fully control harmful social practices and wrongful traditions like child marriage, witchcraft, menstrual exclusion, dowry
- Unable to effectively bring up the awareness against violence against women to the local level
- Unable to create adequate opportunities for the capacity and competency enhancement of staffs working in the Commission

Part
5

**Guiding Principles,
Values and Priorities of
the Commission**

Guiding Principles, Values and Priorities of the Commission

The foremost objective of the Commission is to put the rights to equality mentioned in the Constitution to practice and to create a point where general Nepalese women can utilize substantial equality and to help in alleviating any kind of violence, discrimination and abuse carried out against women. In order to attain these objectives the National Women Commission expresses the commitment to freely, autonomously and impartially perform its function as provided by the Constitution and existing act, laws for its responsibility to work regarding rights of women. The Commission shall coordinate, collaborate and partner with government bodies, national and international organizations working in the field of women rights for the honor, protection, promotion and effective implementation of the rights of women and their interests. The National Women Commission shall remain fully committed to incorporate women in development mainstream effectively by protecting and promoting the rights and interests of women. Overall, in the context of fulfilling responsibilities specified by the Constitution and prevailing laws and about implementing this strategic plan, the National Women Commission shall remain guided by the following values and guiding principles.

5.1 Guiding Principles and Values

a) Gender Equality

Internalizing that all human rights are women rights and all rights of women are human rights, the Commission shall work for gender equality. Since all citizens are equal before law, it is the belief of the Commission that any kind of gender inequality should come to an end. The Commission shall always remain active to review and revise policy, rules and laws that are discriminatory from a gender perspective.

b) Participation and Social Inclusion

The Commission remains committed to ensure the proportionate and inclusive participation of women in all levels and sectors of the State. Special initiatives will be made for the participation of each class, region, and community of the society in the activities carried out by the Commission. The Commission shall remain committed to not allow various kind of discrimination based on social and cultural pluralism of women, along with gender, sexual minority, caste and creed, class, language, religion, disability and geographical origin while formulating policies, plans and programs and implementation of those.

c) Independence, Autonomy and Impartiality

The Commission during the course of fulfilling its duties shall remain completely free from the influence or pressure of any individual, body, organizations or beliefs. The Commission shall remain free from the prejudice against any individual or organization based on gender, caste, language, religion, belief, opinion, economic and social status and any other basis. Neutrality, subjectivity, impartiality and fairness shall be maintained at all levels of implementation, monitoring and decision making process of its plan.

d) Accountability

The Commission shall remain accountable towards all stakeholders, government, international community, partners and all citizens for its functions. Public hearing shall be held from time to time regarding the roles and responsibilities of the Commission based on the demand and needs of the general citizenry. Along with this, the Commission will incorporate its annual performance as per the Constitutional provisions and submit its annual report to the President in a specified format.

c) Commitment

The Commission shall remain committed for its responsibility of effective monitoring regarding the implementation of various international treaties/covenants including legal instruments on women rights ratified by Nepal and as per the Constitution, policy and laws of Nepal.

d) Zero Tolerance

The Commission shall present its policies, programs and plans as an institution that adopts zero tolerance towards any kind of discrimination, deprivation and sexual harassment at workplace and public places including all kinds of violence against women and victim women not getting timely justice.

e) Accessibility

The Commission shall remain active to ensure easy access to the service it provides to its consumers, particularly general public including destitute, marginalized or individuals or communities at risk. The Commission shall show its effective presence for monitoring and investigating incidents of violation of rights of women. In order to expand the Commission's access for general public, it will publish and distribute information and informative promotional materials along with adoption of policy to inform everyone about its activities through radio and television.

c) Transparency

The Commission shall remain committed to ensure to establish the access of general public in every activities of the Commission and to ensure the right of getting information without any delay for demanding information regarding the matters of public concerns for the Commission. By adopting the policy that the Commission will provide timely information to anyone seeking information from the Commission ipso jure, the Commission shall ensure transparency and right to information. The Commission shall remain committed to publish, broadcast and dissemination of the decisions, activities of the Commission and main policies formulated through press or electronic medium including various media and the Commission's website.

c) Respect of Diversity

The Commission respects all castes and creeds, languages and lingua franca, gender, class, region, community equally. The Commission shall always work considering matters with diversity in its policymaking, plan and program processes.

5.2 Matters of Commitment and Upcoming Commitments

The Commission shall in respect to topics proposed during first and second strategic plan but pending to be implemented, considering these adopt all necessary measures required to effectively fulfill its responsibilities in relation to rights of women provided to the Commission by the Constitution, existing laws, and laws. During this process by identifying the areas of priority for programs to be done in the field of human rights of women and their empowerment along with alleviation of gender-based violence in the coming five years, in order to strongly implement it, it will make it included under the first priority for issues related to women in all three tiers of the government and entities to establish itself as a pioneer in the nation play a major role in the field of human rights of women and empowerment and promotion of the same.

Based on overall analysis of the status of the rights of women in the nation, review of the Commission's strengths, weaknesses, opportunities, threats and institutional challenges, the following topics have been identified as issues of priority to be addressed by this strategic plan-

1. Meaningful participation of women in the protection, promotion and effective implementation of rights and interests of women along with their participation at decisive levels.
2. Effective implementation, monitoring and reporting of international treaties/ agreement, commitments and responsibilities related to the rights and interests of women.

3. Necessary coordination and facilitation of incorporate women in the mainstreaming of national development.
4. Continuous awareness, advocacy and recommendations for awareness, education and legal and policy provisions for gender equality based provisions for women rights.
5. Effective addressing of violence against women (immediate rescue, protection and legal remedies of victims of violence).
6. Social transformation against harmful social practices and wrongful traditions targeted towards women.
7. Strengthening of internal and external coordination, contact and collaboration.
8. Expansion of the Commission's access, institutional strengthening and efficient management of human resources.
9. Strengthening of the Commission's monitoring, investigation and work execution system.
10. Effective implementation of the recommendations made by the Commission.

Part
6 | **Strategic Plan**

The vision, mission, goals, values of this strategic plan are the following-

6.1 Vision

To build a gender equitable society.

6.2 Mission

To control all kinds of violence, abuse and discrimination against women by ensuring equal opportunity and rights and to enhance the identity and reputation of women.

6.3 Goal

To bring qualitative reforms in the position and condition of women by ensuring proportionate and meaningful participation through their empowerment in all areas including social, economic and political areas.

6.4 Objective

1. To establish the Commission in a leading role in the field of the protection and promotion of the rights and interests of women.
2. To ensure the making of gender equitable society through the formulation and implementation of women-friendly policies, laws and programs and making of such friendly structures.
3. To contribute to bring to an end of all kinds of violence, abuse, exploitation, discrimination and social wrongful practices against women.
4. To assist in social, economic transformation to incorporate women in the mainstreaming of development.

6.5 Strategy

1. Institutional strengthening and capacity development of National Women Commission (Related to Objective 1)
2. To coordinate, facilitate and carry out advocacy for the formulation, revision and implementation of policies, laws related to the rights and interests of women. (Related to Objective 1)
3. To monitor the implementation of the obligations and commitments of the international treaties/agreements to which Nepal is a party. (Related to Objective 1)
4. To make policy suggestions by conducting studies and investigation for ensuring gender equality, women empowerment and gender justice. (Related to Objective 2)
5. To help in the establishment and development of gender responsive governance system. (Related to Objective 2)
6. To conduct awareness, promotional and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination and social ill practices carried out against women based on gender. (Related to Objective 3)
7. To ensure the rescue, protection, rehabilitation and justice for affected/victims by monitoring and investigating incidents of violation of rights of women and incidents of violence. (Related to Objective 3)
8. To address the concerns and needs of women in the policies and programs at all levels of the State and thematic areas. (Related to Objective 4)
9. To coordinate and facilitate for assisting in social transformation by ensuring access and ownership for women in all economic opportunities through prioritization of destitute and marginalized women. (Related to Objective 4)

The working policies and activities that would be adopted to achieve the above-mentioned objectives shall be the following—

6.7 Working Policy

S.N.	Strategy	Working Policy/Activities
1.	Institutional strengthening and capacity development of National Women Commission.	<p>1.1 By arranging land in the appropriate location within Kathmandu valley for the central office of the Commission, to arrange women friendly and disability friendly office building.</p> <p>1.2 By conducting new organizational and management survey of the Commission, to make structural reforms in the organization in a way that it can fulfill the responsibilities as prescribed by the Constitution, Act and Regulations.</p> <p>1.3 Expand the access of the Commission by establishing and bringing into operation provincial offices of the Commission in all seven provinces.</p> <p>1.4 To arrange for related subject expert workforce in the Commission.</p> <p>1.5 To organize programs for the conceptual clarity of the Commission's members and enhancement of their competencies.</p> <p>1.6 To conduct study, training, coaching, orientation programs for the capacity enhancement of the staffs of the Commission.</p> <p>1.7 To enhance the study and investigation capacity of the Commission.</p> <p>1.8 To make the Commission active by developing mechanisms regarding hearing related to women rights, investigation and monitoring.</p> <p>1.9 To make the advisory and suggestive role of the Commission more effective and result oriented.</p> <p>1.10 To establish functional network with local levels, the organizations and sister organizations of political parties that work in the field of rights of women and strengthen it.</p> <p>1.11 To continuously hold dialogue and discussion programs in order to strengthen the coordinating role of National Women Commission between all national and international entities that are working in the field of women rights.</p> <p>1.12 To prepare a roster of expert and organizations working in the field of women rights and to use the expertise.</p>

		<p>1.13 To identify the potential organizations that can collaborate with the Commission and to enter into agreement with them for collaboration.</p> <p>1.14 To make the tasks and actions of the Commission based on information technology.</p> <p>1.15 To increase the coordination and strategic partnership with national and international organizations, networks and forums that work on issues of women.</p> <p>1.16 Development of structure/network to help in the work of the Commission from the center to the local level.</p> <p>1.17 To make the network between gender focal point/units of Government of Nepal strong and function-oriented.</p> <p>1.18 To collaborate and coordinate with various Constitutional Commissions for ensuring rights of women and unabated utilization.</p> <p>1.19 To establish a modern information and documentation center for national and international instruments regarding rights of women within the Commission.</p>
2.	<p>To coordinate, facilitate and conduct advocacy for formulation, revision and implementation of policies, laws about the rights and interests of women.</p>	<p>2.1 To make recommendations on topics of reform regarding the status of implementation of existing policies/laws regarding the rights and interests of women through regular monitoring.</p> <p>2.2 To conduct study regarding discriminatory provisions in the existing policies and laws and make recommendations to the concerned authority for reform.</p> <p>2.3 To monitor if the topics suggested and recommended by the Commission have been implemented or not by the Government of Nepal and other bodies and to ensure effective implementation.</p> <p>2.4 To make initiatives for policy and legal reforms by establishing working relationship with various organizations, networks, working groups and forums working in the field of rights of women.</p> <p>2.5 To make reforms by having discussions and interactions with experts regarding the topics of reform required in the existing laws on rights and interests of women.</p> <p>2.6 By identifying the topics of rights of women, in order to ensure these rights conduct studies regarding making policy and legal provisions on necessary new topics and submit suggestions.</p> <p>2.7 To adopt a system to compulsorily involve the National Women Commission while formulating or revising laws related to rights of women.</p> <p>2.8 To shed light on gender issues, inform the people, create public opinion and to present suggestions to the government to address those through policies and laws.</p>

3.	To monitor the implementation of the responsibilities and commitments under the international treaty/ agreement to which Nepal is a party.	<p>3.1 By including the responsibilities and commitments under those international treaties/agreements/action plans regarding rights and protection of women to which Nepal is a party (Beijing Platform for Action, CEDAW Convention, plans on Sustainable Development Goals) in the national policies, laws and programs to monitor if those have been implemented or not and ensure effective implementation.</p> <p>3.2 To make necessary suggestions for including the provisions of international treaties/conventions to which Nepal is a party to, in national laws and policies.</p> <p>3.3 To make suggestions to the Government for taking necessary initiatives regarding pending implementation by studying and analyzing convention on rights of women, sustainable development goals, universal periodic review including UN resolutions.</p> <p>3.4 To identify topics to be presented in the periodic report to the Committee under CEDAW and give inputs/ suggestions to the Government of Nepal.</p> <p>3.5 To establish a monitoring mechanism regarding the effectiveness of implementation of international commitment and responsibilities and monitor and report together with indicators.</p> <p>3.6 To have effective participation in regional and international committees/forums regarding the implementation of the treaties/conventions on women rights and report.</p>
4.	To conduct study and research for ensuring gender equality, women empowerment and gender justice and provide policy suggestions.	<p>4.1 To conduct study and research regarding the policies to be adopted to ensure gender equality, women empowerment and justice in all levels and structures of the State and programs to be brought into operation and give feedback to the government.</p> <p>4.2 Conduct study to find out if the programs operated by the Government of Nepal are gender friendly or not and present suggestions for reform.</p> <p>4.3 Conduct study and research to identify topics for improvement to make use of women rights effective.</p> <p>4.4 To identify the areas of policy intervention through study and research regarding the access of women in health, education, employment, and contribution to the improvement of economy and social reform and make recommendations.</p>

		<p>4.5 Conduct regular monitoring, study, research regarding the legal inequality and the status of biological needs of women and make recommendations.</p> <p>4.6 Increase the public advocacy, public hearing with stakeholder parties based on study and collaboration with them.</p> <p>4.7 To carry out necessary coordination to prepare the indicators for gender equality and empowerment.</p> <p>4.8 To make necessary initiatives for calculating the contribution of women in national income by maintaining economical value for the domestic labor and family care activities carried out by women.</p> <p>4.9 To create a disaggregated database of gender data.</p> <p>4.10 To regularly and effectively monitor the status of gender equality and human rights of women and publish up-to-date status.</p> <p>4.11 To create a record of pioneer women in the women movement of Nepal and publish it.</p>
5.	<p>To assist in the establishment and development of gender responsive governance system.</p>	<p>5.1 To do the necessary coordination and facilitation for doing gender analysis of plans and programs formulated and operated by all ministries and bodies of Government of Nepal.</p> <p>5.2 To do the necessary coordination for institutionalizing gender responsive budgeting system from the federal level to province and the local level.</p> <p>5.3 To coordinate for adopting financial handover to the province and the local level by considering the gender empowerment indicator also as a basis.</p> <p>5.4 To take initiatives to implement gender audit system at all levels.</p> <p>5.5 To facilitate the practice of formulating program along with the gender situation of every entity.</p> <p>5.6 To motivate each entity for adopting the approach of allocating a certain percent of budget for women targeted programs while formulating annual programs.</p> <p>5.7 To collaborate with various donor agencies, local government and non-governmental organizations for gender mainstreaming.</p> <p>5.8 To conduct monitoring regarding the participation and representation of women in elections and prepare suggestions.</p> <p>5.9 To monitor if the setup of polling center and its operation is gender friendly or not and provide suggestions for improving conditions.</p>

6.	<p>To conduct awareness, related, promotional, and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination, and social ill traditions.</p>	<p>6.1 To coordinate and facilitate for adopting the policy of zero tolerance against all types of violence, discrimination, social wrongful traditions against women, effectively in all levels and entities of the State.</p> <p>6.2 To operate free helpline service for the immediate rescue, protection, relief and rehabilitation of women victimized and affected by domestic and gender based violence and abuse.</p> <p>6.3 To provide safe shelter and conduct necessary coordination for those violence victimized women, adolescent girls and children along with legal aid, psychosocial counseling and safe shelter services.</p> <p>6.4 To enhance the quality of the helpline services and effectively address the issues of those who are victims of violence and affected by it.</p> <p>6.5 To conduct awareness program (e.g. campaign against wrongful traditions, public hearing, school level discussion, etc.) against all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions like accusation of witchcraft, menstrual exclusion, and dowry customs.</p> <p>6.6 To conduct dialogue meeting with judicial and quasi-judicial bodies regarding control of violence against women.</p> <p>6.7 To produce and distribute information and informative materials regarding rights of women and controlling violence against women.</p> <p>6.8 To make initiatives for each local level to appoint gender focal person and prescribe a fixed work directives for them to immediately address incidents related to violence against women.</p> <p>6.9 To arrange for rescue van and bring it into operation for immediate rescue and relief of women who have faced violence.</p> <p>6.10 To arrange for a Dedicated Primary Help Desk within the Commission for those who have faced various kinds of gender-based violence and have come in contact with the Commission for help and those victims requiring primary healthcare who need immediate treatment.</p> <p>6.11 To prepare and distribute informative booklet on the services and concession facilities provided to women, elderly, women with disability, gender and sexual minorities at all levels in the government and non-governmental bodies.</p>
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- 6.12 To conduct awareness program in order to remove the social discrimination and harassment towards sexual and gender minorities and to enhance their identity and participation in the society.
- 6.13 To conduct advocacy and awareness programs for the interests and rights of girl child, adolescent single and senior women.
- 6.14 To conduct liaison, coordination and collaboration between government and non-governmental bodies to provide services as per necessity to women who are victims of violence.
- 6.56 To coordinate and facilitate with concerned entities for immediate rescue and reunification and legal remedy services for women who have been exploited during human trafficking and transportation and foreign employment.
- 6.16 To coordinate and facilitate integrated rehabilitation center at the provincial and local level to provide required services including legal, psychosocial counseling, treatment, skills and capacity development from a single location by immediately rescuing women that are victims of violence.
- 6.17 To monitor regularly if the rehabilitation center, correction centers for the protection of women victims of violence and children are within the specified standards or not and evaluate them.
- 6.18 To take initiative for discouraging and controlling existing malpractices, disbeliefs, harmful social values and customs, traditions and practices that exploits or discriminates women and declare wrongful traditions free area.
- 6.19 To continue dialogue and discussion with stakeholder entity for formulating, amending and implementing necessary laws for ending various kinds of discrimination and violence against women.
- 6.20 To carry out necessary coordination to have convenient access for every women to safe motherhood and reproductive health right and to create such an environment that they can utilize free of cost service throughout Nepal.
- 6.21 To carry out necessary coordination for providing assistance from gender based violence assistance fund to women who have faced serious gender-based violation.
- 6.22 To coordinate with concerned entities for operating one stop crisis management center effectively in hospitals for integrated services including rescue, relief for gender and domestic violence victims and affected women.

		<p>6.23 Coordinate to provide necessary support for violence victims and affected through the funds established for gender-based violence victims' relief and rehabilitation at the local level.</p> <p>6.24 To bring support fund into operation in order to provide a certain extent of assistance for immediate relief and treatment for gender-based violence victims in the Commission.</p> <p>6.25 To conduct regular and effective monitoring of the situation of gender equality and the human rights of women.</p>
7.	To ensure the rescue, protection, rehabilitation and justice for victims/ affected by monitoring and investigating the incidents of violation of rights of women and violence against them.	<p>7.1 To make recommendations of immediate legal against culprits and providing appropriate relief for victims by conducting factual investigations on incidents of violation of rights of women.</p> <p>7.2 To carry out necessary coordination with concerned entities for the protection and temporary shelter for violence victim/affected women and dependent children.</p> <p>7.3 To arrange for monitoring team with expert for immediately deploying it for serious incidents of violence against women.</p> <p>7.4 To take initiatives for arranging women-friendly prompt justice system (fast track court), special and continuous hearing in all judiciaries for increasing access of women in justice for domestic and gender-based violence victim women whose cases have been filed in the court.</p> <p>7.5 To make the mobile apps prepared for immediate reporting for potential gender and sexual violence incidents effective.</p> <p>7.6 To coordinate with concerned entities for discouraging discriminatory socialization from basic to higher studies for making it gender friendly.</p> <p>7.7 To take initiatives for making gender friendly working environment in all academic institutions, banking and financial institutions, nursing home, including hospitals and establishing effective monitoring mechanism for hearing complaints against sexual abuse and violence against women in such institutions.</p> <p>7.8 To conduct necessary coordination with the paid legal professionals appointed for providing legal aid in each court for prioritizing the cases of women who have faced gender based violence.</p> <p>7.9 To monitor the organizations that have been collaborating with the Commission to provide services for violence victims.</p> <p>7.10 To provide immediate rescue and relief to victims and affected by increasing the surveillance and monitoring against gender-based violence.</p>

8.	<p>Addressing women's concerns and needs in policies and programs at all levels and thematic areas of the state.</p>	<p>8.1 To carry out coordination and facilitation for formulating and implementing women-friendly policy, laws and programs in all three tiers (federal, provincial and local level) of government.</p> <p>8.2 To carry out advocacy and make recommendations for implementation by determining necessary policy and programs to ensure proportionate participation in all levels and structures of the State.</p> <p>8.3 To conduct necessary coordination for making arrangements for addressing the practical and strategic necessities of women while implementing and formulating thematic policies and programs for existing and new ones.</p> <p>8.4 To coordinate for developing measurable indicators, implementation while formulating, and implementing women empowerment programs.</p> <p>8.5 To coordinate and advocate with stakeholder entities to address the needs and concerns of women in development attempts.</p> <p>8.6 To make recommendations to concerned entities for building women-friendly structures.</p> <p>8.7 To submit suggestions by studying and researching about necessary policy-related, structural and program related and legal arrangements in order to incorporate Dalits, indigenous ethnic groups, Muslim, Madhesi, Tharu, minority and backwards class, single, disabled, marginalized and communities at risk and women of remote geographical region in mainstream of development.</p> <p>8.8 To prepare a comprehensive strategy to specially prioritize and signify the concerns of women in the plans and policies of programs targeted towards poverty alleviation, education, health and drinking water organized by the Government of Nepal.</p> <p>8.9 To prepare the conceptual/policy paper of the Commission for each area by identifying various areas of concern for women.</p> <p>8.10 To have continuous dialogue and discussions with concerned bodies for formulating, reviewing and revising required policies and laws at the federal, provincial and local level for promoting proportionate and meaningful participation of women at the policy-making level.</p>
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9.	To coordinate and facilitate to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities.	<p>9.1 To motivate governmental, non-governmental and private organizations to organize women entrepreneurship development programs using local resources, means and skills.</p> <p>9.2 To coordinate with related organizations for providing occupational skill development, training for women.</p> <p>9.3 To coordinate for providing collateral free or concession rate loan from bank and financial institutions for women interested to start income-generating enterprise and business.</p> <p>9.4 To carry out necessary initiatives for ensuring sales, promotion and market for the products and services produced by women entrepreneur-business person by establishing collection center, sales center and souvenir house.</p> <p>9.5 To coordinate with concerned entity for using certain amount of the social responsibility fund for women empowerment.</p> <p>9.6 To carry out required facilitation and coordination for increasing the access to employment for women with disability, sexual and gender minorities by enhancing their capacity.</p> <p>9.7 To motivate concerned entity to organize special program for the economic and social transformation of destitute and women of rural areas.</p> <p>9.8 To carry out necessary coordination and facilitation for good practices of women sensitization and women development programs with the local level.</p> <p>9.9 To coordinate with concerned entity to organize income generation and capacity development programs for poor, destitute, Dalits, indigenous ethnic groups, disabled and women, adolescent and girl child of all communities subject to social deprivation.</p> <p>9.10 To coordinate and facilitate with President Women Upliftment Program organized for the self-reliance and entrepreneurship development of women.</p>

Part
7

**Implementation Plan of Third
Five Years Strategic Plan of
National Women Commission**

Logframe

(Narrative)	(Objectively verifiable indicators)	(Means of verification)	(Assumptions)
<p>(Goal): To bring qualitative improvement in the position and condition of women by empowering them in all areas including social, economic and political areas and ensuring proportionate and meaningful participation.</p>			
<p>(Purpose)M To control all kinds of violence, abuse and discrimination against women by ensuring equal opportunity and rights and to enhance the identity and reputation of women.</p>	<p>There shall be 20 percent decline in violence against women</p>	<p>Report of National Women Commission</p>	<p>The commitment of the Government to implement CEDAW provisions shall remain in place</p>

<p>(Output - 1) Leading role of the Commission in the field of the protection and promotion of the rights and interests of women.</p>	<ul style="list-style-type: none"> • There shall be institutional strengthening and capacity development of National Women Commission • The implementation of the obligations and commitments of international treaty/ agreement to which Nepal is a party, will have been monitored 	<ul style="list-style-type: none"> • Budget received by National Women Commission • CEDAW report 	<p>Required staffs for National Women Commission shall be available</p>
<p>Output-2 Ensure building a gender equitable society through the formulation and implementation of women-friendly policies, laws and programs and structures</p>	<ul style="list-style-type: none"> • Policy-related suggestions would have been given after study and research to ensure gender equality, women empowerment and gender justice • Support would have been there for establishing and developing gender responsive governance system 	<ul style="list-style-type: none"> • Report submitted by the Commission • Documents prepared by the Commission 	<p>The report submitted to the President by the National Women Commission would have been implemented</p>
<p>Output-3 End of all types of violence, abuse, exploitation, abuse and social malpractices against women</p>	<ul style="list-style-type: none"> • The rescue, safety, rehabilitation and justice for victims/affected following the monitoring and investigation of incidents of violation of women rights and violence against them, would have been ensured 	<ul style="list-style-type: none"> • The annual report along with the letter written by the Commission to various bodies • Annual progress report of the Commission 	<p>Action will be taken by concerned entities as written by the Commission for violence against women</p>
<p>Output-4 Assistance for social, economic transformation to incorporate women in the development mainstream</p>	<ul style="list-style-type: none"> • The concerns and needs of women in all policies and programs at different level and thematic sector would have been addressed 	<ul style="list-style-type: none"> • Report prepared by the National Women Commission 	<p>The facts, data of women being incorporated in development mainstream compared to previous year would be reflected in the report</p>

Activities

Output-1

Towards the institutional strengthening and capacity development of National Women Commission

- 1.1 Arrange land in the appropriate location within Kathmandu valley for the central office of the Commission, to arrange women friendly and disability friendly office building.
- 1.2 Conducting new organizational and management survey of the Commission, to make structural reforms in the organization in a way that it can fulfill the responsibilities as prescribed by the Constitution, Act and Regulations.
- 1.3 Expand the access of the Commission by establishing and bringing into operation provincial offices of the Commission in all seven provinces.
- 1.4 Arrange for related subject expert workforce in the Commission.
- 1.5 Organize programs for the conceptual clarity of the Commission's members and enhancement of their competencies.
- 1.6 To conduct study, training, coaching, orientation programs for the capacity enhancement of the staffs of the Commission.
- 1.7 To enhance the study and research capacity of the Commission.
- 1.8 To make the Commission active by developing mechanisms regarding hearing related to women rights, investigation and monitoring.
- 1.9 To make the advisory and suggestive role of the Commission more effective and result oriented.
- 1.10 To establish functional network with local levels, the organizations and sister organizations of political parties that work in the field of rights of women and strengthen it.
- 1.11 To continuously hold dialogue and discussion programs in order to strengthen the coordinating role of National Women Commission between all national and international entities that are working in the field of women rights.
- 1.12 To prepare a roster of expert and organizations working in the field of women rights and to use the expertise.
- 1.13 To identify the potential organizations that can collaborate with the Commission and to enter into agreement with them for collaboration.
- 1.14 To make the tasks and actions of the Commission based on information technology.
- 1.15 To increase the coordination and strategic partnership with national and international organizations, networks and forums that work on issues of women.

	<p>1.16 Development of structure/network to help in the work of the Commission from the center to the local level.</p> <p>1.17 To make the network between gender focal point/units of Government of Nepal strong and function-oriented.</p> <p>1.18 To collaborate and coordinate with various Constitutional Commissions for ensuring rights of women and unabated utilization.</p> <p>1.19 To establish a modern information and documentation center for national and international instruments regarding rights of women within the Commission.</p>
<p>Output-2</p>	<p>Towards coordinating, facilitating and conducting advocacy for formulation, revision and implementation of policies, laws about the rights and interests of women.</p> <p>2.20 To make recommendations on topics of reform regarding the status of implementation of existing policies/laws regarding the rights and interests of women through regular monitoring.</p> <p>2.21 To conduct study regarding discriminatory provisions in the existing policies and laws and make recommendations to the concerned authority for reform.</p> <p>2.22 To monitor if the topics suggested and recommended by the Commission have been implemented or not by the Government of Nepal and other bodies and to ensure effective implementation.</p> <p>2.23 To make initiatives for policy and legal reforms by establishing working relationship with various organizations, networks, working groups and forums working in the field of rights of women.</p> <p>2.24 To make reforms by having discussions and interactions with experts regarding the topics of reform required in the existing laws on rights and interests of women.</p> <p>2.25 By identifying the topics of rights of women, in order to ensure these rights conduct studies regarding making policy and legal provisions on necessary new topics and submit suggestions.</p> <p>2.26 To adopt a system to compulsorily involve the National Women Commission while formulating or revising laws related to rights of women.</p> <p>2.27 To shed light on gender issues, inform the people, create public opinion and to present suggestions to the government to address those through policies and laws.</p> <p>Towards monitoring the implementation of the obligations and commitments under the international treaty/agreement to which Nepal is a party.</p> <p>2.28 By including the responsibilities and commitments under those international treaties/agreements/action plans regarding rights and protection of women to which Nepal is a party (Beijing Platform for Action, CEDAW Convention, plans on Sustainable Development Goals) in the national policies, laws and programs to monitor if those have been implemented or not and ensure effective implementation.</p>

	<p>2.29 To make necessary suggestions for including the provisions of international treaties/conventions to which Nepal is a party to, in national laws and policies.</p> <p>2.30 To make suggestions to the Government for taking necessary initiatives regarding pending implementation by studying and analyzing convention on rights of women, sustainable development goals, universal periodic review including UN resolutions.</p> <p>2.31 To identify topics to be presented in the periodic report to the Committee under CEDAW and give inputs/suggestions to the Government of Nepal.</p> <p>2.32 To establish a monitoring mechanism regarding the effectiveness of implementation of international commitment and responsibilities and monitor and report together with indicators.</p> <p>2.33 To have effective participation in regional and international committees/forums regarding the implementation of the treaties/conventions on women rights and report.</p>
<p>Output-3</p>	<p>Towards conducting awareness, related, promotional, and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination, and social ill traditions against women based on gender</p> <p>3.34 To coordinate and facilitate for adopting the policy of zero tolerance against all types of violence, discrimination, social wrongful traditions against women, effectively in all levels and entities of the State.</p> <p>3.35 To operate free helpline service for the immediate rescue, protection, relief and rehabilitation of women victimized and affected by domestic and gender based violence and abuse.</p> <p>3.36 To provide safe shelter and conduct necessary coordination for those violence victimized women, adolescent girls and children along with legal aid, psychosocial counseling and safe shelter services.</p> <p>3.37 To enhance the quality of the helpline services and effectively address the issues of those who are victims of violence and affected by it.</p> <p>3.38 To conduct Yogmaya Awareness Program (e.g. campaign against wrongful traditions, public hearing, school level discussion, etc.) against all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions like accusation of witchcraft, menstrual exclusion, and dowry customs.</p> <p>3.39 To conduct dialogue, meeting with judicial and quasi-judicial bodies regarding control of violence against women.</p> <p>3.40 To produce and distribute information and informative materials regarding rights of women and controlling violence against women.</p> <p>3.41 To make initiatives for each local level to appoint gender focal person and prescribe a fixed work directives for them to immediately address incidents related to violence against women.</p> <p>3.42 To arrange for rescue van and bring it into operation for immediate rescue and relief of women who have faced violence.</p>

- 3.43 To arrange for a Dedicated Primary Help Desk within the Commission for those who have faced various kinds of gender-based violence and have come in contact with the Commission for help and those victims requiring primary healthcare who need immediate treatment.
- 3.44 To prepare and distribute informative booklet on the services and concession facilities provided to women, elderly, women with disability, gender and sexual minorities at all levels in the government and non-governmental bodies.
- 3.45 To conduct awareness program in order to remove the social discrimination and harassment towards sexual and gender minorities and to enhance their identity and participation in the society.
- 3.46 To conduct advocacy and awareness programs for the interests and rights of girl child, adolescent single and senior women.
- 3.47 To conduct liaison, coordination and collaboration between government and non-governmental bodies to provide services as per necessity to women who are victims of violence.
- 3.48 To coordinate and facilitate with concerned entities for immediate rescue and reunification and legal remedy services for women who have been exploited during human trafficking and transportation and foreign employment.
- 3.49 To coordinate and facilitate integrated rehabilitation center at the provincial and local level to provide required services including legal, psychosocial counseling, treatment, skills and capacity development from a single location by immediately rescuing women that are victims of violence.
- 3.50 To monitor regularly if the rehabilitation center, correction centers for the protection of women victims of violence and children are within the specified standards or not and evaluate them.
- 3.51 To take initiative for discouraging and controlling existing malpractices, disbeliefs, harmful social values and customs, traditions and practices that exploits or discriminates women and declare wrongful traditions free area.
- 3.52 To continue dialogue and discussion with stakeholder entity for formulating, amending and implementing necessary laws for ending various kinds of discrimination and violence against women.
- 3.53 To carry out necessary coordination to have convenient access for every women to safe motherhood and reproductive health right and to create such an environment that they can utilize free of cost service throughout Nepal.

- 3.54 To carry out necessary coordination for providing assistance from gender based violence assistance fund to women who have faced serious gender-based violation.
- 3.55 To coordinate with concerned entities for operating one stop crisis management center effectively in hospitals for integrated services including rescue, relief for gender and domestic violence victims and affected women.
- 3.56 Coordinate to provide necessary support for violence victims and affected through the funds established for gender-based violence victims' relief and rehabilitation at the local level.
- 3.57 To bring support fund into operation in order to provide a certain extent of assistance for immediate relief and treatment for gender-based violence victims in the Commission.
- 3.58 To conduct regular and effective monitoring of the situation of gender equality and the human rights of women.

Towards ensuring the rescue, protection, rehabilitation and justice for victims/affected by monitoring and investigating the incidents of violation of rights of women and violence against them

- 3.59 To make recommendations of immediate legal against culprits and providing appropriate relief for victims by conducting factual investigations on incidents of violation of rights of women.
- 3.60 To carry out necessary coordination with concerned entities for the protection and temporary shelter for violence victim/affected women and dependent children.
- 3.61 To arrange for monitoring team with expert for immediately deploying it for serious incidents of violence against women.
- 3.62 To take initiatives for arranging women-friendly prompt justice system (fast track court), special and continuous hearing in all judiciaries for increasing access of women in justice for domestic and gender-based violence victim women whose cases have been filed in the court.
- 3.63 To make the mobile apps prepared for immediate reporting for potential gender and sexual violence incidents effective.
- 3.64 To coordinate with concerned entities for discouraging discriminatory socialization from basic to higher studies for making it gender friendly.
- 3.65 To take initiatives for making gender friendly working environment in all academic institutions, banking and financial institutions, nursing home, including hospitals and establishing effective monitoring mechanism for hearing complaints against sexual abuse and violence against women in such institutions.

	<p>3.66 To conduct necessary coordination with the paid legal professionals appointed for providing legal aid in each court for prioritizing the cases of women who have faced gender based violence.</p> <p>3.67 To monitor the organizations that have been collaborating with the Commission to provide services for violence victims.</p> <p>3.68 To provide immediate rescue and relief to victims and affected by increasing the surveillance and monitoring against gender-based violence.</p>
<p>Output-4</p>	<p>Towards addressing the concerns and needs of women in the policies and programs at all levels of the State and thematic areas.</p> <p>4.69 To carry out coordination and facilitation for formulating and implementing women-friendly policy, laws and programs in all three tiers (federal, provincial and local level) of government.</p> <p>4.70 To carry out advocacy and make recommendations for implementation by determining necessary policy and programs to ensure proportionate participation in all levels and structures of the State.</p> <p>4.71 To conduct necessary coordination for making arrangements for addressing the practical and strategic necessities of women while implementing and formulating thematic policies and programs for existing and new ones.</p> <p>4.72 To coordinate for developing measurable indicators, implementation while formulating, and implementing women empowerment programs.</p> <p>4.73 To coordinate and advocate with stakeholder entities to address the needs and concerns of women in development attempts.</p> <p>4.74 To make recommendations to concerned entities for building women-friendly structures.</p> <p>4.75 To submit suggestions by studying and researching about necessary policy-related, structural and program related and legal arrangements in order to incorporate Dalits, indigenous ethnic groups, Muslim, Madhesi, Tharu, minority and backwards class, single, disabled, marginalized and communities at risk and women of remote geographical region in mainstream of development.</p> <p>4.76 To prepare a comprehensive strategy to specially prioritize and signify the concerns of women in the plans and policies of programs targeted towards poverty alleviation, education, health and drinking water organized by the Government of Nepal.</p> <p>4.77 To prepare the conceptual/policy paper of the Commission for each area by identifying various areas of concern for women.</p> <p>4.78 To have continuous dialogue and discussions with concerned bodies for formulating, reviewing and revising required policies and laws at the federal, provincial and local level for promoting proportionate and meaningful participation of women at the policy-making level.</p> <p>4.79 To continuously organize awareness seminars, public hearing, school and campus level programs, and campaigns about women rights.</p>

Towards coordination and facilitation to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities

- 4.80 To motivate governmental, non-governmental and private organizations to organize women entrepreneurship development programs using local resources, means and skills.
- 4.81 To coordinate with related organizations for providing occupational skill development, training for women.
- 4.82 To coordinate for providing collateral free or concession rate loan from bank and financial institutions for women interested to start income-generating enterprise and business.
- 4.83 To carry out necessary initiatives for ensuring sales, promotion and market for the products and services produced by women entrepreneur-business person by establishing collection center, sales center and souvenir house.
- 4.84 To coordinate with concerned entity for using certain amount of the social responsibility fund for women empowerment.
- 4.85 To carry out required facilitation and coordination for increasing the access to employment for women with disability, sexual and gender minorities by enhancing their capacity.
- 4.86 To motivate concerned entity to organize special program for the economic and social transformation of destitute and women of rural areas.
- 4.87 To carry out necessary coordination and facilitation for good practices of women sensitization and women development programs with the local level.
- 4.88 To coordinate with concerned entity to organize income generation and capacity development programs for poor, destitute, Dalits, indigenous ethnic groups, disabled and women, adolescent and girl child of all communities subject to social deprivation.
- 4.89 To coordinate and facilitate with President Women Upliftment Program organized for the self-reliance and entrepreneurship development of women.

Towards conducting study and research for ensuring gender equality, women empowerment and gender justice and provide policy suggestions.

- 4.90 To conduct study and research regarding the policies to be adopted to ensure gender equality, women empowerment and justice in all levels and structures of the State and programs to be brought into operation and give feedback to the government.
- 4.91 Conduct study to find out if the programs operated by the Government of Nepal are gender friendly or not and present suggestions for reform.
- 4.92 Conduct study and research to identify topics for improvement to make use of women rights effective.
- 4.93 To identify the areas of policy intervention through study and research regarding the access of women in health, education, employment, and contribution to the improvement of economy and social reform and make recommendations.
- 4.94 Conduct regular monitoring, study, research regarding the legal inequality and the status of biological needs of women and make recommendations.
- 4.95 Increase the public advocacy, public hearing with stakeholder parties based on study and collaboration with them.

Towards assistance in the establishment and development of gender responsive governance system.

- 4.96 To do the necessary coordination and facilitation for doing gender analysis of plans and programs formulated and operated by all ministries and bodies of Government of Nepal.
- 4.97 To do the necessary coordination for institutionalizing gender responsive budgeting system from the federal level to province and the local level.
- 4.98 To coordinate for adopting financial handover to the province and the local level by considering the gender empowerment indicator also as a basis.
- 4.99 To take initiatives to implement gender audit system at all levels.
- 4.100 To facilitate the practice of formulating program along with the gender situation of every entity.
- 4.101 To motivate each entity for adopting the approach of allocating a certain percent of budget for women targeted programs while formulating annual programs.
- 4.102 To collaborate with various donor agencies, local government and non-governmental organizations for gender mainstreaming.
- 4.103 To conduct monitoring regarding the participation and representation of women in elections and prepare suggestions.
- 4.104 To monitor if the setup of polling center and its operation is gender friendly or not and provide suggestions for improving conditions.

Part
8

**Implementation Plan of The
Third Five Years Strategic Plan of
the National Women Commission**

Program Action Plan

Output 1: Allocation of Annual Program

Program Points	First year	Second year	Third year	Fourth year	Fifth year
Towards institutional strengthening and capacity development of National Women Commission.					×
1.1 By arranging land in the appropriate location within Kathmandu valley for the central office of the Commission, to arrange women friendly and disability friendly office building.					
1.2 By conducting new organizational and management survey of the Commission, to make structural reforms in the organization in a way that it can fulfill the responsibilities as prescribed by the Constitution, Act and Regulations.		×			
1.3 Expand the access of the Commission by establishing and bringing into operation provincial offices of the Commission in all seven provinces.			×		
1.4 To arrange for related subject expert workforce in the Commission.				×	
1.5 To organize programs for the conceptual clarity of the Commission's members and enhancement of their competencies.	×				
1.6 To conduct study, training, coaching, orientation programs for the capacity enhancement of the staffs of the Commission.	×				
1.7 To enhance the study and research capacity of the Commission.			×		
1.8 To make the Commission active by developing mechanisms regarding hearing related to women rights, investigation and monitoring.	×				

1.9	To make the advisory and suggestive role of the Commission more effective and result oriented.	x				
1.10	To establish functional network with local levels, the organizations and sister organizations of political parties that work in the field of rights of women and strengthen it.					x
1.11	To continuously hold dialogue and discussion programs in order to strengthen the coordinating role of National Women Commission between all national and international entities that are working in the field of women rights.		x			
1.12	To prepare a roster of expert and organizations working in the field of women rights and to use the expertise.					x
1.13	To identify the potential organizations that can collaborate with the Commission and to enter into agreement with them for collaboration.					x
1.14	To make the tasks and actions of the Commission based on information technology.			x		
1.15	To increase the coordination and strategic partnership with national and international organizations, networks and forums that work on issues of women.				x	
1.16	Development of structure/network to help in the work of the Commission from the center to the local level.					x
1.17	To make the network between gender focal point/units of Government of Nepal strong and function-oriented.		x			
1.18	To collaborate and coordinate with various Constitutional Commissions for ensuring rights of women and unabated utilization.				x	
1.19	To establish a modern information and documentation center for national and international instruments regarding rights of women within the Commission.					x

Output 2: Annual Program Allocation

Program Points	First year	Second year	Third year	Fourth year	Fifth year
<p>Towards coordination, facilitation and conducting advocacy for formulation, revision and implementation of policies, laws about the rights and interests of women.</p> <p>2.20 To make recommendations on topics of reform regarding the status of implementation of existing policies/laws regarding the rights and interests of women through regular monitoring.</p>	x				
<p>2.21 To conduct study regarding discriminatory provisions in the existing policies and laws and make recommendations to the concerned authority for reform.</p>		x			
<p>2.22 To monitor if the topics suggested and recommended by the Commission have been implemented or not by the Government of Nepal and other bodies and to ensure effective implementation.</p>			x		
<p>2.23 To make initiatives for policy and legal reforms by establishing working relationship with various organizations, networks, working groups and forums working in the field of rights of women.</p>					x
<p>2.24 To make reforms by having discussions and interactions with experts regarding the topics of reform required in the existing laws on rights and interests of women.</p>				x	
<p>2.25 By identifying the topics of rights of women, in order to ensure these rights conduct studies regarding making policy and legal provisions on necessary new topics and submit suggestions.</p>				x	
<p>2.26 To adopt a system to compulsorily involve the National Women Commission while formulating or revising laws related to rights of women.</p>					x

2.27	To shed light on gender issues, inform the people, create public opinion and to present suggestions to the government to address those through policies and laws.		×			
Towards monitoring the implementation of the obligations and commitments under the international treaty/agreement to which Nepal is a party.						
2.28	By including the obligations and commitments under those international treaties/agreements/action plans regarding rights and protection of women to which Nepal is a party (Beijing Platform for Action, CEDAW Convention, plans on Sustainable Development Goals) in the national policies, laws and programs to monitor if those have been implemented or not and ensure effective implementation.					×
2.29	To make necessary suggestions for including the provisions of international treaties/conventions to which Nepal is a party to, in national laws and policies.				×	
2.30	To make suggestions to the Government for taking necessary initiatives regarding pending implementation by studying and analyzing convention on rights of women, sustainable development goals, universal periodic review including UN resolutions.			×		
2.31	To identify topics to be presented in the periodic report to the Committee under CEDAW and give inputs/suggestions to the Government of Nepal.			×		
2.32	To establish a monitoring mechanism regarding the effectiveness of implementation of international commitment and responsibilities and monitor and report together with indicators.					×
2.34	To have effective participation in regional and international committees/forums regarding the implementation of the treaties/conventions on women rights and report.					×

Output 3: Annual Program Allocation

Program Points	First year	Second year	Third year	Fourth year	Fifth year
<p>Towards conducting awareness, related, promotional, and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination, and social ill traditions.</p> <p>3.34 To coordinate and facilitate for adopting the policy of zero tolerance against all types of violence, discrimination, social wrongful traditions against women, effectively in all levels and entities of the State.</p>	×				
<p>3.35 To operate free helpline service for the immediate rescue, protection, relief and rehabilitation of women victimized and affected by domestic and gender based violence and abuse.</p>	×				
<p>3.36 To provide safe shelter and conduct necessary coordination for those violence-victimized women, adolescent girls and children seeking legal aid, psychosocial counseling and safe shelter services.</p>		×			
<p>3.37 To enhance the quality of the helpline services and effectively address the issues of those who are victims of violence and affected by it.</p>			×		
<p>3.38 To conduct awareness program (e.g. campaign against wrongful traditions, public hearing, school level discussion, etc.) against all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions like accusation of witchcraft, menstrual exclusion, and dowry customs.</p>					×
<p>3.39 To conduct dialogue, meeting with judicial and quasi-judicial bodies regarding control of violence against women.</p>				×	
<p>3.40 To produce and distribute information and informative materials regarding rights of women and controlling violence against women.</p>			×		
<p>3.41 To make initiatives for each local level to appoint gender focal person and prescribe a fixed work directives for them to immediately address incidents related to violence against women.</p>					×

3.42	To arrange for rescue van and bring it into operation for immediate rescue and relief of women who have faced violence.					×
3.43	To arrange for a Dedicated Primary Help Desk within the Commission for those who have faced various kinds of gender-based violence and have come in contact with the Commission for help and those victims requiring primary healthcare who need immediate treatment.			×		
3.44	To prepare and distribute informative booklet on the services and concession facilities provided to women, elderly, women with disability, gender and sexual minorities at all levels in the government and non-governmental bodies.					×
3.45	To conduct awareness program in order to remove the social discrimination and harassment towards sexual and gender minorities and to enhance their identity and participation in the society.		×			
3.46	To conduct advocacy and awareness programs for the interests and rights of girl child, adolescent single and senior women.		×			
3.47	To conduct liaison, coordination and collaboration between government and non-governmental bodies to provide services as per necessity to women who are victims of violence.			×		
3.48	To coordinate and facilitate with concerned entities for immediate rescue and reunification and legal remedy services for women who have been exploited during human trafficking and transportation and foreign employment.				×	
3.49	To coordinate and facilitate integrated rehabilitation center at the provincial and local level to provide required services including legal, psychosocial counseling, treatment, skills and capacity development from a single location by immediately rescuing women that are victims of violence.					×
3.50	To monitor regularly if the rehabilitation center, correction centers for the protection of women victims of violence and children are within the specified standards or not and evaluate them.					×

3.51 To take initiative for discouraging and controlling existing malpractices, disbeliefs, harmful social values and customs, traditions and practices that exploits or discriminates women and declare wrongful traditions free area.				×	
3.52 To continue dialogue and discussion with stakeholder entity for formulating, amending and implementing necessary laws for ending various kinds of discrimination and violence against women.		×			
3.53 To carry out necessary coordination to have convenient access for every women to safe motherhood and reproductive health right and to create such an environment that they can utilize free of cost service throughout Nepal.			×		
3.54 To carry out necessary coordination for providing assistance from gender based violence assistance fund to women who have faced serious gender-based violation.		×			
3.55 To coordinate with concerned entities for operating one stop crisis management center effectively in hospitals for integrated services including rescue, relief for gender and domestic violence victims and affected women.		×			
3.56 Coordinate to provide necessary support for violence victims and affected through the funds established for gender-based violence victims' relief and rehabilitation at the local level.		×			
3.57 To bring support fund into operation in order to provide a certain extent of assistance for immediate relief and treatment for gender-based violence victims in the Commission.			×		
3.58 To conduct regular and effective monitoring of the situation of gender equality and the human rights of women.				×	
Towards ensuring the rescue, protection, rehabilitation and justice for victims/affected by monitoring and investigating the incidents of violation of rights of women and violence against them.			×		
3.59 To make recommendations of immediate legal against culprits and providing appropriate relief for victims by conducting factual investigations on incidents of violation of rights of women.					

3.60 To carry out necessary coordination with concerned entities for the protection and temporary shelter for violence victim/affected women and dependent children.			×		
3.61 To arrange for monitoring team with expert for immediately deploying it for serious incidents of violence against women.					×
3.62 To take initiatives for arranging women-friendly prompt justice system (fast track court), special and continuous hearing in all judiciaries for increasing access of women in justice for domestic and gender-based violence victim women whose cases have been filed in the court.				×	
3.63 To make the mobile apps prepared for immediate reporting for potential gender and sexual violence incidents effective.			×		
3.64 To coordinate with concerned entities for discouraging discriminatory socialization from basic to higher studies for making it gender friendly.		×			
3.65 To take initiatives for making gender friendly working environment in all academic institutions, banking and financial institutions, nursing home, including hospitals and establishing effective monitoring mechanism for hearing complaints against sexual abuse and violence against women in such institutions.		×			
3.66 To conduct necessary coordination with the paid legal professionals appointed for providing legal aid in each court for prioritizing the cases of women who have faced gender based violence.		×			
3.67 To monitor the organizations that have been collaborating with the Commission to provide services for violence victims.			×		
3.68 To provide immediate rescue and relief to victims and affected by increasing the surveillance and monitoring against gender-based violence.			×		

Output 4: Annual Program Allocation

Program Points	First year	Second year	Third year	Fourth year	Fifth year
Towards addressing the concerns and needs of women in all the policies and programs of all levels and thematic sector of the State					×
4.69 To carry out coordination and facilitation for formulating and implementing women-friendly policy, laws and programs in all three tiers (federal, provincial and local level) of government.					
4.70 To carry out advocacy and make recommendations for implementation by determining necessary policy and programs to ensure proportionate participation in all levels and structures of the State.				×	
4.71 To conduct necessary coordination for making arrangements for addressing the practical and strategic necessities of women while implementing and formulating thematic policies and programs for existing and new ones.			×		
4.72 To coordinate for developing measurable indicators, implementation while formulating, and implementing women empowerment programs.		×			
4.73 To coordinate and advocate with stakeholder entities to address the needs and concerns of women in development attempts.	×				
4.74 To make recommendations to concerned entities for building women-friendly structures.		×			
4.75 To submit suggestions by studying and researching about necessary policy-related, structural and program related and legal arrangements in order to incorporate Dalits, indigenous ethnic groups, Muslim, Madhesi, Tharu, minority and backwards class, single, disabled, marginalized and communities at risk and women of remote geographical region in mainstream of development.					×
4.76 To prepare a comprehensive strategy to specially prioritize and signify the concerns of women in the plans and policies of programs targeted towards poverty alleviation, education, health and drinking water organized by the Government of Nepal.				×	

4.77 To prepare the conceptual/policy paper of the Commission for each area by identifying various areas of concern for women.				x	
4.78 To have continuous dialogue and discussions with concerned bodies for formulating, reviewing and revising required policies and laws at the federal, provincial and local level for promoting proportionate and meaningful participation of women at the policy-making level.			x		
4.79 To continuously organize awareness seminars, public hearing, school and campus level programs, and campaigns about women rights.		x			
Towards coordination and facilitation to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities.		x			
4.80 To motivate governmental, non-governmental and private organizations to organize women entrepreneurship development programs using local resources, means and skills.					
4.81 To coordinate with related organizations for providing occupational skill development, training for women.			x		
4.82 To motivate governmental, non-governmental and private organizations to organize women entrepreneurship development programs using local resources, means and skills.			x		
4.83 To coordinate with related organizations for providing occupational skill development, training for women.		x			
4.84 To coordinate for providing collateral free or concession rate loan from bank and financial institutions for women interested to start income-generating enterprise and business.		x			
4.85 To carry out necessary initiatives for ensuring sales, promotion and market for the products and services produced by women entrepreneur-business person by establishing collection center, sales center and souvenir house.				x	
4.86 To coordinate with concerned entity for using certain amount of the social responsibility fund for women empowerment.			x		

4.87 To carry out required facilitation and coordination for increasing the access to employment for women with disability, sexual and gender minorities by enhancing their capacity.					×
4.88 To motivate concerned entity to organize special program for the economic and social transformation of destitute and women of rural areas.				×	
4.89 To carry out necessary coordination and facilitation for good practices of women sensitization and women development programs with the local level.		×			
Towards conducting study and research for ensuring gender equality, women empowerment and gender justice and provide policy suggestions.					×
4.90 To conduct study and research regarding the policies to be adopted to ensure gender equality, women empowerment and justice in all levels and structures of the State and programs to be brought into operation and give feedback to the government.					
4.91 Conduct study to find out if the programs operated by the Government of Nepal are gender friendly or not and present suggestions for reform.			×		
4.92 Conduct study and research to identify topics for improvement to make use of women rights effective.		×			
4.93 To identify the areas of policy intervention through study and research regarding the access of women in health, education, employment, and contribution to the improvement of economy and social reform and make recommendations.				×	
4.94 Conduct regular monitoring, study, research regarding the legal inequality and the status of biological needs of women and make recommendations.			×		
4.95 Increase the public advocacy, public hearing with stakeholder parties based on study and collaboration with them.		×			

Towards assistance in the establishment and development of gender responsive governance system.					×
4.96 To do the necessary coordination and facilitation for doing gender analysis of plans and programs formulated and operated by all ministries and bodies of Government of Nepal.					
4.97 To do the necessary coordination for institutionalizing gender responsive budgeting system from the federal level to province and the local level.		×			
4.98 To coordinate for adopting financial handover to the province and the local level by considering the gender empowerment indicator also as a basis			×		
4.99 To take initiatives to implement gender audit system at all levels.			×		
4.100 To facilitate the practice of formulating program along with the gender situation of every entity.				×	
4.101 To motivate each entity for adopting the approach of allocating a certain percent of budget for women targeted programs while formulating annual programs.				×	
4.102 To collaborate with various donor agencies, local government and non-governmental organizations for gender mainstreaming.			×		
4.103 To conduct monitoring regarding the participation and representation of women in elections and prepare suggestions.		×			
4.104 To monitor if the setup of polling center and its operation is gender friendly or not and provide suggestions for improving conditions.		×			

Action Plan for the Programs to be executed in the first year 2021/2022

Program	Responsible Branch	Performance Indicator	Monitoring Responsibility
<p>Institutional strengthening and capacity development of National Women Commission</p> <p>1.5 To organize program for enhancing conceptual clarity and competency of the members of the Commission</p>	Administration branch and planning branch	Enhancement in conceptual clarity and competency	Commission
1.6 To conduct study, training, orientation program for enhancing the capacity of the staffs of the Commission.	Administration branch and planning branch	Conceptual clarity and competency enhancement	Commission
1.8 By developing hearing, investigation and monitoring mechanism in the Commission to make it active	Women Development Coordination branch	Monitoring mechanism developed	Commission
1.9 To make the advisory and suggestive role of the Commission more affective and result oriented.	Policy making, international report preparation and recommendation implementation branch	Suggestion recommended to Government of Nepal	Commission
<p>Towards coordination, facilitation, advocacy for formulating, revising, and implementing policy and laws for the rights and interests of women</p> <p>2.20 Conduct regular monitoring of the situation of implementation of existing policies and laws and present topics for reform</p>	Policy making, international report preparation and recommendation implementation branch	Suggestions and recommendations presented	Commission

<p>Towards organizing awareness, promotional and legal remedial programs to bring an end to all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions on the basis of gender</p> <p>3.34 To coordinate and facilitate effective implementation of the policy of zero tolerance against all kinds of violence, discrimination, social wrongful traditions against women at all levels and bodies of the government</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Awareness promotion and legal remedy provided</p>	<p>Commission</p>
<p>3.35 To operate a free of cost helpline for the immediate rescue, protection, relief and rehabilitation of women who have been victims and affected by domestic and gender-based violence and abuse</p>	<p>Complaint and litigation management branch</p>	<p>Effectiveness of helpline service</p>	<p>Commission</p>
<p>Towards addressing the concerns and needs of women in the policies and programs at all levels and thematic areas of the State</p> <p>4.73 To coordinate and advocate with stakeholder entities in order to address the needs and concerns of women in development initiatives</p>	<p>Women development and coordination branch</p>	<p>Addressing topics of concern for women</p>	<p>Commission</p>

Action plan for work to be executed in the second year 2022/2023

Program	Responsible Branch	Performance Indicator	Monitoring Responsibility
<p>Towards the institutional strengthening and capacity development of National Women Commission</p> <p>1.19 Conducting new organizational and management survey of the Commission, to make structural reforms in the organization in a way that it can fulfill the responsibilities as prescribed by the Constitution, Act and Regulations.</p>	Administration and planning branch	Organizational structure prepared	Commission
<p>1.11 To continuously conduct dialogue and discussion programs in order to strengthen the coordinating role of National Women Commission between all national and international entities that are working in the field of women rights</p>	Policy making, international report preparation and recommendation implementation branch	Organize five seminars and meetings	Commission
<p>1.17 To make the network between gender focal point/ units of Government of Nepal strong and function-oriented.</p>	Women development coordination branch	Organize six meetings	Secretary
<p>Towards coordination, facilitation, and advocacy for the formulation, revision, and implementation of policies and laws on rights and interests of women</p> <p>2.21 To conduct study regarding discriminatory provisions in the existing policies and laws and make recommendations to the concerned authority for reform.</p>	Policy making, international report preparation and recommendation implementation branch	A research would have occurred in one area and recommendation according to it	Commission

2.27	To shed light on gender issues, inform the people, create public opinion and to present suggestions to the government to address those through policies and laws.	Policy making, international report preparation and recommendation implementation branch	Investigation concluded in two contemporary topics	Commission
	Towards organizing awareness, promotional and legal remedial programs to bring an end to all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions on the basis of gender			
3.36	To provide victimized women, adolescent girls and children along with legal aid, psychosocial counseling and safe shelter services as required or coordinate for the same for those who seek support for the same	Complaint and litigation management branch	Facility of legal aid, safe house would be continued	Commission
3.45	To organize awareness program in order to remove the social discrimination and abuse towards sexual and gender minority and to enhance their identity and participation in the society	Women Development Coordination Branch	Data collection and analysis, three conferences, seminars	Commission
3.46	To organize advocacy and awareness program for the right and interests of girl child, adolescent girls, single and senior women	Women Development Coordination Branch	Conferences and seminar in seven provinces	Commission

3.52	To have continuous dialogue and discussion with stakeholder entities for formulating, revising and implementing laws required for bringing to an end various kind of discrimination and violence against women	Complaints and litigation management branch	Two research, four conference and seminars organized	Commission
3.54	To carry out necessary coordination in order to provide assistance to women who have faced serious gender based violence from gender-based violence assistance fund,	Complaint and litigation management branch	Six coordination meetings	Commission
3.55	To coordinate with concerned entities for operating one stop crisis management center effectively in hospitals for integrated services including rescue, relief for gender and domestic violence victims and affected women.	Administration and Planning Branch	Monitoring and recommendation 12 times	Commission
3.56	To coordinate for providing required assistance to gender-based violence victims and affected for their relief and rehabilitation at the local level	Women Development Coordination Branch	Program in all seven provinces regarding the use of fund with participation of office bearers of local level would have taken place	Commission
3.64	To coordinate with concerned entities to make primary and higher education gender friendly in order to discourage discriminatory gender socialization	Women Development Coordination Branch	Four coordination meeting	Commission

3.65	To take initiatives for making gender friendly working environment in all academic institutions, banking and financial institutions, nursing home, including hospitals and establishing effective monitoring mechanism for hearing complaints against sexual abuse and violence against women in such institutions.	Complaints and Litigation Management Branch	Monitoring	Commission
3.66	To conduct necessary coordination with the paid legal professionals appointed for providing legal aid in each court for prioritizing the cases of women who have faced gender based violence.	Complaints and Litigation Management Branch	Two coordination meetings	Commission
Towards addressing the concerns and needs of women in the policies and programs of all levels and thematic areas.				
4.72	To coordinate for developing measurable indicators, implementation while formulating, and implementing women empowerment programs.	Women Development and Coordination Branch	Two meetings	Commission
4.	To recommend concerned entity for constructing women friendly structures	Policy making, international report preparation and recommendation implementation Branch	----	Commission

4.79 To continuously organize awareness conference, public hearing, school and campus level campaign on rights of women	Policy making, international report preparation and recommendation implementation Branch	Eight programs organized	Commission
<p>Towards coordination and facilitation to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities.</p> <p>4.80 To motivate governmental, non-governmental and private organizations to organize women entrepreneurship development programs using local resources, means and skills.</p>	Administration and Planning Branch	Four coordination meeting	Commission
4.83 To carry out necessary initiatives for ensuring sales, promotion and market for the products and services produced by women entrepreneur-business person by establishing collection center, sales center and souvenir house.	Administration and Planning Branch	Four coordination meetings	Commission
4.84 To coordinate with concerned entity for using certain amount of the social responsibility fund for women empowerment.	Administration and Planning Branch	Four coordination meetings	Commission
4.89 To coordinate and facilitate with President Women Upliftment Program organized for the self-reliance and entrepreneurship development of women.	Women Development Coordination Branch	Four coordination meetings	Commission

4.92	To carry out study and research in order to identify topics of reform for making the use of women rights effective	Complaint and Litigation Management Branch	Study and research in two topics	Commission
4.95	Increase the public advocacy, public hearing with stakeholder parties based on study and collaboration with them.	Administration and Planning Branch	Public hearing would have been done	Commission
Towards establishing and developing gender responsive governance system				
4.97	To do the necessary coordination for institutionalizing gender responsive budgeting system from the federal level to province and the local level.	Administration and Planning Branch	Five coordination meetings would have been organized	Commission
4.103	To conduct monitoring regarding the participation and representation of women in elections and prepare suggestions.	Policy making, international report preparation and recommendation implementation Branch	Monitoring of election and recommendation made to Government of Nepal	Commission
4.104	To monitor if the setup of polling center and its operation is gender friendly or not and provide suggestions for improving conditions.	Women Development Coordination Branch	Monitoring of three polling stations of each province	Commission

Action plan for work to be executed in the third year 2023/2024

Program	Responsible Branch	Performance Indicator	Monitoring Responsibility
<p>Towards institutional strengthening and capacity development of National Women Commission</p> <p>1.3 To establish provincial office of the Commission in all seven provinces and expand the access of the Commission</p>	Administration and Planning Branch	Establishment of Office in seven provinces	Commission
<p>1.7 To enhance the study and research capacity of the Commission.</p>	Policy making, international report preparation and recommendation implementation Branch	Two trainings and conference organized	Commission
<p>1.14 To make the works of the Commission based on information technology</p>	Administration and Planning Branch	Information technology oriented works would have been operated	Commission
<p>Towards coordination, facilitation and advocacy for formulation, revision and implementation of policies and law about the rights, entitlements and interests of women</p> <p>2.22 To monitor if the topics suggested and recommended by the Commission have been implemented or not by the Government of Nepal and other bodies and to ensure effective implementation.</p>	Policy making, international report preparation and recommendation implementation Branch	Monitoring	Commission

2.30	To make suggestions to the Government for taking necessary initiatives regarding pending implementation by studying and analyzing convention on rights of women, sustainable development goals, universal periodic review including UN resolutions.	Policy making, international report preparation and recommendation implementation Branch	Study on two topics	Commission
2.31	To identify topics to be presented in the periodic report to the Committee under CEDAW and give inputs/suggestions to the Government of Nepal	Policy making, international report preparation and recommendation implementation Branch	Discussion program would have been organized at the central level and provincial level discussion regarding the status of CEDAW study and implementation	Commission
	To conduct awareness, promotional and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination and social ill practices carried out against women based on gender.	Complaint and Litigation Management Branch	There would have been progress in software upgrade and management	Commission
3.37	To enhance the quality of the helpline services and effectively address the issues of those who are victims of violence and affected by it.			
3.40	To produce and distribute information and informative materials regarding rights of women and controlling violence against women.	Administration Branch	Information material would have been produced, distributed and broadcasted	Commission

3.43	To arrange for a Dedicated Primary Help Desk within the Commission for those who have faced various kinds of gender-based violence and have come in contact with the Commission for help and those victims requiring primary healthcare who need immediate treatment.	Administration Branch	Immediate first-aid service would be delivered	Commission
3.47	To contact, coordinate and collaborate between governmental and non-governmental entities for providing services to violence victim women as per need	Women Development Coordination Branch	Five Coordination meetings would have taken place	Commission
3.53	To carry out necessary coordination to have convenient access for every women to safe motherhood and reproductive health right and to create such an environment that they can utilize free of cost service throughout Nepal.	Women Development Coordination Branch	Monitoring and Coordination meeting in all seven provinces	Commission
3.57	To bring support fund into operation in order to provide a certain extent of assistance for immediate relief and treatment for gender-based violence victims in the Commission.	Administration and Planning Branch	Working procedure made and fund in operation	Commission

<p>Towards ensuring the rescue, protection, rehabilitation and justice for victims/affected by monitoring and investigating the incidents of violation of rights of women and violence against them</p> <p>3.59 To make recommendations of immediate legal against culprits and providing appropriate relief for victims by conducting factual investigations on incidents of violation of rights of women.</p>	<p>Complaint and Litigation Management Branch</p>	<p>Instant investigation monitoring and inspection</p>	<p>Commission</p>
<p>3.60 To carry out necessary coordination with concerned entities for the protection and temporary shelter for violence victim/affected women and dependent children.</p>	<p>Complaint and Litigation Management Branch</p>	<p>After selection and agreement with service provider necessary individuals would have shelters available</p>	<p>Commission</p>
<p>3.63 To make the mobile apps prepared for immediate reporting for potential gender and sexual violence incidents effective.</p>	<p>Administration and Planning Branch</p>	<p>Mobile apps would have been effective</p>	<p>Commission</p>
<p>3.67 To monitor the organizations that have been collaborating with the Commission to provide services for violence victims</p>	<p>Complaint and Litigation Management Branch</p>	<p>Monitoring would have been done, coordination meeting will occur</p>	<p>Commission</p>
<p>3.68 To provide immediate rescue and relief to victims and affected by increasing the surveillance and monitoring against gender-based violence.</p>	<p>Complaint and Litigation Management Branch</p>	<p>Rescue and relief would have been made available based on urgency</p>	<p>Commission</p>

<p>Towards addressing the concerns and needs of women in the policies and programs at all levels of the State and thematic areas.</p> <p>4.71 To conduct necessary coordination for making arrangements for addressing the practical and strategic necessities of women while implementing and formulating thematic policies and programs for existing and new ones.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Research and Consultation Meeting</p>	<p>Commission</p>
<p>4.78 To have continuous dialogue and discussions with concerned bodies for formulating, reviewing and revising required policies and laws at the federal, provincial and local level for promoting proportionate and meaningful participation of women at the policy-making level.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Research and Consultation Meeting</p>	<p>Commission</p>
<p>Towards coordination and facilitation to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities.</p> <p>4.81 To coordinate with concerned organization for vocational skill development and training for women.</p>	<p>Administration and planning branch</p>	<p>Four coordination meetings would have taken place</p>	<p>Commission</p>
<p>4.82 To coordinate for providing collateral free or concession rate loan from bank and financial institutions for women interested to start income-generating enterprise and business.</p>	<p>Administration and planning branch</p>	<p>Four coordination meetings would have taken place</p>	<p>Commission</p>

4.86	To motivate the concerned entity to organize special program for the economic and social transformation of destitute and rural women	Administration and planning branch	Four coordination meetings would have taken place	Commission
Towards making policy suggestions by conducting studies and investigation for ensuring gender equality, women empowerment and gender justice.				
4.91	Conduct study to find out if the programs operated by the Government of Nepal are gender friendly or not and present suggestions for reform.	Women Development and Coordination Branch	Suggestions presented after studying programs	Commission
4.94	Conduct regular monitoring, study, research regarding the legal inequality and the status of biological needs of women and make recommendations.	Policy making, international report preparation and recommendation implementation branch	Research and recommendation	Commission
To assist in the establishment and development of gender responsive governance system.				
4.98	To coordinate for adopting financial handover to the province and the local level by considering the gender empowerment indicator also as a basis.	Administration and planning branch	Coordination meeting in each province	Commission
4.99	To take initiatives to implement gender audit system at all levels.	Administration and planning branch	Coordination meeting at all levels	Commission
4.102	To collaborate with various donor agencies, local government and non-governmental organizations for gender mainstreaming.	Administration and planning branch	Coordination meeting with stakeholders	Commission

Action plan for work to be executed in the fourth year 2024/2025

Program	Responsible Branch	Performance Indicator	Monitoring Responsibility
<p>Towards institutional strengthening and capacity development of National Women Commission</p> <p>1.4 Towards arranging expert workforce of related topics in the Commission</p>	Administration and Planning Branch	Ninety working days' worth of legal training would have been provided to the staffs of the Commission	Commission
<p>1.15 To increase the coordination and strategic partnership with national and international organizations, networks and forums that work on issues of women.</p>	Administration and Planning Branch	Coordination and partnership with organizations	Commission
<p>1.18 To collaborate and coordinate with various Constitutional Commissions for ensuring rights of women and unabated utilization.</p>	Women Development and Coordination Branch	Four coordination meetings organized	Commission
<p>To coordinate, facilitate and conduct advocacy for formulation, revision and implementation of policies, laws about the rights and interests of women.</p> <p>2.24 To make reforms by having discussions and interactions with experts regarding the topics of reform required in the existing laws on rights and interests of women.</p>	Policy making, international report preparation and recommendation implementation branch	Research on three topics, discussion with experts and recommendation	Commission

2.25	By identifying the topics of rights of women, in order to ensure these rights conduct studies regarding making policy and legal provisions on necessary new topics and submit suggestions.	Policy making, international report preparation and recommendation implementation branch	Research on three topics, discussion with experts and recommendation	Commission
2.29	To make necessary suggestions for including the provisions of international treaties/ conventions to which Nepal is a party to, in national laws and policies.	Policy making, international report preparation and recommendation implementation branch	Research on three topics, discussion with experts and recommendation	Commission
	To conduct awareness, related, promotional, and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination, and social ill traditions against women on the basis of gender.			
3.39	To organize dialogue/ meetings with judicial and semi-judicial authorities about controlling violence against women.	Complaint and Litigation Management Branch	Four meetings would have been organized	Commission
3.48	To coordinate and facilitate with concerned bodies for rehabilitation, reintegration, and legal remedies service following immediate rescue of women who have been subject to human trafficking and transportation and exploited during foreign employment.	Complaint and Litigation Management Branch	Four meetings would have been organized	Commission

3.51	To take initiative for discouraging and controlling existing malpractices, disbeliefs, harmful social values and customs, traditions and practices that exploits or discriminates women and declare wrongful traditions free area.	Women Development and Coordination Branch	Programs with stakeholders in all seven provinces	Commission
3.58	Regular and effective monitoring of the status of gender equality and human rights of women	Policy making, international report preparation and recommendation implementation branch	Ten monitoring	Commission
3.62	To take initiatives for arranging women-friendly prompt justice system (fast track court), special and continuous hearing in all judiciaries for increasing access of women in justice for domestic and gender-based violence victim women whose cases have been filed in the court.	Complaint and Litigation Management Branch	Two coordination meetings would have been organized	Commission
	Towards addressing the concerns and needs of women in the policies and programs at all levels of the State and thematic areas.			
4.70	To carry out advocacy and make recommendations for implementation by determining necessary policy and programs to ensure proportionate participation in all levels and structures of the State.	Policy making, international report preparation and recommendation implementation branch	Study, research and recommendation	Commission

4.76	To prepare a comprehensive strategy to specially prioritize and signify the concerns of women in the plans and policies of programs targeted towards poverty alleviation, education, health and drinking water organized by the Government of Nepal.	Administration and Planning Branch	Strategy would have been prepared after research	Commission
4.77	To prepare the conceptual/policy paper of the Commission for each area by identifying various areas of concern for women.	Administration and Planning Branch	Strategy would have been prepared after research	Commission
4.85	To carry out required facilitation and coordination for increasing the access to employment for women with disability, sexual and gender minorities by enhancing their capacity.	Women Development and Coordination Branch	Increase in sexual and gender minority and employment obtained by them	Commission
4.88	To coordinate with concerned entity to organize income generation and capacity development programs for poor, destitute, Dalits, indigenous ethnic groups, disabled and women, adolescent and girl child of all communities subject to social deprivation.	Strategy would have been prepared after research	Coordination meeting would have been held in all provinces	Commission

<p>To conduct study and research for ensuring gender equality, women empowerment and gender justice and provide policy suggestions.</p> <p>4.93 To identify the areas of policy intervention through study and research regarding the access of women in health, education, employment, and contribution to the improvement of economy and social reform and make recommendations.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Study, research and recommendation on three topics</p>	<p>Commission</p>
<p>4.100 To facilitate the practice of formulating program along with the gender situation of every entity.</p>	<p>Administration and Planning Branch</p>	<p>Two workshops would have been organized</p>	<p>Commission</p>
<p>4.101 To motivate each entity for adopting the approach of allocating a certain percent of budget for women targeted programs while formulating annual programs.</p>	<p>Women Development and Coordination Branch</p>	<p>One discussion program would have been organized with stakeholder</p>	<p>Commission</p>

Action plan for work to be executed in the fifth year 2025/2026

Program	Responsible Branch	Performance Indicator	Monitoring Responsibility
<p>Towards the institutional strengthening capacity development of National Women Commission</p> <p>1.1 By arranging land in the appropriate location within Kathmandu valley for the central office of the Commission, to arrange women friendly and disability friendly office building.</p>	Administration and Planning Branch	Building would be arranged	Commission
1.10 To establish functional network with local levels, the organizations and sister organizations of political parties that work in the field of rights of women and strengthen it.	Women Development and Coordination Branch	Two meetings would have been held	Commission
1.12 To prepare a roster of expert and organizations working in the field of women rights and to use the expertise.	Administration and Planning Branch	Roster would have been ready	Commission
1.13 To identify the potential organizations that can collaborate with the Commission and to enter into agreement with them for collaboration.	Administration and Planning Branch	List of related organizations made and ready and entered into agreement will be made	Commission
1.16 Development of structure/ network to help in the work of the Commission from the center to the local level.	Administration and Planning Branch	Network would have been developed	Commission
1.19 To establish a modern information and documentation center for national and international instruments regarding rights of women within the Commission.	Administration and Planning Branch	Software would have been built and information entered	Commission

<p>To coordinate, facilitate and conduct advocacy for formulation, revision and implementation of policies, laws about the rights and interests of women.</p> <p>2.23 To make initiatives for policy and legal reforms by establishing working relationship with various organizations, networks, working groups and forums working in the field of rights of women.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Study, research and recommendation on three topics</p>	<p>Commission</p>
<p>2.26 To adopt a system to compulsorily involve the National Women Commission while formulating or revising laws related to rights of women.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Coordination meeting would have been organized with participation</p>	<p>Commission</p>
<p>To monitor the implementation of the obligations and commitments under the international treaty/agreement to which Nepal is a party.</p> <p>2.28 By including the obligations and commitments under those international treaties/ agreements/action plans regarding rights and protection of women to which Nepal is a party (Beijing Platform for Action, CEDAW Convention, plans on Sustainable Development Goals) in the national policies, laws and programs to monitor if those have been implemented or not and ensure effective implementation.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Recommendation for monitoring and implementation fourteen times</p>	<p>Commission</p>

2.32	To establish a monitoring mechanism regarding the effectiveness of implementation of international commitment and obligations and monitor and report together with indicators.	Policy making, international report preparation and recommendation implementation branch	Monitoring mechanism, five monitoring and report would have been ready	Commission
2.33	To have effective participation in regional and international committees/forums regarding the implementation of the treaties/conventions on women rights and report.	Policy making, international report preparation and recommendation implementation branch	Study, research and report preparation	Commission
<p>To conduct awareness, related, promotional, and legal remedial programs to end all kinds of violence, abuse, exploitation, discrimination, and social ill traditions against women.</p>		Complaint and Litigation Management Branch	Program organized in each province	Commission
3.38	To conduct Yogmaya Awareness Program (e.g. campaign against wrongful traditions, public hearing, school level discussion, etc.) against all kinds of violence, abuse, exploitation, discrimination and social wrongful traditions like accusation of witchcraft, menstrual exclusion, and dowry customs.			
3.41	To make initiatives for each local level to appoint gender focal person and prescribe a fixed work directives for them to immediately address incidents related to violence against women.	Women Development and Coordination Branch	Directives would have been prepared	Commission

3.42	To arrange for rescue van and bring it into operation for immediate rescue and relief of women who have faced violence	Complaint and Litigation Management Branch	Rescue Van would have been arranged	Commission
3.44	To prepare and distribute informative booklet on the services and concession facilities provided to women, elderly, women with disability, gender and sexual minorities at all levels in the government and non-governmental bodies.	Administration and Planning Branch	Booklet would have been ready	Commission
3.49	To coordinate and facilitate integrated rehabilitation center at the provincial and local level to provide required services including legal, psychosocial counseling, treatment, skills and capacity development from a single location by immediately rescuing women that are victims of violence.	Complaint and Litigation Management Branch	Five coordination meeting would have been organized	Commission
3.50	To monitor regularly if the rehabilitation center, correction centers for the protection of women victims of violence and children are within the specified standards or not and evaluate them.	Complaint and Litigation Management Branch	Monitoring would have been done if it is operated as per standards or not	Commission
	To ensure the rescue, protection, rehabilitation and justice for victims/affected by monitoring and investigating the incidents of violation of rights of women and violence against them.	Administration and Planning Branch	Monitoring team would have been formed	Commission
3.61	To arrange for monitoring team with expert for immediately deploying it for serious incidents of violence against women.			

<p>Towards addressing the concerns and needs of women in the policies and programs at all levels of the State and thematic areas.</p> <p>4.69 To carry out coordination and facilitation for formulating and implementing women-friendly policy, laws and programs in all three tiers (federal, provincial and local level) of government.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Coordination meeting would have taken place in all seven provinces</p>	<p>Commission</p>
<p>4.75 To submit suggestions by studying and researching about necessary policy-related, structural and program related and legal arrangements in order to incorporate Dalits, indigenous ethnic groups, Muslim, Madhesi, Tharu, minority and backwards class, single, disabled, marginalized and communities at risk and women of remote geographical region in mainstream of development.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Study and research on three topics, and suggestion made to the government</p>	<p>Commission</p>
<p>To coordinate and facilitate to help in socioeconomic transformation by prioritizing destitute and marginalized women and ensuring access and ownership of all women in economic opportunities.</p> <p>4.87 To carry out the necessary coordination and facilitation required for the local level to start good practices of organizing women sensitization and women development programs.</p>	<p>Women Development and Coordination Branch</p>	<p>Coordination meeting would have taken place</p>	<p>Commission</p>

<p>Towards conducting study and research for ensuring gender equality, women empowerment and gender justice and provide policy suggestions</p> <p>4.90 To conduct study and research regarding the policies to be adopted to ensure gender equality, women empowerment and justice in all levels and structures of the State and programs to be brought into operation and give feedback to the government.</p>	<p>Policy making, international report preparation and recommendation implementation branch</p>	<p>Study and research on three topics, and suggestion made to the government</p>	<p>Commission</p>
<p>Towards establishing and developing a gender responsive governance system</p> <p>4.96 To do the necessary coordination and facilitation for doing gender analysis of plans and programs formulated and operated by all ministries and bodies of Government of Nepal.</p>	<p>Women Development and Coordination Branch</p>	<p>To organize meeting as per need</p>	<p>Commission</p>

Points of the Program and Year of Implementation

Point 1.1	Fifth year
Point 1.2	Second year
Point 1.3	Third year
Point 1.4	Fourth year
Point 1.5	First year
Point 1.5	First year
Point 1.6	First year
Point 1.7	Third year
Point 1.8	First year
Point 1.9	First year
Point 1.10	Fifth year
Point 1.10	Second year
Point 1.11	Second year
Point 1.12	Fifth year
Point 1.13	Fifth year
Point 1.14	Third year
Point 1.15	Fourth year
Point 1.16	Fifth year
Point 1.17	Second year

Point 1.18	Fourth year
Point 1.18	Fifth year
Point 2.20	First year
Point 2.21	Second year
Point 2.22	Third year
Point 2.23	Fifth year
Point 2.24	Fourth year
Point 2.25	Fourth year
Point 2.26	Fifth year
Point 2.27	Second year
Point 2.28	Five year
Point 2.29	Fourth year
Point 2.30	Third year
Point 2.31	Third year
Point 2.32	Five year
Point 2.33	Fifth year
Point 3.34	First year
Point 3.35	First year
Point 3.36	Second year
Point 3.37	Third year

Point 3.38	Fifth year
Point 3.39	Fourth year
Point 3.40	Third year
Point 3.41	Five year
Point 3.42	Five year
Point 3.43	Third year
Point 3.44	Fifth year
Point 3.45	Second year
Point 3.46	Second year
Point 3.47	Third year
Point 3.48	Fourth year
Point 3.49	Fifth year
Point 3.50	Fifth year
Point 3.51	Fourth year
Point 3.52	Second year
Point 3.53	Third year
Point 3.54	Second year
Point 3.55	Second year
Point 3.56	Second year
Point 3.57	Third year

Point 3.58	Fourth year
Point 3.59	Third year
Point 3.60	Third year
Point 3.61	Fifth year
Point 3.62	Fourth year
Point 3.63	Third year
Point 3.64	Second year
Point 3.65	Second year
Point 3.66	Second year
Point 3.67	Third year
Point 3.68	Third year
Point 4.69	Five year
Point 4.70	Fourth year
Point 4.71	Third year
Point 4.72	Second year
Point 4.73	First year
Point 4.74	Second year
Point 4.75	Fifth year
Point 4.76	Fourth year
Point 4.77	Fourth year

Point 4.78	Third year
Point 4.79	Second year
Point 4.80	First year
Point 4.81	Third year
Point 4.82	Third year
Point 4.83	Second year
Point 4.84	Second year
Point 4.85	Fourth year
Point 4.86	Fourth year
Point 4.87	Fifth year
Point 4.88	Fourth year
Point 4.89	Second year
Point 4.90	Fifth year
Point 4.91	Third year
Point 4.92	Second year
Point 4.93	Fourth year
Point 4.94	Third year
Point 4.95	Second year
Point 4.96	Fifth year
Point 4.97	Second year

Point 4.98	Third year
Point 4.99	Third year
Point 4.100	Fourth year
Point 4.101	Fourth year
Point 4.102	Third year
Point 4.103	Second year
Point 4.104	Second year



National Women Commission