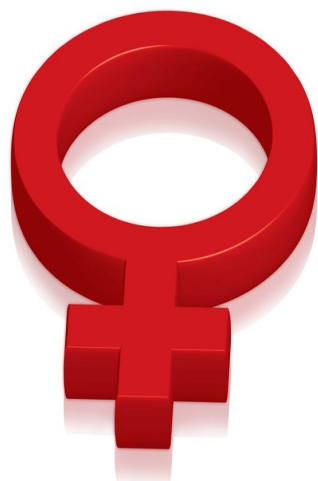


"Working together for equity: weaving wisdom, confronting crisis, forging future"

Fifteen Years Beyond Beijing

Beijing +15 NGO National Consultation – Nepal

September 3-5, 2009



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Nepal Demographic Statistics¹

¹ Source: CIA World Fact book and EU, unless otherwise indicated

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Consultation

Population: 28,563,377 (July 2009 est.)

Age structure:

0–14 years: 36.6% (male 5,327,484/female 5,127,178)

15–64 years: 59.2% (male 8,094,494/female 8,812,675)

65 years and over: 4.2% (male 566,666/female 634,880) (2009 est.)

Median age:

total: 20.8 years

male: 19.8 years

female: 21.7 years (2009 est.)

Population growth rate: 1.281% (2009 est.)

Birth rate: 23.18 births/1,000 population (2009 est.)

Death rate: 6.97 deaths/1,000 population (July 2009 est.)

Net migration rate: -3.39 migrant(s)/1,000 populations (2009 est.)

Sex ratio:

at birth: 1.04 male(s)/female

under 15 years: 1.04 male(s)/female

15–64 years: 0.92 male(s)/female

65 years and over: 0.89 male(s)/female

total population: 0.98 male(s)/female (2009 est.)

Infant mortality rate:

total: 47.46 deaths/1,000 live births

female: 47.4 deaths/1,000 live births

male: 47.52 deaths/1,000 live births (2009 est.)

Life expectancy at birth:

total population: 65.46 years

male: 64.3 years

female: 66.67 years (2009 est.)

Total fertility rate: 2.64 children born/woman (2009 est.)

Ethnic groups: Khas Chettri 15.5%, Khas Bahun 12.5%, Magar 7%, Tharu 6.6%, Tamang 5.5%, Newar 5.4%, Muslim 4.2%, Kami 3.9%, Yadav 3.9%, other 32.7%, unspecified 2.8% (2001 census)

Religions: Hinduism 80.2%, Buddhism 10.7%, Islam 4.2%, Yuma Samyo or Yumaism 3.6% other 1.2% (2006).

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Languages: Nepali (official; spoken by majority of the male population), about a 90 other languages and major dialects;

Note - many in government and business also speak English (1995)

Literacy:

definition: age 15 and over can read and write

total population: 62.8%

male: 69.7%

female: 55.9% (2003 est.)

GNI per capita (USD): 340 (2007, UNICEF)

Estimated HIV prevalence: 0.5 (aged 15–49, 2007, UNICEF)

Population below Poverty Line: 55 (USD1.25 per day, 2005, UNICEF)

Data on Women (UNICEF, 2009)

- Life expectancy: (females as a % of males, 2007) 102
- Adult literacy rate: (females as a % of males, 2000–2007) 62
- Enrolment and attendance ratios: (females as a % of males , Net primary school 2000–2007, enrolled) 96
- Enrolment and attendance ratios: (females as a % of males , Net primary school 2000–2007, attending) 95
- Enrolment and attendance ratios: (females as a % of males , Net secondary school 2000–2007, attending) 83
- Contraceptive prevalence: (% , 2000–2007) 48
- Antenatal care coverage: (% , At least once, 2000–2007) 44
- Antenatal care coverage: (% , At least four times, 2000–2007) 29
- Delivery care coverage: (% , Skilled attendant at birth, 2000–2007) 19
- Delivery care coverage: (% , Institutional delivery, 2000–2007) 18
- Maternal mortality ratio: (2000–2007, reported) 280
- Maternal mortality ratio: (2005, adjusted) 830
- Maternal mortality ratio: (2005, Lifetime risk of maternal death) 1 in 31

Acknowledgement

I am very happy to bring forth our third BBC Report on Beijing Process - Beijing +15 after Beijing +5 and +10, which is the result of continuous efforts of the Beyond Beijing Committee in rallying and mobilizing women towards women's empowerment, gender equality and gender justice.

We have always focused on women's voices and experiences and realities of the implementation of the 12 Critical Areas of Concern. This report is mainly based on the inputs of 200 participants from 56 districts in the Beijing +15 NGO National Consultation. I would like to extend my warm gratitude to the participants of the Beijing + 15 NGO National Consultation, who attended despite many difficulties in the post-conflict situation and proactively shared about the situation of women in the grass roots and meaningfully provided inputs in the Consultation that were fed in this report.

I highly appreciate the experts/resource persons Ms. Prativa Subedi (Poverty and Economy), Ms. Sumnima Tuladhar (Girl Child), Dr. Silu Aryal and Ms. Munu Thapa (Health), Mr. Chitra Niraula (Human Rights and Armed Conflict), Ms. Shanta Laxmi Shrestha (VAW), Mr. Bhusan Tuladhar (Environment), Ms. Saloni Singh (Power and Advancement), Mr. Nimesh Regmi (Media) and Ms. Sumon Tuladhar (Education and Training) for their presentations and facilitation of the sessions.

I am grateful to Mr. Chitra Niraula and his assistant Ms. Inusha Sikarmi for their hard work in compiling and analyzing the information and producing this document.

I sincerely appreciate the financial and moral support from Action Aid/Nepal, MS Nepal, Plan International/Nepal and UNICEF Nepal Country to carry out the B+15 NGO National Consultation.

I would also like to thank the BBC Executive Committee members, staffs and others who contributed to make the National Consultation a success.

Anjana Shakya
Chairpreson

Abbreviations/Acronyms

AIDS	Acquired Immuno-deficiency Syndrome
B+15	Fifteen Year's Beyond the 4th World Women's Conference, Beijing
BBC	Beyond Beijing Committee
BFPA	Beijing Platform for Action
C/SZOP	School and Children as Zones of Peace
CAAFAG	Children Associated With Armed Forces and Armed Groups
CAC	Children Affected by Conflict
CAC	Comprehensive Abortion Care
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CPA	Comprehensive Peace Agreement
Dalit	The 'untouchable' castes in Hindu society
DDC	District Development committee
DIG	Deputy Inspector General
EFA	Education for All
est.	Estimate
EU	European Union
FCHV	Female Community Health Volunteer
FM	Frequency Modulus
GDP	Gross Domestic Product
GNI	Gross National Income
GoN	Government of Nepal
HIV	Human Immune-deficiency Virus
ICPD	International Conference on Population and Development
INGO	International Non-government Organizations
Madhesi	The communities of Indian-origin living in the southern plains of Nepal
MDG	Millennium Development Goals
MMR	Maternal Mortality Ratio
NGO	Non-government Organization
SCR(s)	United Nations Security Council Resolution(s)
<i>Tole</i>	Street (similar to)
TRC	Truth and Reconciliation Commission
UED	Unexploded Explosive Devices
UK	United Kingdom
USD	United States Dollar
VAW	Violence against women
VDC	Village Development Committee (The grass roots Administrative Unit of GoN)
Ward	Electoral Constituency for VDC level
WOREC	Women's Rehabilitation Center
WRA	Women of Reproductive Age

Introduction

This report is the outcome of the national NGO consultation on B+15 held from 3-5 September 2009 at the Local Development Training Center in Lalitpur. It is an attempt to document the proceedings of the consultation, which has focused mainly on four key elements: **Achievements, Challenges, Emerging Trends, and Future Actions/Recommendations** with respect to the Twelve Critical Areas of Concern adopted by the Fourth World Conference on Women in 1995 in Beijing, China. It gives an overview of the progress made in enhancing the status of Nepali women. It also shows emerging trends in swiftly changing political and social environment in Nepal.

The Beijing+15 NGO National Consultation in Nepal was successfully conducted by Beyond Beijing Committee (BBC) as a way to give continuity to a movement to ensure rights, justice and equity for women through creating awareness on the progress and prospects in the Twelve Critical Areas of Concern thereby assessing the overall status of women in Nepal.

Beyond Beijing Committee (BBC), a leading women's rights and gender-justice organization working to advance the status of women, has been implementing Beijing Platform for Action (BPFA) effectively through diverse array of activities and programs at local, national and international levels. It has developed a unique process of gleaning concerns and issues from the grass-roots and bringing those to the national, regional and international forums, and then back since preparatory phase for the Beijing Conference. It has carried out reviews of B+10, CEDAW and ICPD, and was honored to organize B+15. This review is considered momentous in the sense that the decade long armed conflict has ended and the country has opened the doors to peace, so that it is opportune to review the progress achieved during the past five years and map the way ahead to women's movement for rights, justice and equality.

The B+15 Process

All the women, who learnt about the B+15 Consultation, requested to give opportunity to participate in evaluating the status of women in Nepal by assessing the achievements of the past five years, challenges and emerging trends and offering suggestions relating to women's issues based on the 12 Critical Areas of Concern. The Consultation was able to accommodate more than 200. They represented over 100 organizations from 56 (out of 75)

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districts of Nepal including delegates from national and international organizations, Constituent Assembly Members and journalists.

The resource persons highlighted the 12 critical areas of concern and other relevant international standards focusing on the women's situation and status. These presentations were followed by participatory group discussions to analyze the changes in the status of women since the last national consultation as part of B+10 in 2005. In the concluding session, the participants set priorities to the 12 Critical Areas of Concern in the present context. The program was inaugurated by Honorable Prime Minister Madhav Kumar Nepal, who highlighted the government's commitment to prioritize women's issues in their plans and programs for the current fiscal year. He also expressed his commitment to ensure the implementation of policies that promote gender equality and justice. Other guests of honor were Ms. Bindra Hada, Secretary of the Ministry of Women, Children and Social Welfare, and Ms. Parbati Thapa, DIG of Nepal Police.

Embracing the theme for the Asia-Pacific NGO Forum on Beijing +15, being organized by the Asia Pacific Women's Watch, "Weaving wisdom, confronting crisis, forging future" participants from all over Nepal came together to discuss the achievements, challenges, emerging trends and assessing the 12 Critical Areas of Concern in the BPFA. More than 200 delegates from 56 (out of 75) districts of Nepal representing various ethnic, caste, marginalized, religious, linguistic, dalit, Madhesi, disabled, girls, youth, elderly, professionals, political parties, law and enforcement groups, and geographical regions have participated actively. Representatives from national and international organizations, Constituent Assembly members, and journalists also participated in the program

National experts presented the BPFA and the 12 Critical Areas of Concern in the present context of Nepal. Inputs were given further by the experts who have chaired the sessions. Participants (in group) have analyzed the presentations from the grassroots perspective thereby assessing the changes in the status of women since the last two national consultations as part of Beijing +5 and 10, respectively 2000 and 2005. They also discussed on the achievements, challenges, emerging trends, and Future Actions/Recommendations..

Participants of the Consultation have prioritized the 12 Critical Areas of Concern for Nepal in the present context, which clearly presents the changing scenario and the changing views and expressions of women. (See the adjacent box and the priority set in

Beyond Beijing Committee, Kathmandu,

Priority by the NGO National Consultation, 2009

1. Women and Education/Training
2. Women and Health
3. Women and Economy
4. Women in Power and Decision-Making
5. Women and Poverty
6. Women's Human Rights
7. Violence against Women
8. Institutional Mechanisms for the Advancement of Women
9. Women and Media
10. Women and Environment
11. Girl Child
12. Women and Armed Conflict

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Beijing+ 15)

During the B+10 national consultations, concerns around Women and Human Rights and Women and Armed Conflict had been foremost on people's minds. This change in the prioritization reflects the changing political context in a post-conflict Nepal. The Nepal report is based on the inputs of the participants from all over the country as in the past to reflect voices, reality and experiences of women of this country. A contributing factor for this change could be the deprivation of education and health services during the armed conflict and the felt need for those services at present, as well as the dreams of Nepali women for decent and dignified human life with identity and freedom and durable peace and democratic society .

A noteworthy outcome of the B+15 national Consultation is the commitment of the Women Constituent Assembly members participating in it. Although they were from different political parties, they committed to work for the common cause of women in partnership and collaboration. They committed to raise 15 critical issues (Annex 1) along with other issues such as implementation of CEDAW, ICPD, BPFA and SCRs pertaining to women.

The BPFA Context: Outcomes of the NGO National Consultation

Achievements, Challenges, Emerging Trends, and Future Actions/Recommendations/recommendations made by the participants of the B+15 NGO National Consultation as per the priorities set by them during the process is as follows:

Women and Education/Training

- **Achievements**

Despite the armed conflict and post conflict violence, and the political instabilities Nepal experienced an increase in literacy rate and increase in number of girls in school, the net Primary school enrolment ratio of female is 87. Similarly, the net school attendance ratio of girls is 82. The gross Secondary school enrolment ratio 2000–2007 of female is 41, while the net Secondary school attendance ratio 2000–2007 female is 38 (UNICEF, 2009). The government has adopted policy to free education for girls from grades I–VIII.

The government has special packages and provisions for scholarship to women and girls including nutrition package for girls in some remote districts' schools. The number of women in vocational and technical education and training has increased. The policy was changed to include at least one woman in the school management

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committee and at least a female teacher mandatory. Similarly, the government has launched a special drive for non-formal education, with a special focus to women and young girls. The door-to-door Welcome to School (WTS) Campaigns for increasing school enrolment and use of songs and plays as awareness-raising tools contributed to increase in awareness among parents/guardians about educating daughters. Campaign for Children and School as Zone of Peace (C/SZOP) also has contributed in increasing access to education and reducing gender disparity in education. However, Nepal is still a way behind in achieving gender equality in education by the year 2015 as envisioned by the Education for All (EFA) and Millennium Development Goals (MDG).

- **Challenges**

The literacy rate for females stands at just 44.2 percent as opposed to 67.7 percent for males, according to Nepal's Ministry of Education.

The Nepal Ministry of Education statistics show only 15 percent of women in 2006 entered the field of engineering, and less than 20 percent began careers in agriculture, forestry, law, science and technology combined. Basic nursing education, on the other hand, welcomes the majority of Nepalese women. In 2007, only fifty people nationwide held a Ph.D. degree in Nepal. Of those fifty, only four were women who had doctorates in science.

Although participation in their capacity as nurses is quite encouraging, the number of woman doctors is still very small as per Nepal Advocacy Group.

A major challenge identified by the consultation was that fact that women faced various barriers/difficulties to education during insurgency period . Many joined the rebel forces, most of the schools and colleges were closed due to strikes or seizure of either of the conflicting parties' pressure and threats on the students and , fleeing of teachers due to threats and other reasons. This further retarded the progress of women to education and training opportunities.

Another factor is the lack of or low participation of women in the School Management Committees. Most of the Committees are formed by the consent and/or instructions of the District Education Office, which are headed by men. Since there are no local elected bodies in the district and villages/Municipalities, the concern of the delegates was that the women are not even informed of the formation of the

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Committees rather it has become a tool for sharing of power amongst the political parties.

The complicated challenge to accessing and achieving success in education and training is the discrimination against girls/women within the family and society (social, economic, religious, and political). The government should not only pass laws but also launch programs focusing on attitude and behavior changes pertaining to gender, particularly to address unequal treatment of boys and girls by families, in the communities and schools.

The major factors of drop out of girl students are inappropriate behavior by teachers towards them, including sexual, physical and emotional violence. Along with this, inability to provide girl child-friendly environment at schools has caused decrease of girl students. Similarly, there are negligible programs aimed at girl students who dropped out due to the conflict. Programs launched for Children Associated With Armed Forces and Armed Groups (CAAFAG) as well as CAC (Children Affected by Conflict) is not gender responsive enough.

Although the data of enrollment of girls and women in non-formal education shows an increase but the non-formal education programs conducted by government and non-government organizations are not sufficiently effective evidenced by incompletion of the classes, decrease in participation, drop out, learning not sustained, etc. Similarly, the “Education for All” program has not been able to reach those at the lowest levels, especially girls and women in the rural areas and marginalized communities/groups. Corruption and lack of good governance are stumbling blocks.

Feminization of poverty is another hurdle to increase participation of women and girls in education and training. Whenever a family is in financial crisis, the girls are the first to be forced out of school. Child marriage is still in vogue, causing deprivation of the right to education and hence to fall into the cycle of marginalization.

Insufficient allocation of budget is another problem. Only 16.27% of the national budget is allocated for education in fiscal year 2009/10, the proportion for higher education is negligible. Thus, inability of the State to bring about effective policies for girls' education and weak implementation and monitoring and evaluation of the education programs are the challenges in improving women's situation in education and training.

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Lack of trained teachers and unavailability women teachers, in rural areas is really a critical challenge. Urban-focused and gender stereotyped text books and curricula have put additional strategic challenge in achieving gender equality in education.

- **Emerging Trends**

A movement is on the offing to bring political, economic, social and educational empowerment of girls and women, inclusive of efforts to increase enrollment for free education and scholarships to encourage female education through establishment of a quota for scholarships. There is a policy to discount 15% in fee for Dalit students who want to go for higher education. Besides, women are encouraged to continue education even after marriage and during pregnancy and after child birth although it is in a small number, but it is a trend rising.

Special schools and/or education programs are being organized for girl children in conflict-affected areas focusing on conflict affected children and children associated with armed forces and groups. However, there is negligible efforts to continuation of education of the adolescent girls being affected by conflict and children associated with armed forces and groups.

After the end of the armed conflict, schools are being reopened and there is an increase in the number of schools. Sending girls to public school and boys to boarding/private school has been a trend even in rural areas

- **Future Actions/Recommendations/ Recommendations**

The prime task is to remove old, superstitious, harmful discriminatory practices and to increase awareness on the importance of education to girls and women. Parents, both mother and father, need to be educated towards this end. Formal and non-formal education, with quality ensured is important.

Provision of scholarships for higher education is important to raise the situation of women. Provisions for training and employment for educated women plays a vital role in promotion of the status of women in family and society.

Ensuring women's representation in the school management committee and monitoring team of district education is essential for which the district education office can play a vital role.. Programs to advocate for ensuring women's participation in the school management committee could help in fulfilling this end.

The increase of women in decision making pertaining to education and training is important in empowering women. Advocacy efforts should be stepped up to achieve 50% female teachers in primary education and more recruitment of female teachers in higher education. Efforts to ensure women's participation, in decision-making levels should be stepped up from primary school management committee to the ministry level. Women representation should be made mandatory in monitoring and evaluation committees. Similarly, advocacy for programs on equal treatment of sons and daughters is pertinent – government should develop and implement equal rights policy in the family.

The State should take full responsibility of establishing education and training programs for conflict-affected children, especially adolescent girls. The state also should ensure 50% women in technical education through the provision of scholarship and affirmative action.

1. Women and Health

- **Achievements**

The most prominent achievement is the decrease in maternal mortality rate (229 in 100,000 live births despite armed conflict, destruction and/or closure of health facilities in the rural areas and political instabilities. The government has plans to further reduce it to 134 by 2015.

A Study conducted in Baglung, Okhaldhunga, Kailali and Jumla identified 1,496 deaths in a total population of 861,312 women of reproductive age (WRA) , giving a total death rate 174 per 100,000 WRA. The non Pregnancy related death rates was 154 per 100,000 WRA with variation between districts similar to that for all deaths.

A significant achievement in addition to a health post in every Village Development Committee (VDC) and

Female Community Health Volunteer (FCHV) in all nine wards of each VDC is a Mobile Health Services for every three wards. This strategy has made health services more accessible to rural women. Another noteworthy progress is the establishment of a fund (Rs. 50,000) at each VDC for Female Community Health Volunteers (FCHVs).

There is an increasing trend of women going to health facilities and getting assistance from trained health professionals during delivery. The government has promoted Institutional Delivery and made it free along with some fund for transportation since last year. It has contributed to reducing MMR significantly.

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Abortion is legalized, which has helped women in realizing their reproductive health rights. Comprehensive Abortion Care (CAC) services have been expanded and government has plans to reach to all the 75 districts.

The government has subsidized for surgery of Uterine Prolepses, a major factor for high Maternal Mortality and Morbidity. Special camps are also organized to reach the rural women.

A special program to provide nutritional food for women in Karnali, a most remote zone, has been initiated. Similarly, programs on awareness and services on HIV and AIDS have been targeted to the high risk areas, so that there has been an increase in the sensitivity towards safer sex.

Government and non-government programs on sexual and reproductive health education and services have increased and more women are aware of and claim for their rights. A chapter on Reproductive health component in the textbook of the secondary school curriculum has been included. Contraceptives are easily available. People discuss on sexual and reproductive health. All these have increased women's access to and control over reproductive health services to a certain extent.

- **Challenges**

A major challenge concerning women's health is the lack of control/ power over their own bodies. Men still hold the reigns. The social construct, culture and power-relations based on patriarchal beliefs and practices are huge stumbling blocks on the way to attain health as a right by women. There is a lack of programs to transform the values and norms, culture and attitude and behavior favorable to women and respecting and recognizing their rights. Women are still considered 'dependents'; their dependency over men - father, husband or father-in-law to access health information and services is a hurdle. Women are still deprived of stomach-full food.

According to HPV information centre (29/01/2010), Nepal has a of 8.53 million women ages 15 years and older who are at risk of developing cervical cancer. Current estimates indicate that every year 2185 women are diagnosed with cervical cancer and 1129 die from the disease. Cervical cancer ranks as the 1st most frequent cancer among women in Nepal and the 1st most frequent cancer among women aged between 15 and 44. In Nepal about 7.9% of women in the general population are estimated to harbor cervical hps infection HPV infection at given time

According to Family Planning Association of Nepal Every year, more than 10,000

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women are trafficked from Nepal into India for commercial sex work. In 2007, the estimated number of Nepalese commercial sex workers in India was estimated anywhere between 200,000 to 300,000. Nearly half of the women in Mumbai, who ply commercial sex work totaling 120,000, are estimated to be Nepalese. One of its recent reports states HIV infections has increased by 146.14 percent among women and by 210.14 percent among children within a short span of time. The outbreak is not concentrated in certain groups now. Infection through blood transfusion or organ transplant has increased by 144.44 percent while it increased by 47.66 percent among the clients of sex workers. Nine cases of infection among recipients of organs and blood were reported until 2005 but the number was 22 in May, 2007

Another factor to access information and services by women is the geographical isolation, especially in the remote rural areas. In addition to the lack of transportation, media/information and education, the lack of efforts and inability to disseminate health awareness/education and services among women in extremely rural areas, villages and women living at subsistence levels remains a critical challenge.

Although there are infrastructures, there exist lack of technology, equipment and skilled professionals in most government health facilities in the rural areas. Similarly, the equipments and instruments are not disable-friendly even in the places where these are in place, such as disable-friendly delivery.

There is absence of appointed health professionals or lack of health professionals in most of the public health facilities in the districts and at the VDCs. The health professionals and employees in the public health institutions lack gender consciousness and women-friendly attitude. Women in the rural areas fear of the ill-treatment and misbehavior of male health professionals when they go for health check-ups.

Although abortion has been legalized, unsafe abortion is practiced in remote rural areas and border areas to the south. The challenge is to increase access the women of these areas to information and services, particularly their rights. Another factor worthy of consideration is that due to legality of abortion, there is an increasing trend of adolescent girls and adult women to take abortion as a means to contraception.

HIV and AIDS affected/infected, single women, women having abortion, etc. are stigmatized. Therefore, women face problems to access information and services for the same.

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Many health facilities destroyed during the armed conflict have not been reconstructed. Similarly, there are more than 100 armed groups operating in the countryside, which often pose threats to the health professionals for extortions or others.

The increase of awareness on women's participation in social, political and economic activities have added burden to women's existing workload in the household and family chores, jeopardizing their health.

The rampant poverty and subsistence economy of the large number of populations is a challenge to access health services, of whom the women bear the brunt.

- **Emerging Trends**

There are positive as well as negative trends emerging in the current situation.

One of the noteworthy positive trend is the increase of pregnant visits to health institutions for check-ups. Similarly, there is an increase of establishment of urban and sub-urban private health organizations, which are also contributing to access health services by women.

Another increasing trend is immunizing women and children and visiting health institutions.

The policies and programs of the government and non-government sectors are positive and they are more prone to the rights based approaches. However, there is a wide gap between policies/programs and implementation. Albeit, due to increase in advocacy efforts from civil society, and particularly women's organizations, the government has shown inclinations to rigorous monitoring of the health services.

Since the delivery service at the public health institution is free, there is a trend to advocate for free abortion and surgical services for uterus prolepses as well.

There are also significant negative trends. A key trend is to focus health professionals to urban areas for private practice, which is resulting their absence in the district and rural health institutions. Health professionals are not responsible towards their job. Along with this, the trend to bribe for transfers to city is on the rise.

Legalization of abortion has contributed to decrease in the MMR, albeit it has led to increase in harmful and risky sexual practices due producing negative effects on

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women's health. Another increasing trend is abortion among adolescent girls and single women. Incidences of multiple abortions are on increase too. Abortion is conceived as the alternative to contraception, which is affecting their health.

• **Future Actions/Recommendations**

The possible and critical Future Actions/Recommendations could be classified into two major headings:

Awareness Raising Interventions:

- Organize awareness programs about health from local levels
- Develop and distribute adequate informative materials about women's health and reproductive health in an accessible manner
- Provide information about the government's health policies and programs to poor women at local and central levels in an effective manner
- End discrimination against the girl child around health and nutrition
- Information about nutrition and access, and ensuring economic access to nutrition

Advocacy and Programmatic Interventions:

- Establish adequate number of health counseling centers
- Have qualified health professionals and adequate resources on reproductive health at the local level
- Implement health education from primary school in an effective manner
- Have effective legal provisions to prevent harmful social practices
- Free health services for women and girls who have no access to them
- Provisions for special and free health services for single women
- Effective policy planning and implementation about women's health by the state
- Need adequate numbers of female health professionals
- Legal way of ensuring women's independent access to health and reproductive health services
- Provide trainings on women's health to women and disadvantaged areas' people
- Special programs for health services for single women and conflict-affected women and their families
- Effective monitoring of government program and policies

2. Women and Economy

- **Achievements**

A most significant progress is the recognition of women as a backbone of economy in periodical plans. The amendment of the Civil Code pertaining to equal rights to inheritance property is a milestone in the women's movement in Nepal.

A praiseworthy effort of the government is the scheme of the social benefit for the elderly, single (widowed) women and almost-extinct minorities.

Savings and credit groups and cooperatives, of which a large number consists of entirely women and/or participation of women, are contributing to the national economy (1% of national GDP).

The policy to provide collateral-free group guarantee loans to women has increased access of women to establish micro-enterprises and engage in economic activities other than agriculture and domestic chores.

Another remarkable achievement is increased development budget of VDC from 5% to 15% for women, Dalit, indigenous, people with disability, marginalized group.

Increase in women's employment in the army and the police along with quotas in the public sector, which have contributed to increase women's role not only in economy but in different societal aspects by bringing them out of the 'domestic chores'.

A key change in the policy level is the initiation gender-responsive budget system by the government.

- **Challenges**

Policies are mere lip-service; there is a wide gap between the policies and implementation. Women's participation is not ensured sufficiently in decision-making and implementation. Unless women's equal participation is established in decision making of the financial institutions and local governing bodies, women's role in economy would not be improved.

Nepal is still a subsistence economy, which is still keeping women in triple burden: productive, reproductive and community roles without acknowledging their

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contribution but labeling them as 'dependent'. Women's work is not yet recognized in terms of economy, especially since they work in the informal sector, they have multiple burdens of work.

A major challenge is accessing resources and means of production and gaining control over benefits derived from their work. Although inequality in inheritance has been repelled legally the implementation is not yet achieved because of gender based discriminatory social customs.

Women's access to big-scale financial undertakings is still limited due to lack of women-friendly policies on the one hand and lack of access to information about government resources, benefits and provisions on the other. Similarly, there is a lack of NGO, INGO and government support for grassroots development of women's financial activities/efforts.

There exists political intervention, especially by mainstream political parties, in budget allocation and disbursement procedures regarding the local government budget, which delimits the access of the marginalized women to VDC, municipality and DDC budgets.

Similarly, due to lack of women in decision-making levels, there exist inabilities to tap resources at local levels. Another factor worthy of consideration is that the women from rural areas do not have access to and control over the policies that are made and resources that are available.

Economic liberalization policy has adverse affect on rural women – globalization has not had positive effects on women rather further marginalized them.

- **Emerging Trends**

More women are searching for various economic paths as they search for their separate or independent identities. There is increasing trend of involvement of women in financial activities and establishment and operation of small and cottage industries as well as a variety of trade/commerce interventions.

Women from villages to cities are coming together and getting empowered in the search of new economic opportunities; many women have entered different professions, started trade/business of their own and entered the ranks of migrant work force.

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The trend of women searching for equal pay and safety in domestic and foreign employment is increasing.

Although there is no accurate and authentic data, women's entry into the macro-economic and foreign employment has affected substantial women's contribution to the country's economy, including remittances of foreign exchange. It is uplifting the economic status of women on the one hand while women are subjected to violence, e.g. unsafe migration, trafficking and sexual harassment/violence, on the other.

The men, usually the spouses, including families selling fixed assets owned by the household and even on women's entitlements either without the women's permissions or coerce them to do so.

• **Future Actions/Recommendations**

The following concrete actions are essential to enhance the engagement of women in economy:

- Promotion of saving and credit groups and cooperatives is pertinent for bridging the gap between economic liberalization and subsistence economy.
- Stepping up advocacy to get recognition of women's household work as productive work and included in the economic contribution through evaluating it economically.
- Lobbying interventions should be accelerated with policy makers and implementers on pro-women policies and regulations, like right to inheritance property.
- Efforts to increase the representation, involvement and participation of women at decision-making levels in economic and local government are essential to increase the access of women to resources and public budget.
- Intensive and extensive gender-sensitive training and orientation for people in decision-making levels should be organized at government, non-government and private sectors.
- Conduction of research and dissemination of the findings pertaining to the tapping of resources and services of the government and relevant organizations is essential.
- Establishment and operation of support mechanisms to ensure women's access to economic activities and business networks is
- Proportional representation of women in consumer groups

- Equal land rights for women

3. Women in Power and Decision-Making

• Achievements

The resolution of the Legislative Parliament for 33% representation of women is the most significant achievement, which has produced momentous impacts on other spheres of social, economic and political lives of the society. Women from different walks of life, many from the rural areas and diverse castes/ethnics, classes and regions have been represented for the first time in the history of Nepal.

The policies and provisions adopted by the government for protection through reservation/quotas in different areas have increased access of women to power, e.g. employment in civil service, armed force, police and so on. This has enhanced increase in representation at decision-making levels such as police, political parties, commissions and committees at different levels from local to national.

The formation of women's committees at the district level is another progress towards inclusion of women in the local level decision making bodies.

• Challenges

Although the participation of women has increased in different levels of power and decision making they still are not involved in a meaningful way; their status remains a 'token'.

The women's caucus formed at the Constituent Assembly/Legislative Parliament is weakened by the 'whip' wielded by the political parties, dominated by men, and so women's issues are not raised in a unified manner as they are divided along party lines.

The indigent condition of women's access and control over information and resources is another constraint for achieving meaningful participation of women in power positions and decision making.

Lack of strong commitment on the part of the political parties and weak or failure to implement policies and work plans are also challenges to the advancement women.

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And in addition to that, the lack of good governance practice and widespread nepotism, favoritism and biases in all areas are hampering the empowerment of women.

Another challenge worthy of consideration to women's access to and control over power structures and decision making is the continuance of traditional harmful beliefs based on patriarchal values and lack of gender sensitivity.

- **Emerging Trends**

There is a growing interest and participation of women in politics and other positions of power and decision making.

Women are demanding for not merely representation but meaningful participation in the power structures and decision making bodies.

The government and non-government sectors are developing and implementing programs and activities to build capacities of the women in different power structures.

Increased networks and coalitions of women are formed to create a common platform and identify common agendas/issues for advocacy.

Although all mainstream political parties have expressed commitments to empowerment of women in all aspects, there is a lack of democratic environment within the parties, where dominance of men is high.

Voices are being raised by individual women, women's organizations/networks, and civil society for equal participation and/or 50% participation of women in every power structures and decision-making mechanisms.

Along with these positive drives, there is an inclination to manipulating women in the name of women's representation and inclusion.

- **Future Actions/Recommendations**

Women's role in the power and decision making cannot be strengthened unless an environment is created to enable women to enter politics and to increase meaningful participation of women at all levels of political parties (e.g., secretary, chairperson) and government bodies and structures like commissions and committees.

Another critical area for intervention is bridging the gap between the policies and implementation; i.e. to effectively implement existing pro-active policies.

Democratization of the political parties is crucial to improve the meaningful role of women in power positions and decision making. Unless all the levels of the political parties is democratized and engendered, the realization of qualitative status of women in power positions and decision making is not going to happen in practice.

Ensuring increased proportion of women to head the ministries, departments, divisions and sections of the government, civil service, foreign missions, commissions and committees, armed forces, police and other public enterprises is vital to empower women.

Capacity building programs/activities for women in different power structures and mechanisms are essential to make their participation effective and meaningful.

4. Women and Poverty

Nepal is a country with social and cultural diversity, consisting of 100 castes/ethnicities and 92 languages/dialects, as well as vivid geo-economic perspectives. Therefore, the social, economic, political, civil and cultural situation of women in Nepal cannot be lumped into a common basket. However, the most common aspects transcending all these are lack of access to asset/ capital and povertization of women. The government has commitments to international treaties and has developed a number of 'good' policies and programs but the gap between its implementation is wide. Most development efforts are centered in cities and suburbs.

The persistent and increasing burden of poverty on women and the inequality in economic structures and policies, in all forms of productive activities and in access to resources is a characteristic of developing world, inclusive of Nepali women. The Periodic Plans of the GoN has included the clauses for mainstreaming Nepali women in development and empowering the roles of women (10th Plan). Women's work does not fall within the definition of Nepali economics even though women are the backbone of economy, because the 'things' that is saleable in the market or that earns money is only calculated as 'productive'. Questions were included to bring the 'hidden' work of women into open in the Census 2000 and a Committee established in the Ministry of Finance for gender responsive budget, but yet to put into practice sufficiently.

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The absolute poverty has decreased within ten years from 42% to 31% (Standard of Life Survey, 2003). The remittance from foreign employment, increment of non-agricultural wage in the urban areas and extensive urbanization are the major factors contributing to the decline of poverty in Nepal. The government is keen to promote foreign employment rather than creation of employment and self-employment opportunities within the country. A large number of women, even from remote rural areas, have lent money at high interest rates and migrated for foreign employment. There are reports in media of persistent violence against many Nepali women migrant workers, a few are even trafficked for commercial sex work. Migrant women workers are unsafe and insecure.

There exists discrimination in regards to wage of the rural women, albeit the Interim Constitution stipulates non-discrimination on the basis of sex. The economic policy of the government is not engendered on the agricultural technology, including technological training to women. The access to financial institutions and credit of common women, especially rural women, is negligible though the numbers of women's self help groups and cooperatives have increased.

- **Achievements**

The 10th Five year Plan (2002/03-2006/07) of the GoN provisioned for women empowerment and gender equality. Similarly, the Three Year Interim Plan (2007/8-2009/10) has included provisions to recognize the 'unseen' work and role of women. It has projected to enhance capacities of the Gender Focal Person in the Ministries and Women Development Offices in the districts as well as to promote cooperatives, where women are involved in a large number.

Nepal has seen drastic increase of financial institutions within a short period; there are more than 25 Commercial Banks, 58 Development Banks, 78 Finance Companies, 5 Rural Development Banks and 12 Micro-Finance Banks in Nepal. Women's access to credit has increased; many saving and credit groups, and cooperatives have been established, where women are the exclusive members, owners and beneficiaries. Women cooperatives from the rural areas have been able to utilize the Rural Self-help Fund, a micro finance program, operated by the Nepal Rastra Bank, because of low interest rates and mortgaging is waived for the cooperatives.

The budget allocation for directly benefiting women has increased and the government has adopted gender responsive budget. There is provision of 15% of the budget for the Village Development Committee, the local administrative unit, to be spent for women.

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The high priority offered by the government to poverty alleviation plans, programs and projects and targeting women in those interventions have contributed in raising the status of women through their increased access to and control over the resources and income. More and more women are getting organized around micro-economic activities. These have augmented the self-employment and increase in self-confidence, self-esteem and independent decision-making of women.

It has been noted that there has been minimization in violence against women of the women engaged in economic activities in both the rural and urban environments. Similarly, the involvement of women in income generating activities has contributed to their improvement in women's reproductive health status.

- **Challenges**

Although financial institutions increased in an unprecedented scale and the standards/conditions for investment to economically marginalized classes/groups established (3% of total investment of Commercial Banks, 1.5% of Development Banks, and 1% of Financial Companies), only 30% of the rural populations have access to the formal credit facilities, of which women, especially rural women, are negligible.

The inheritance rights have been enjoyed by few urban women, whereas the rural women have launched an economic movement through saving/credit and cooperative. Albeit, all - government, private and NGO - sectors have still failed to adopt policies that are friendly to women, particularly rural and marginalized women.

Equality is nominal, unless economic progress of society, community and individual, especially women, is achieved because economic reforms are essential to consume not only the benefits of the political change but also the education, health and other opportunities. Many projects and programs for economic interventions and changes are focused on symptoms rather than root causes.

The cooperative movement is aimed to protect exploitation of the money lenders and landlords. Although the Cooperative Act and the policies and standards stipulate the beneficiaries of the cooperative to be farmers, craftsperson, low income group and rural masses, the government authorities and other responsible persons have been violating and abusing these.

Women are inclined to small saving and credit groups and cooperatives. Many Banks and Financial Companies treat women merely as clients either for lending money or

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to collect savings. Almost all of these financial institutions are not owned by women although some have benefited from these.

Women are not aware of the programs directly benefiting women and gender responsive budget since there is lack of information dissemination mechanisms. These terminologies have merely become development jargons. The majority of Nepali women are involved in agriculture sector, so women could be directly benefited through the budget allocated to the local level. The local elections still a far cry and the All-Party Committees, almost men, heading the local governing bodies divide the development budget among themselves. On the other hand, the 15% of the local government budget for women is a part of the budget under the heading women, indigenous, dalit and disables. The procedures to access the government budget is cumbersome and women have the least say in these matters, and the budget is mostly spent in infrastructure development. The government has increased allocation to Poverty Alleviation Fund each year, but the access of women is negligible.

Although there is increase in the involvement of women in income generation and micro-enterprise, gender and caste based discriminations and lack of opportunity to education have been impairing the access to information, opportunities and services in a large scale.

Another important factor for slow progress is that women lack access to technical education, especially women-friendly technology in agriculture, since most of the women are engaged in agriculture and/or agro-based enterprises. A few women's enterprises have been established and goods/services have been produced, but marketing has become a problem.

Although women's participation in government, non-government and private institutions have increased, yet most of them are at lower level, without power and authority to decision making. Similarly, lack of women's participation at decision-making levels at financial institutions has also hampered access to and control over information, resources and services to alleviate poverty.

Political instability, insecurity and lack of social security are also affecting minimizes income-generation and entrepreneurship development in the efforts against poverty.

- **Emerging Trends**

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A significant progress is that more and more people, including policy makers and implementers are acknowledging that women play an important role and are key stakeholders in poverty reduction.

Another significant achievement is that the government is producing gender disaggregated data.

The women's groups formed for different purposes, such as mother's groups, *Didi-Bahini* (sisterhood) groups, water user's groups, etc. have also started economic activities like financial transactions, income generation, vocational skill development and entrepreneurship development along with saving and credit groups, cooperatives, consumers groups, women's right lobby groups, special interest groups.

Women are attracted to informal saving and credit groups, and cooperatives as an alternative to financial institutions, because the latter charge high interest rates, are less accessible and require collateral.

The policy that the government will subsidize 20% in its revenue if land and house are purchased in a woman's name has increased women's proportion in property ownership. Similarly, another policy of 10% discount in the total income tax payable for women has contributed to some sort of financial freedom to women. More women are becoming economically empowered through self-reliance.

A factor worthy of consideration is that corruption is widespread in private financial and banking institutions; a ransom had to be paid to the desk officer to sanction a loan on top of the interest and other service fees.

Another critical point is that the limited employment opportunities, lack of education and technical skills lead women to get involved in commercial sex work and often lured or trapped either in trafficking or unsafe migration.

- **Future Actions/Recommendations**

Development and implementation of women-friendly National Action Plan to increase the access of women to information, services and opportunities

Poverty alleviation programs focusing on enhancing vocational skill and income generation as well as entrepreneurship development should be linked with women's groups of different nature and characteristics along with literacy programs.

Collateral-free loan schemes for the rural women will play crucial role in poverty alleviation.

There is a need to initiate gender-sensitive monitoring and evaluation of economic policies, programs and practices of the government, non-government and private sectors.

6. Women's Human Rights

- **Achievements**

The 11th amendment of the civil code is the milestone in ensuring a number of women's human rights. Some prominent ones are equal rights for women over inheritance of paternal property, abortion rights and citizenship through mother.

Similarly, the Interim Parliament resolution of 33% women's participation in the Constituent Assembly/Legislative Parliament is another significant achievement.

The other substantial progress achieved are the Domestic Violence Act, Human Trafficking Act and Regulations, Commitment towards SCR 1325 and 1820, Some Act Amendments for Gender Equality, Policies for inclusion by the government in all areas (e.g. 20% women in the Police/Armed Police and 33% in civil service), Reproductive rights, etc.

The major advancement is the policy to establish Women and Children Services Center in all 75 districts for the protection of women's and children's rights and rehabilitation of the women and children affected by conflict and violence.

The increase in understanding of the basic women's human rights throughout the country, particularly amongst women, is momentous and in an unsurpassed manner.

A noteworthy consequence of the empowerment of women is that the class, caste lines are being blurred as women come together to work towards human rights issues.

- **Challenges**

A major challenge is the wide gap between the implementation and the commitments, policies, laws and programs.

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A challenge faced in addressing the violations of women's human rights is the overwhelming impunity to the perpetrators. In many cases, the perpetrators get scot released because of lack of evidence or witnesses and/or pressures from political parties.

A problem in accessing justice is the lack of victim-focused justice system, since the system is perpetrator- or incident/case-focused.

Patriarchal and feudalistic ideology, values and system dominate administrative, police and judicial system.

Quite a few progresses have been attained in relation to protection and promotion of women's human rights. However prevention policies and measures are still lacking.

- **Emerging Trends**

Many women are coming to forefront as human rights 'defenders' and quite a few organizations and networks are engaging in protection and promotion of women's human rights.

There is an increase in articulation and claiming equal rights, by women including differently-abled, particularly equal pay for equal work and end to discrimination against women at work.

Similarly, there is an increase of demands for equal participation in all walks of life and respect the dignity of women as human beings.

Increase of understanding on their human rights by women, as it is discussed as a part of agenda in different groups and organizations. There is increase in unionization of home-based, self employed and self-help groups.

There are negative trends also on the increase; the most significant is the violation of women's human rights in regards to employment and/or migrant women workers, within the country and abroad. Although the number of women migrating to work has increased, many have been subjected to cruel and inhuman treatment as well as sexual abuse and exploitation, including commercial sex.

Similarly, the feeble administration, policing and judiciary in addition to corruption, political interventions, political instability and lack of good governance, especially the

rule of law, have resulted in the increase of unbridled human rights violations and impunity and the impacts of these have fallen heavily over the women.

- **Future Actions/Recommendations**

It is essential to promote accountability of the duty bearers, to enhance transparency and to strengthen the rule of law – both at individual and state level - to protect and promote as well as to respect and fulfill women's human rights.

Establishment and effective operation of monitoring mechanisms of the commitments of the State with meaningful and equal participation of women is pertinent.

Almost all laws pertaining to violations on women's human rights do not have stipulations for compensation to the victim, except a few like anti-trafficking Act. Therefore, advocacy to include it in the Compensation Act is indispensable.

Because of the political changes and democratic movements, including the armed conflict, there is increase in understanding of their rights by women. However, many women in the remote rural areas, particularly those belonging to the socially and economically marginalized groups and communities, have very little or no idea of their rights. Along with these, men also need to know about the rights of women.

Human rights mechanisms should not only focus on the redress after violations of the rights, but preventive measures should also be promoted.

7. Violence against Women

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Almost every day, newspapers in the country report cases of domestic violence against women. The report published by WOREC analyzed 36 incidents reported by four major Daily newspapers between mid February and mid May, 2008. Of those, 38% violence related cases were reported in Nepal Samacharpatra, while Kantipur daily reported 28%. Similarly, Gorkhapatra carried 25% of such reports and Annapurna Post carried 9%. The study team also collected 891 cases of violence against women from government and non-governmental organizations. Furthermore, the report based on 177 cases from several districts in the country also shows that “A majority of women who are victims of violence are women of productive age. Of the total of the victims (177 cases) 65% are between 16-35 years. About 53% of the cases related to domestic violence. Among the victims, 44% are married. Similarly about 45% of the women were literate (The Kathmandu Post, 16 June, 2008).

Nepal Human Development Report 2004 reinforces domestic violence to be a grave and unaddressed problem. Most perpetrators of domestic violence escape persecution under the Nepali criminal justice system. Research in 2000 by SAATHI, an NGO, revealed 66% of the women in the country endure verbal abuse, 33% emotional abuse, and 77% of the perpetrators of violence to be family members, and 58% of women who suffered domestic violence confirmed daily abuse. UNICEF (2001) study confirms these findings. Social, cultural, economic and religious factors reiterate male dominance and allow systematic discrimination and violence to pervade women’s lives. It is extremely difficult for a woman to prove that she is being abused within her home. Women who do decide to come forth and demand justice face an uphill task. Unless community attitudes change and people recognize violence against women to be a crime, women will continue to suffer daily abuse at the hands of their partners and within their very homes. Home is not a safe place for women, yet women and children have no other choice than to stay at home with the perpetrator. Women remain vulnerable.

There are various forms of violence against women in Nepal; ranging from structural to gender-based.

- **Achievements**

Many considerable progresses were obtained in the struggle in opposition to the violence against women during the five years, of which the most significant is the passing of the Domestic Violence Bill by the parliament recently with the provision of closed court on cases of violence against women, especially related to rape, is.

Another milestone is the establishment of the women’s cell in the police and women’s and children’s service centers throughout the country.

Similarly, all mainstream political parties have expressed their commitments to end violence against women.

- **Challenges**

Although the Act on Violence Against Women has been passed, there are problems in reporting, prosecuting, and executing due to burden of evidence and expenses for court cases related to violence against women.

According to the National Women's Commission (2008), "of the total incidence of violence against women, domestic violence constitutes over 80% and among the various causes of domestic violence, dowry- related hostilities, second marriage by husbands, assaults on women accused of being witches, and disputes involving properties top the list.

Women are still not considered a whole human being, rather a part of men, based on Hindu custom. Many cases of gross violence against women are not reported because of the patriarchy based traditional practice of 'keeping the domestic or family matters within the family'. Violence Against Women customarily are not regarded criminal offences.

Even though the awareness programs on gender and violence against women are launched in massive scale, there is a lack of male participation together with women in gender sensitization and awareness programs on violence against women.

In many cases, along with facing difficulties for women to provide evidences and witnesses there are pressures from families, communities and even political parties and administration/police not to report; letting the perpetrators escape punishment.

Inability of government to ensure that allocated budget reaches to appropriate groups, e.g. *Badi* women.

- **Emerging Trends**

A significant trend is that reporting of cases of violence against women are on rise not only in media but also in the police/courts. Similarly, women's issues relating to violence are being raised and discussed openly. More women are articulating their cases of violence against women.

The government and non-government sectors have formulated policies and guidelines for prevention of and protect women from violence..

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There is an increase in programs to raise awareness and support the victims through different programs and projects. This has resulted in formation of different networks and women's lobby groups to raise women's voices.

Provisions and programs that minimize violence against women are being initiated. These have resulted in increase in male participation and support in the prevention and ending of violence against women.

The Act and the programs have affected increase in divorces.

- **Future Actions/Recommendations**

The awareness campaigns on the legal provisions in other existing laws and the Act on Violence Against Women are essential for prevention.

Advocacy efforts should be focused to end impunity and involvement of political parties and/or administration/police in mediating cases, which could not be mediated.

There is a need to increase advocacy and lobby to establish family social courts and community audit.

Creation of women's networks from ward/*tole* level to national level in order to minimize violence against women is essential.

Similarly, establishment of counseling centers and safe houses/transit homes as well as operation of rehabilitation and reintegration programs in every district is pertinent to provide services to the victimized.

Advocacy and lobby efforts to allocate national and local government budget for awareness raising and service providing programs and activities needs to be stepped up to prevent and protect the women from violence. Relevant departments should be made accountable to monitor violence-inducing activities.

8. Institutional Mechanisms for the Advancement of Women

- **Achievements**

The most significant achievements are formation and strengthening of the Ministry of Women, Children and Social Welfare and Women's Commission.

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Another noteworthy progress is the establishment of gender focal points in all the Ministries and Departments of the government. Similarly, the initiation of gender-mainstreaming policies in all the government organizations is a momentous step forward.

The resolution of the Parliament for 33% representation of women in decision making has laid the foundation for institutionalizing of women representation in different institutions and programs.

The formation, development and institutionalization of women's groups, users' groups and community based groups and cooperatives have contributed in empowerment of women to a larger extent.

- **Challenges**

The attitude and behavior, based on patriarchal values and beliefs are constraints to practical implementation of the resolution on 33% women representation.

Token representation of women is common in many community based groups, user's groups and political parties and other committees and commissions.

Because of male dominance in decision making levels, the planning, designing and implementation of women-friendly programs are not encouraged. Along with this, it is difficult to change existing political structures where party politics are dominant

There are very limited opportunities for women to become independent and autonomous. Similarly, lack of information as well as effective monitoring and evaluations mechanisms have been impeding the advancement of women.

- **Emerging Trends**

Capacity building programs along with affirmative action policies i.e., reservation and quotas have contributed in increasing women in civil service, armed forces, police and other public service institutions.

Women claiming for their equal participation in different committees and commissions are on rise.

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The political polarization and other factors have resulted in lack of common understanding and efforts amongst women; it has divided the women in different networks and coalitions so that it has been difficult for them to come together for strong advocacy and influencing the decision makers.

- **Future Actions/Recommendations**

Efforts should be directed to make the National Women's Commission a constitutional body similar to the Human Rights Commission, rather than a powerless entity.

Activities to advocate and lobby for ensuring women's 33% participation in all constitutional bodies is essential.

Strive for equal (50%) representation of women, consisting of equitable, proportionate representation even among/within women in terms of caste, ethnicity, class, culture and region.

Advocate for developing institutional plans in the government, non-government and private sectors for the empowerment of extremely low-ranked women.

Mobile teams should be formed from government departments to provide counseling, information and legal services.

Special provisions should be made for training to ensure capacity-building of women and gender-mainstreaming. Advocacy for a statutory body in this respect is required.

9. Women and Media

- **Achievements**

The recently adopted Act on Journalism has promoted the participation of women in media and provisioned for ethical presentation of information and messages.

There has been a considerable increase in the number of women in media as well as women-run media (e.g. Radio Purwanchal FM, Biratnagar; Radio Mukti, Butwal; Radio Fulbari, Siraha). Similarly, the journalistic capacities of women have increased; quite a few women are in decision making levels in media and women media persons' capacities to reporting, editing and presenting/anchoring have increased.

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Increase in educational institutions that offer journalism where the numbers of women studying journalism have also increased.

There is an increased positive portrayal of women in media and presentation of issues related to women from Dalit, Madhesi, Ethnic, and Muslim communities.

Access of women to information and media also has increased due to the development of information and media from local to national levels.

Network of women journalists have been formed at local and national levels and they have linkages at international level.

- **Challenges**

Most of the women in media face problems in developing their career because they have to fulfill family responsibilities, which consume a lot of their time. Many media women have quitted their profession after marriage or turn to administrative posts.

Women journalists face setbacks due to insecurity, even threats to life; a few have been murdered, along with sexual harassment in the workplace.

Most of the mainstream media are not gender-sensitive (e.g. issues related to women are not prioritized; women's success stories are not covered, etc.).

There is a lack of participation and/or influencing role in the decision making although a few women have reached to certain levels of senior positions. Patriarchal attitude, like 'women cannot do what men can' still linger in the mainstream media so that they are not trusted upon and provided with opportunities to develop their career.

Media portrayal of women is still based on bias. Dual imagery of women – the pure, "good" woman and the sexual object exists in the media. Women are presented either in gender stereotyped roles or as a sexual model in media, particularly in commercials. There is no gender-sensitive policy pertaining to advertisement, commercials and promotional materials.

There is lack of support mechanisms to women journalists, especially women-run media, so that the mainstream media prospers, whereas women-oriented and/or led media struggle and/or fail.

- **Emerging Trends**

There are positive tendencies as well as negative inclinations concerning women and media.

There is increase in training opportunities for journalism and other basic media training. Many girls and women are encouraged to join the courses.

There is an increased inclination to and involvement of the new generation to the media industry. Women journalists and media personalities have performed praiseworthy tasks and their participation is exemplary.

Media portrayal of women as commodities and gender stereotyped roles still continue, especially in commercials and advertisements. Similarly, commercialization of media has lacked to create women-friendly environment for developing career for women journalists, rather upheld negative portrayal of women.

- **Future Actions/Recommendations**

Programs focusing to meaningful inclusive participation of women in the fields of media are essential.

Prepare women engaged in media as capable subject experts as human resource development.

Advocate for policies and code of conduct on dissemination of information and portrayal of women in a women-friendly and gender-sensitive manner. End commercialization and/or commoditization of women in media portrayals

Advocacy to create national policies and programs to support women media persons, in particular opportunities to training programs for women journalists should be given special priority.

10. Women and Environment

- **Achievements**

The understanding of the affects of environment degradation and destruction on women has increased and women are increasingly attracted to conservation efforts.

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Technological improvements (e.g. improved stoves, bio-gas) have improved women's economic, social and health status. They also save time and contribute to improve the environment.

Increased numbers of women are being actively involved in community forest user's groups and committees. Similarly, more women-led community forest user's groups and committees are being formed, which are more effective.

Women's access to natural resources has been increased. Similarly, the topic on environment has been included in the school curriculum and text-book.

Increase and compulsory participation of women in approaches to environment conservation

- **Challenges**

There is a lack of women experts and technicians in issues related to environment and environmental conservation.

Insecurity and political instability has caused the proliferation of lawlessness in the conservation sector.

Excessive use of chemical fertilizers and pesticides continue to damage the natural environment.

Government policies are not geared towards women's well-being; gender balance in environment related activities is lacking. Similarly, there is a lack of implementation of policies as well as lack of access to resources and control over them. Coordination is lacking between decision-makers, implementers and user groups, including inter-governmental organizations.

Poverty affects ability to have safe and healthy environment (mitigate adverse effects of environmental hazards) - women are forced to bear environmental pollutions.

There is a lack of clean, safe and healthy environment at work places. Similarly, women's opinions on every environmental issue are disregarded.

- **Emerging Trends**

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Climate change has become a topic of interest and discussion amongst women. Women are realizing the adverse effects of climate change on women's lives, e.g. decreased food production, increased food prices, increase in time spent on household chores like fetching water, the impact of pesticides/fertilizers on women's health status, etc.

Different government and non-government organizations are carrying out awareness programs about women and environment.

There is increase of women in afforestation and other environmental conservation efforts and activities along with in irrigation, drinking water, sanitation, toilet construction and road constructions. Similarly, involvement of women are increasing in conservation efforts and recycling of materials. There is increased involvement of women in urban waste management.

Women are demanding more information/knowledge about alternative (cash) crops, e.g. asparagus, basil, strawberry, etc. Similarly, voices being raised around the issue of women's sovereignty on matters of natural resources (water, land, forest, and herbs).

- **Future Actions/Recommendations**

Advocacy to enhance national policy and programs about environmental protection and conservation is essential. State should be accountable for environmental protection. State should provide special support and encouragement to individuals and organizations involved in the research and development of environmental protection approaches

Studies should be carried out on how pollutant fuels are being used at community levels and search for alternative fuel sources.

Development and implementation of intensive programs on raising awareness about environmental protection and conservation is essential.

Have women in decision-making roles in the field of environmental protection and conservation and encourage organizations involved in reducing greenhouse gases. Create women's groups related to environmental protection from the rural to the national level. Funds received from CDM should be made public and spent on women and environment-friendly programs

Advocacy programs are required to implement policies that provide technical and economic support to encourage organizations and groups that are involved in the research and development of alternative fuels.

Develop and implement programs to end excessive use of natural resources by encouraging traditional, organic agricultural practices. Along with this, the state and other stakeholders should acknowledge women's contribution to waste management and environment conservation.

11. Girl Child

- **Achievements**

The major achievement is the inclusion of provision on child rights in the Interim Constitution. The significant achievement is the ratification of two optional protocols – against use of children in armed conflict and against sexual exploitation of children.

The other momentous progresses are the drafting of a new Child Rights Act, establishment of Women and Children Service Centers in 75 districts and adoption of Anti-Trafficking Act.

The Education Department has developed strategic plan for girl's education by bringing together all efforts for girl's education.

The working girls forum presented a memorandum to the Constituent Assembly about rights that need to be included in the constitution with 1 million thumbprints from 67 districts.

Adolescents girls group are being organized to end sexual harassment and abuse, and awareness raising on HIV and AIDS intervention. Similarly, there is increase in the school enrollment of girls (Education Flash Report).

There is an increase of Child Rights Forums – more than 10,000, where more girls than boys are organized and involved. Child participation is increasing and taken up an exemplary role so that a national level policy document has been prepared.

There is increase in number and enhancement in quality of the early child development centers throughout the country.

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The government has promoted the establishment of model girl child-friendly schools in the districts.

- **Challenges**

"Girls who are menstruating in Nepal are less likely to attend classes, undermining their prospects for completing their education so that many girls drop out at secondary level and only 30 percent of the cohorts reach the 10th grade," according to UNICEF (2 May 2010). To address this issue, better sanitation management in schools - particularly in rural and semi-urban environments - is needed. Poor sanitation is linked to a lack of gender sensitivity with most schools continuing to neglect the special needs of adolescent girls. Many girls are missing out on between 10 and 20 percent of all class days.

"In most schools, it was reported that girls took leave from school if they menstruated." (Equity in School Water and Sanitation report, UNICEF's 2009)

"When we talk about girls' education, we cannot only focus on scholarships or building toilets. We need an integrated approach that involves gender sensitivity among teachers and the need to educate the mothers also on the issue of menstrual impact on girls. Such awareness is needed not just for male teachers, but school management committees and parents as well." (Educate the Children, 2009)

Educational exclusion is most pronounced among the poorest children, and especially poor girls in Nepal according to University of Sussex (UK), Centre for International Education, 2009.

There are gaps between laws passed and implementation in regards to girls. Similarly, the patriarchal value based socialization has perpetuated the gender stereotype roles and division of labor, and limited the access to opportunities of the girl children.

Consumerism has given rise to negative effects on adolescents, which has goaded them to use their flesh/sex to earn for pocket money and/or other luxuries.

The lack of policies on sanction to negative media presentation of girls has continued their negative portrayal. Similarly, the lack of cyber law has increased the incidences of young girls' unrestrained visits to pornographies.

Although the government has made commitments to International Conventions and adopted Children's Act and Anti-Trafficking Act, girls have been increasingly used as sex workers and trafficked within the country and abroad for different purposes, including commercial sex workers.

- **Emerging Trends**

Adolescent girls getting involved in saving and credits, cooperatives and other income generating activities as they see their mothers in those activities.

There is increase of girl-friendly environment in schools and other places.

More young girls are attracted and/or coerced to commercial sex work within the country and abroad.

There has been increase in early marriages because of the fear of recruitment by the armed groups.

- **Future Actions/Recommendations**

Programs to promote the participation and roles of boys and men in empowerment of girls are essential. Special priority should be given from both state and civil society to address the needs and issues of the girls from socially and economically marginalized groups and communities.

Activities towards bringing about progressive gender-conscious socialization (e.g., through curriculum, gender-awareness programs. etc.) are critical.

Monitoring mechanism needs to be established and strengthened of the implementation of international commitments and laws in regards to the rights of the girl children.

There is a need to increase the government as well as non-government budget allocation and programs for issues of girl child; e.g. education, training, protection and prevention of abuse and violence, participation, and so on.

Effective protection policies and structures inclusive of exploitation, bullying, sexual exploitation/harassment, bullying and discrimination should be established relating to girl children from community to state levels.

Advocacy for urgent action is required for availing special provisions the girls belonging to displaced families due to conflict and natural disasters, who are at high risk and vulnerable state.

12. Women and Armed Conflict

The 10-year long armed conflict between the State and the then Nepal Communist Party (Maoist) and the post-conflict violence have had tremendous impacts upon women. The armed conflict and the post conflict violence had positive and well as negative affects on the lives of the people, particularly women.

Although the armed conflict has been ended and the rebel forces joined the mainstream, there are many issues yet to be settled, e.g. consensus making, peace building, rehabilitation, reconstruction, reintegration, enculturation, etc. Along with this, there are more than 100 armed groups and inflow of a profusion of small arms in Nepal.

Because of political instabilities and lack of consensus amongst the mainstream political parties, peace process is moving in a very lingering and sluggish pace.

- **Achievements**

The end of the 10 year long armed conflict by signing of the Comprehensive Peace Agreement (CPA) 2006 and election and formation of the Constituent Assembly/Legislative Parliament are the principal achievements of this phase.

Establishment of Ministry of Peace and Reconstruction is a milestone which laid foundations to formulation of policies for local peace committees, peace fund and commitment of the government towards SCR 1325 and 1820 along with the policy to implement socio-economic relief and rehabilitation programs for the conflict affected and economically disenfranchised persons, groups and communities.

Drafting processes have been initiated on Disappearance Bill and Truth and Reconciliation (TRC) Bill.

A progress achieved is increase in women's participation in peace negotiations and peace building process. Many women - individuals and organizations have been empowered to work for conflict resolution and peace building and their efforts and contributions are being recognized.

The Tribhuvan University, the pioneer higher education institution in Nepal, has initiated a faculty on Conflict, where a number of women are studying.

- **Challenges**

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There is lack of gender perspective in issues related to conflict-affected women, e.g. women in cantonments, rehabilitation and reintegration of women, and compensation, restitution and reparation.

Although the government has commitments towards SCR 1325, there exists lack of women in decision-making levels in different committees and activities related to the peace process.

The situation of safety and security is continuously declining. Civilians are facing violent threats from various groups, including armed and unarmed groups as well as criminal gangs, which have further increased fear, trauma and vulnerability to women.

The dilly dallying of the peace process, especially formation of the local peace committees, transitional justice mechanisms and TRC, have resulted in violent clashes between differing groups and enjoyment of impunity by the perpetrators of gross human rights violators. These have further led to increase in general violence and violence against women. These are signals to initiate the notorious 'Culture of Violence'.

The major concerns of the post conflict period are problems in rehabilitation and reintegration of conflict-affected women, addressing of psychosocial needs (particularly of women who have experienced trauma during the conflict), and erosion of trust and social fabric.

The lack of consensus of the mainstream political parties in both the peace process and the constitution making process are delaying the reconciliation process that includes the critical 4R's of post conflict: Rehabilitation, Reconstruction, Reintegration and Reculturation.

There are problems pertaining to children with unclear identity of father (either due to rape, pseudonyms of soldiers, rejection by extended families), victims of rape, children (especially girls/women) affiliated to the armed forces and groups, family members of the IDPs and disappeared persons, etc.

Mostly women and children are being affected due to problems of removal/defusing of landmines and unexploded devices (UEDs), since they have to cut fodder, collect firewood and do odd works in the places those devices are existing.

- **Emerging Trends**

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The most significant trend is the increase in general awareness and specifically the need to access to education and vocational training.

Another positive impact of the armed conflict is the increase of women in the armed forces, police and other security services as well as civil and administrative employments in all the three sectors: the government, non-government and private.

There is an increase in armed groups (more than a hundred) and in easy availability of small arms as well as mushrooming of criminal gangs, which have made the situation unsafe and insecure, especially for girls and women.

The mainstream political parties themselves are breaching the Comprehensive peace Accord and other international commitments and national understandings. It seems there are no space for coexistence and mutual understanding and consensus for peace and development. The result is increase of political instability, degradation of the rule of law and some sort of lawlessness and chaos, bringing forth decrease in productivity and increase in risks and vulnerability.

Both the above situations have weakened the social fabric of trust, i.e. social capital.

Migration has increased, both internal and external. It has positive impacts on people's lives, especially women's, lives and negative impacts such as increase in unsafe migration mostly for unskilled migrants as well as trafficking.

There is a tendency of increase in commercial sex work, both volunteer and forced, of women and girls as well as increase in sexual abuse and exploitation, including rape and murder.

Because of the armed conflict and the post conflict violence as well as unstable political situation, where violence is reigning, the numbers of people being killed, disabled and physical, mental and emotional problems have increased in an unprecedented scale.

- **Future Actions/Recommendations**

Integrated programs to address the root causes of conflicts, including discrimination, socio-cultural exclusion, oppression, poverty, etc. are essential to build a sustainable peace.

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Increase lobbying activities not merely to include but also to affect meaningful participation of women in decision-making levels in the peace process from local to central levels.

Heighten advocacy efforts to influence the mainstream political parties to implement the Comprehensive Peace Accord and monitor its implementation.

Programs to rehabilitation, reintegration and reconciliation of the conflict affected as well as removal/diffusion of landmines and unexploded devices, and dismantling of bunkers should be given priority.

A significant portion of the military budget should be shifted towards the social sector.

Annex 1

The Commitments of the Constituent Assembly Members

Recognizing women's education and gender equality are the backbone of human existence and wellbeing in the 21st century; we express our firm commitment as below to raise voices at the policy level prioritizing women's education and gender equality at structural and functional levels for building an empowered just society:

1. Ensure equal access to opportunity through generating attitude and behavior of equality between sons and daughters;
2. Unfold campaign for non-formal and formal education to women those are managing homes and deprived of education, and operate pre-primary education and women education in an equivalent way;
3. Establish an Open University and determine its level;
4. Put an end to the proverbs, maxims, adages, slang and lingo expressing disrespect and insolence against women and girls; promote attitude and behavior based on gender reverence;
5. Ensure environment to attain elementary education in mother tongue, and recognize religious and traditional education;
6. Develop programs to enhance self-confidence and self-respect of girl students as well as to provide reproductive health and psychosocial counseling services by ending corporal punishment at schools;
7. Eliminate discrimination against women at all levels from policy formulation to implementation levels, and develop curriculum devoid of gender discrimination and mandatory provision of women teachers at primary levels;
8. Avail elementary education to children belonging to communities in remote areas, minorities, and ethnic groups closer to their homes, and create opportunities for the marginalized and promising girls from those communities/groups/areas to free and secure residential higher education as well as ensure them employment;
9. Initiate actions by establishing a monitoring and evaluation mechanism for girl education;
10. Endorse awareness raising programs to end evil-customs like *Kamlari*, *Jhuma*, *Deuki*, witchcraft (*Boksi*), early marriage, female fetus termination, veil (*Ghumto*), *Chaupadi*, and 'untouchability' during menstruation, etc. as well as uterine prolepses;
11. Promote equal opportunity to both sons and daughters to same education facilities by ending discrimination against women in household chores, and empower daughters by providing education rather than dowry;

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12. Ensure girl-friendly drinking water, lavatory, sanitation and sitting arrangements, and promote girl participation in sports and extra-curricular activities;
13. End discrimination against children at schools pertaining to the differences created by cultural diversity based on geographic conditions such as caste, ethnicity, language/dialect, and religion, as well as economic class; and
14. Create environment for effective implementation of the treaties and conventions ratified by Nepal concerning girl education and gender equality.

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Annex 2

List of Participants to B+15 National Consultation

S.No	Name	Organization	District
1	Ram Kumari Das	Dalit Jana Kalyan	Siraha
2	Bal kumari Rai	Madan Bhandari Smriti Pratisthan	morang
3	Sita Poudel	D.A.D	Udaypur
4	Krishna Kumari Waiba	SHRISTI	Sindhuli
5	Pamika rai		Udaypur
6	Ghanashyam Lakahi	Arif Nepal	Jhapa
7	Tulasa Gautam	D.FoN.	Jhapa
8	Devaki Shrestha	Akhil Nepal Women's Association	Morang
9	Shanti B.K.	M.S.S	Morang
10	Gomati shrestha	M.S.S	Doti
11	Satya Devi	M.I.S.O.N.	Deilekh
12	Manju kumari Chaudhary	TMBK	Udaypur
13	Devi shrestha	Plan	Sunsari
14	Shanta Nepali		Syangja
15	Laxmi Devi Shrestha	Seto Gurans	Rautahat
16	Kamala Dangal	Sungava	Jhapa
17	Devaki nepal	Women's security Pressure Group	Rautahat
18	Kamala Sharma	Himawanti Nepal	Nawalparasi
19	sumitra Nepal	Women Human Rights	Sunsari
21	Srijana Danuwar	Rakshyak Sanjal/NGO Federation	Udaypur
22	Parbati Rana	Plan	Makwanpur
23	Mina Shrestha	Community Support Group	Kaski
24	Indira Bote	N.B.S.	Chitwan
25	Nar Kumari Gurung		Syangja
26	Purna Joshi	Teacher's Union Nepal	Doti
27	Chin Kumari Siwakoti		Rautahat
28	Sarita Gautam	Deade	Baglung
29	Anju Shrestha	Jagriti Bikash Munch	Parsa
3	Jayanti Rai		Bhojpur
31	Sita Kumari sundas	Women Wel-fare Society	Syangja
32	Gita Lama	HURADEC Nepal	Dolkha
33	Uma Devi Badi	Rastriya Badi Adhikari Sangharsha Samiti	Kailali
34	Sanam Chaudhary	SVS Club	Udaypur
35	Krishna Bista	M.U.S.	Baitadi
36	Sharada Niraula	Jana Chetna Munch	Morang
37	Ranjana sarkar	Village Community Development Center	Sarlahi
38	Udaya Ojha		Kailali
39	Janki Hada	J.B.M	Birjung
40	Bina Jnawali	CAM	Bardiya
41	Sonam Chhejung lama	CAM	Mugu
42	Sita Rayamajhi	mahila adhikar Manch	Doti
43	Kalpana Rai		Morang
44	Sushila Poudel	ANM	Okhaldhung
45	Devaki Dhungel	UML Maoist	Jhapa

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46	Urmila Thebe	Kanchanjunga Mahila Bikash Sangh	Taplejung
47	Krishna devi Chaudhary	Kamaiya Mahila Jagaran Samaj	Bardiya
48	Irada Parajuli Gautam	Aawaaj	Surkhet
49	Rina Khadka	Kritika Mahila Aabhiyan	Ramechhap
50	Ashok K.C.	Voice Nepal	Chitwan
51	Tirpa Gautam		Rukum
52	Manju kumari Chaudhary	Tharu Mahila Bikash Kendra	Udaypur
53	Geeta Lama	Manab Adhikar Sachetan tatha Bikash Kendra	Dolakha
54	Shira Tamang	Chhorgan Patrika	Nuwakot
55	Sonam Tsering lama	BCHDO	Mugu
56	Devi shrestha	Jyoti Mahila Foundation	Sunsari
57	Mindik Lama	Bouddha Sanskritik	Mugu
58	Sarita Gautam	Karmarong Samaj	Mugu
59	Shreejana Poudel	Nari Chetana Kendra Nepal	Kathmandu
60	Anjana Tamrakar		Kathmandu
61	Mina Karki	Mahila Jagaran Tatha dresya kendra	Kathmandu
62	Anju Ghimire	Nari Chetana Kendra Nepal	Kathmandu
63	Mina Bista	Jagaran Nepal	Kathmandu
64	Shreejana Kshetri	BBC	Kathmandu
65	Rupa Shrestha	ASPAD	Kathmandu
66	Nitu Barnawal	HimRights	Kathmandu
67	Sukra Laxmi Shrestha	Jagaran Mahila Samaj	Kathmandu
68	Nani Maiya Gosai	Our Iron Fist	Kathmandu
69	Narayan Basnet	Cesoup Nepal	Kathmandu
70	Nava Raj Basnet	HRP Group Nepal	Kathmandu
71	Bijaya Singh Gurung	Step- Nepal	Lalitpur
72	Maya Thebe		KTM
73	Sobha Pradhan	Mahila Uththan Samaj	KTM
74	Goma Nakarmi	Mahila Uththan Samaj	KTM
75	Usha Bhandari		KTM
76	Rama Poudel	Ecas Nepal	KTM
77	Irada Parajuli Gautam	Aawaaj	KTM
78	Jaya Basnet	Mahila Police Cell	Bhaktapur
79	Nirmala Khawal	Mahila Police Cell	Lalitpur
80	Lamja Khand	Mahila Police Cell	Kathmandu
81	Yasoda Paudel	Social Women	Kathmandu
82	Madhu Gurung	Kritika Mahila Abhiyan	Kathmandu
83	Shreejana Dahal	Kritika Mahila Abhiyan	Kathmandu
84	Kumari Dahal	Kritika Mahila Abhiyan	Kathmandu
85	Mitra Raj Dangi	Rijsin	Kathmandu
86	Khagendra Shiwakoti	Sunoulo Bhawisya Nepal	Kathmandu
87	Bharat Mani Subedi	Pro public	Kathmandu
88	Badri Kapali	Media	Kathmandu
89	Bishnu Nepal	RSS	Kathmandu
90	Shailesh Shrestha	Stri Shakti	Kathmandu
91	Chetana Sharma	Advocacy Forum	Kathmandu
92	Baijayanti Karki	Aama Milam Kendra	Kathmandu
93	Anju K.C	Aama Milam Kendra	Kathmandu

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94	Roshani Karmacharya	Mahila Hinsu Biruddha Abhiyan Stap Nepal	Lalitpur
95	Biswa Nath Naupane	Mahila Hinsu Biruddha Antar Jatiya Dharmik Rastiya Sanjal	Lalitpur
96	Dewaki Shrestah	Akhil Nepal Mahila Sangh	Lalitpur
97	Usha Khadka	Mahila Swarojgar Prasikshan Kendra	Kathmandu
98	Rasmila Malla	Kamdhenu Sangh	Kathmandu
99	Joti Nakarmi	Kamdhenu Sangh	Kathmandu
100	Phulmati Chaudhary	Rastriya adibashi J.M.M.S	Kathmandu
101	Gauri Maya KC	Women and Childern Service Center P.H.S	Lalitpur
102	Bindra Maharjan	CSGS	KTM
103	Usha Thapalia	INSEC	KTM
104	Gita Gautam	INSEC	KTM
105	Chhiring Kippa Lama	Nepal Prahari	KTM
106	Ridma Joshi	Committee School National Network (CSNN)	KTM
107	Anjana Pande (Manandhar)	Committee School National Network (CSNN)	KTM
108	Dhana Khatiwada	Women Aulareness Srap (W.A.S)	Lalitpur
109	Madhiwanti Budhathoki	Janahit Samaj	Lalitpur
110	Dilu Rai	FWLD	Kathmandu
111	Nira Kandel	Nagarik Awaz	Kathmandu
112	Iswori Bhattarai	Free Cience	Kathmandu
113	Sharada Thapa	Women and Childern Service Center P.H.S	Lalitpur
114	Sanu Shrestha	Women and Childern Service Center P.H.S	Bhaktapur
115	Rasmila Shakya	CWIN	KTM
116	Sabiya Praween Ansari	ANWON	KTM
117	Shanta Adhikari	Teacher's Union of Nepal	KTM
118	Mira Badan Timala	Pokherli Didi Bahini	KTM
119	Bishnu Thakali	WEPCO	Lalitpur
120	Ishwor Thapa	Radio Pratidhoni	KTM
121	Dr, Sanbar Khadka	HR Alliance	KTM
122	Shankar Shrestha	Rastri Nepal	KTM
123	Bhesh Raj Belbase	Gorkhapatra	KTM
124	Ganga Rai	NPCF	KTM
125	Poonam Thapa	Kritika	KTM
126	Suman Tamang	Kritika	KTM
127	Narayan Niraula	Civic Concern Nepal	KTM
128	Ishwor Pd Pudasaini	Social Transfer Nepal (SITARA)	KTM
129	Soma Rai	Janajati Mahila Mahasangh	KTM
130	Isha Khadka	CCN	KTM
131	Shabnam Samal	CCN	KTM
132	Ram Kumari Maharjan	ANWA	KTM
133	Bhagawati Bista	Swif Nepal	KTM
134	Gayatri Dahal	PACARC Nepal	Lalitpur
135	Shanti Nakarmi	Rastriya Sharirik Apanga Sangh	Lalitpur
136	Nirmala Tuladhar	N B Missa Khala	KTM
137	Padma Tuladhar	N B Missa Khala	KTM
138	Bishnu Maya Pariyar	WPSETC	KTM
139	Dipika Thapa	PABSON	KTM
140	Bikram Singh Muktan	DFON	KTM
141	Tuladas Gautam	DFON	KTM

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142	Machchhe Gurung	Nepal Law Caampus	KTM
143	Dharma Parajuli	SAZ The Multimedia	KTM
144	Navin Chandra Darlami	HimRights	KTM
145	Tula Rana	Member of women Press Group	KTM
146	Durga Tiwari	BBC	KTM
147	Binjwala Shrestha	SMNF	KTM
148	Sabitri Manandhar	Ekal Mahila Bahuudesya Sashaktikaran sanstha	KTM
149	Ranju Napit	Nelone Sangh	KTM
150	Sangita Premi	Mahila Jagaran Tatha dresya kendra	KTM
151	Pratibha Subedi	Nari Chetana Kendra Nepal	KTM
152	Bhumika Khanal	HR Alliance	KTM
153	Santila Limbu	Student	KTM
154	Dil Kumari Rai	FWLD	KTM
155	Gyan Maya Dangol	ZEFOND	KTM
156	Urmila Shrestha	Jagaruk Nepal	KTM
157	Ambika Pudasaini	Sitara Nepal	KTM
158	Richa Naupane	Siddhartha Biddhya Pith	KTM
159	Subhadra	ZEFOND	KTM
160	Rajendra Subba	Solidhriti for Globle Peace	KTM
161	Dipak Tamang	Cruiseaids	KTM
162	Chandra Gurung	Cvuairs.N.P.L	KTM
163	Sonu Shakya	Security Group Nepal	KTM
164	Lalita Pradhan	NDI-Nepal	KTM
165	Raju Purkuti	NIRN	KTM
166	Shubha Maya Kapali		KTM
167	Ilya Bhattari	Nepal Ingeener wife Society	KTM
168	Junu Upreti	Sasane	KTM
169	Ivy Thapa	Caritas Nepal	KTM
170	Saloni Singh	Didibahini	KTM
171	Suman Tuladhar	Education Department (UNDP)	KTM
172	Ananda Tamang	Crepa	KTM
173	Anjana Shakya	BBC	KTM
174	Sujita Shakya	BBC	KTM
175	Jagjit Kaur	BBC	KTM
176	Sharada Chemong	CCN	KTM
177	Sewa Singh	BBC	KTM
178	Boby Karmacharya	BBC	KTM
179	Sushila Shrestha	BBC	KTM
180	Shahana Pradhan	Ex, Ministry of Forien	KTM
181	Shanta Laxmi Shrestha	BBC	KTM
182	DIG Parbati Thapa Magar	Nepal Mahila Police Cell	KTM
183	Bishnu Ojha	BBC	Makawanpu
184	Sunita Bhandari	BBC	KTM
185	Pradip Shrestha	BBC	KTM