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Council of Ministers, pursuant to a resolution
dated February 1, 2011

National Action Plan
On Implementation of the
United Nations Security Council Resolutions
1325 & 1820
[2011/12 – 2015/16]



Government of Nepal
Ministry of Peace and Reconstruction
February 1, 2011

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Foreword

The role of women in the all-round development of the country is crucial. Women have made special contribution to the social, economic and cultural transformation of Nepal. Women have also played an important role in the decade-long armed conflict and other struggles for restoration of democracy. It is also the women and girls who have been most affected by the armed conflict and the transition after that. Therefore, in view of the constructive contributions that women can make in the peace process, it becomes the responsibility of the State to increase their participation and ownership in the peace building process and to provide them security. It is equally necessary to increase the women's participation at the policy formulation and implementation level. The protection and promotion of the rights of women and girls is required for establishing sustainable peace in the country. In Nepal's context, the Resolutions 1325 and 1820 adopted by the United Nations Security Council has great significance. It is with this realization, that the Government of Nepal prepared this National Action Plan.

The Government of Nepal, Ministry of Peace and Reconstruction, in collaboration with the United Nations Development Fund for Women (now UN Women), has been conducting interaction, seminars and orientation programmes on the UN Security Council Resolutions no. 1325 and 1820. The Government of Nepal has also demonstrated its commitment to this by constituting a Steering Committee with the Minister for Foreign Affairs as Chair for the implementation of these proposals. The National Action Plan has been prepared with the objective of making the implementation of the UN Security Council Resolutions 1325 and 1820 effective and systematic. Efforts have been made to enlist the support and collaboration of all the concerned bodies while preparing the National Action Plan. In this connection, a workshop seminar was held with the participation of the gender focal points at different ministries and bodies, the representatives of non-governmental organisations and the civil society represented in the Steering Committee, representatives of other non-government organisations and the security sector.



A draft framework of the National Action Plan was prepared by this workshop after identifying the goals, objectives, pillars, the strategic goals of each pillar and programmes. This draft was shared with different concerned stakeholders through workshops and seminars at the central, regional and district levels. The workshop seminars were organized in conjunction with the Government and the NGO Networks working in the sectors concerning women. These workshops were held especially with the participation of the conflict-affected women, the non-governmental organisations working in the sectors of women and women's rights, government agencies, members of the local peace committees, the Dalit, indigenous nationalities and Madhesi communities, women from the backward areas, the media and the civil society.

In this context, the draft was revised based on the suggestions received from members of the Implementation Committee and the organisations working in the women's sector represented in the Steering Committee as well as the national and international consultants. Regarding the draft of the National Action Plan thus prepared, the meeting of the Steering Committee

held on October 4, 2010 decided to present the proposal to the Government of Nepal (Council of Ministers) for its approval after taking the suggestions and feedback from inter ministerial representatives responsible for the implementation of the National Action Plan. The National Action Plan prepared after incorporating the suggestions and feedback received from these Ministries and commissions was approved by the Council of Ministers on 1st February 2011.

I am especially grateful to UN Women including the Peace Support Working Group providing support in the course of preparing the National Action Plan. Likewise, I would like to thank all the non-governmental organisations that helped in collecting the suggestions and feedback from concerned stakeholders by visiting different districts in connection with preparing the National Action Plan. Thanks are also due to Ms. Bandana Rana, Mr. Kiran Prasad Dhungel and Ms. Shova Gautam who assisted as experts in drafting and formulating this Action Plan. I would also like to thank the Implementation Committee that made important contribution in formulating and revising the Action Plan. Joint Secretary Sadhuram Sapkota,

Under-Secretary Dal Bahadur K.C., Section Officer Hari Prasad Chapagain and Om Bahadur Sodari of the Ministry of Peace and Reconstruction and Purushottam Mishra of the UN Women who worked untiringly in every stage of preparing the Action Plan also deserve special thanks.

Lastly, I am confident that, as always, the representatives of the implementation committee, civil society, international development partners and organisations, non-governmental organisations and the media will continue to provide active support in the successful implementation of the National Action Plan.

Dhruba Prasad Sharma
Secretary
Ministry of Peace and
Reconstruction

Foreword

The United Nations Security Council Resolution (UNSCR) 1325 & 1820 National Action Plan (NAP) of Nepal comes at a time when the country is going through a challenging post conflict transitional period. The 10-year armed conflict between 1996 to 2006 deeply affected the country. Women and girls still bear the brunt of the armed conflict. Many have been victims of many forms of gender based violence. Those who have survived are still suffering from stigma that society places on such forms of violence.

The Government of Nepal is committed to the implementation of the UNSCR 1325 & 1820 as a mechanism for strengthening women's participation and involvement in the promotion of peace and security within the context of conflict prevention and resolution. The NAP presents the contextual framework and analysis of the peace and security situation as well as the specific impact to Nepali women that prompted its development. The NAP aims to contribute to the Nepali people's overall goal of achieving sustainable peace and establishing a just society. It is structured around five pillars- each with a corresponding general objective with strategic objectives, specific actions, desired results and indicators. Moreover, the national action plan identifies the

responsible actors and the time frame for each action.



The Ministry of Peace and Reconstruction (MoPR) established in 2007 is the lead Ministry mandated to oversee the implementation of UNSCR 1325 & 1820. Since its establishment the Ministry in partnership with UN Women (former UNIFEM) and other UN agencies, bilateral partners and women's organizations initiated discussions with concerned government officials, security sectors, Constituent Assembly Members, political parties and civil society. Programmes to enhance the understanding of UNSCR 1325, the need to have a NAP for effective implementation, conducting training and developing publicity materials were also undertaken and a broader framework prepared. However, it was only after a High Level Steering Committee (HLSC) was constituted in September 2009 that the process of the actual drafting of the NAP started with close coordination among stakeholders. Further, an inter-ministerial Implementation Committee was constituted under the HLSC to undertake the process.

Nepal's UNSCR 1325 and 1820 NAP is a result of an exemplary collaborative

process between the Government, international development partners and the civil society including women's networks and organizations. These partners have been equal stakeholders in all the planning, drafting and the series of national, regional and district consultations that took place. Altogether 52 district level consultations including 10 regional consultations were held which covered all the five development regions. Separate special consultations were held with women and girls directly affected by conflict to ensure their perceptions were included in the NAP. These consultations were attended by over 3000 participants and generated more than 1500 action points which were clustered under the five pillars of the NAP.

The action points address a broad range of issues that includes but is not limited to the need to support women's participation in all peace processes as well as electoral processes; representation in political parties as well as in local peace committees; strengthening the Women and Children Service Centers within police stations; provision of legal assistance, medical services and psycho-social counseling for survivors of sexual and gender-based violence; justice, reparation and compensation for the victims of conflicts and their families; economic assistance

to conflict-affected women; and provision of educational scholarships to women and girls affected by conflict.

The NAP also contains training and capacity building provisions for all stakeholders to ensure their informed and meaningful participation in its implementation, monitoring and evaluation. It integrates a media outreach and communication strategy to facilitate sustained awareness-raising and increased ownership and participation. Another key feature of the NAP is a monitoring and evaluation system that uses a combination of activity, result and outcome indicators. The monitoring and evaluation system builds on the existing government structures and involves the participation of women's organizations.

We are hopeful that the enthusiasm and collaboration of all stakeholders - Government as well as the International Development Partners and the Civil Society generated during the development of the NAP will be continued in the implementation phase. With this collaborative approach we are committed to demonstrate Nepal's success in pursuing the objectives and actions stated in the NAP.

Sadhu Ram Sapkota
Joint Secretary
Ministry of Peace and
Reconstruction

Executive Summary

Nepal, as the member state of the United Nations, has conviction that every country should be guided by the fundamental principles like basic human rights, the individual's dignity and respect and equal rights of women and men enshrined in the Charter of the United Nations. Nepal strongly supports all the international instruments and legal mechanisms concerning the protection and promotion of the rights of women and girls. In reality, the topic of protecting and promoting the rights of women and girls boosts the country's peace, security and development. The United Nations Security Council Resolutions (UNSCRs) 1325 and 1820 on women, peace and security has a special importance in the context of Nepal as it is gearing towards establishing peace following a decade-long armed conflict. The armed conflict in Nepal that lasted from February 13, 1996 to November 21, 2006 has left serious impact in the country. Many women and girls suffered from all kinds of sexual and gender based violence. which affected their mental and physical stability as well as left a deep impact on their families and community.

The Government of Nepal's Ministry of Peace and Reconstruction has been awaring concerned stakeholders on topics of women, peace and security through different interactions, seminars and orientation programmes. Considering the gravity of the issue, an 18-member High Level Steering Committee (HLSC) was constituted with the Minister for Foreign Affairs as the Chair for implementing the United Nations Security Council Resolutions 1325 and 1820 as per the Cabinet decision on September 21, 2009.

The overall objective of the National Action Plan is to contribute to achieving the supreme goal of the Nepali people for establishing durable peace and just society. It covers mainly five pillars. The first pillar is **participation**. This pillar has the objective of ensuring the equal, proportional and meaningful participation of women in every decision-making level of conflict transformation and peace building process. The second pillar is **protection and prevention** which aims at 'protecting the rights of women and girls and preventing the violation of these

rights during the conflict and the post-conflict period. The third pillar is **promotion**. The objective of this pillar is to promote the rights of women and girls and to mainstream the gender perspective in all phases and stages of the conflict transformation and peace building process. The objective of the fourth pillar, **relief and recovery**, is to address the special needs of women and girls and to ensure their participation in the formulation and implementation of all programmes related to relief and recovery. The objective of the last pillar, **resource mobilisation, and monitoring and evaluation**, is to guarantee means and resources required in the implementation of the National Action Plan, to institutionalise the monitoring and evaluation system and to maintain collaboration and coordination with concerned stakeholders.

Separate strategic goals and corresponding specific actions have been set out for addressing the objectives of each of these pillars along with results statements and indicators. Apart from this, the National Action Plan has also identified the responsible

implementing agency for every action as well as its timeline.

The National Action Plan on Implementation of the United Nations Security Council Resolution 1325 and 1820 also encompasses the concept of public audit by making arrangements for the participation of the stakeholders in its implementation, monitoring and evaluation. It has also included a media outreach and communication plan to facilitate promotion of public awareness and enhance participation. Another main feature of the National Action Plan is the monitoring and evaluation system that uses the indicators related to activities in the NAP and its outcome and impact evaluation.

The National Action Plan is based on the existing national and international instruments promoting and protecting the policy related to women's rights and gender equality. This National Action Plan prepared for the implementation of the UN Security Council Resolutions 1325 and 1820 is a document that has come with the highest commitment of the Government of Nepal.

1

Background

The impact of any armed conflict is generally more severe on women and children. They are victims of various forms of violence, discrimination and exploitation not only during the armed conflict but also during the post conflict and transition. Therefore, to address the security concerns of women and girls and to ensure the participation of women in all stages of peace building the United Nations Security Council adopted Resolution No.1325 on 31 October 2000. The Resolution calls on all member states to increase women's participation in the formulation of policies for conflict resolution, management and prevention and protect and address the special needs of women and girls during and after conflict.

Different kinds of violence, especially acts of sexual violence targeting women and girls, escalate during the time of armed conflict. There is probability of

such violence continuing even after the end of armed conflict. To address this concern the United Nations Security Council adopted the Resolution No.1820 on 19 June 2008 urging all sides concerned to immediately prohibit sexual violence. The Resolution recognizing the important role of women in establishing peace has called on all parties to ensure the equal participation and full involvement of women in all efforts at promoting peace and security.

In Nepal, more than a decade long armed conflict that took place from 13 February 1996 to 21 November 2006 and the movements that took place in different parts of the country including in the Tarai and the eastern hills during the transition period after that, has affected women and children the most. Nepal understands the responsibility of every member state of the

The impact of any armed conflict is generally more severe on women and children.



Photo: District level consultation, Nepalgunj

United Nations to implement the Resolution adopted by the Security Council pursuant to Article 25 of the UN Charter. Moreover, the significance of these UN Resolutions is felt to be more in the case of Nepal as it is

engaged in the peace process after a decade long armed conflict. It is in this context that the need for a separate National Action Plan has been felt for the implementation of UNSCRs No.1325 & 1820.

2

Conflict Transformation and Peace Process in Nepal

In Nepal, the armed conflict began after the then Communist Party of Nepal (Maoist) declared it on 13 February 1996. In the midst of the conflict, the then CPN (Maoist) and the Seven-Party Alliance signed a 12-points understanding on 22 November 2005 with the objective of establishing democracy in the country. As per this understanding, a 19-days People's Movement gained ground resulting in reinstating the dissolved House of Representatives [the lower house of Parliament] on 24 April 2006. A ceasefire was then declared with the then CPN (Maoist) and the Government of Nepal signing a ceasefire code of conduct. Following this, the then CPN (Maoist) and the Government of Nepal signed the Comprehensive Peace Accord (CPA) on 21 November 2006.

With this the armed conflict formally came to an end and Nepal entered an era of conflict transformation. Soon after, on 8 December 2006 the Government of Nepal and the then CPN (Maoist) signed the Agreement on Monitoring of the Management of Arms and Armies. In the course of taking the peace process forward the Government of Nepal also held talks with other conflicting groups and reached separate agreements with them both before and after the election to the Constituent Assembly. The Government has remained committed in implementing the agreements made.

Government of Nepal is committed for the implementation of agreements made with various political parties and groups for conflict transformation and peace building.



Photo: District level consultation



Photo: District level consultation, Panchthar district

3

Impact of armed conflict on women

The ten years of armed conflict in Nepal caused significant damage in terms of loss of life and property and disappearance of many citizens. There was widespread destruction of physical infrastructure as well as private and public property. The number of orphans, single women and people rendered physically handicapped increased due to the armed conflict. Several families were in distress as the main bread-winner of the family was either killed in the conflict or had disappeared. As a result of this, on the one hand mutual suspicion, fear, terror, anxiety and a sense of revenge appeared in the society while on the other hand the country had to face economic and social problems due to the adverse impact of the conflict on the physical and social structures such as education, health, transport, communications and industries.

The children and women have been the most affected by the armed conflict. There are several cases where women had to single handedly take the responsibility of running the house in the absence of male members who had either left home to join the armed conflict or forced to be

displaced due to the pressure from conflicting parties. Hence, the workload of women both within and outside the house increased immensely. Women also suffered from sexual violence during the conflict as well as the transition period due to a weak law and order situation. In addition to this young women who left their homes to join the armed conflict or fled their villages in fear of the conflicting parties also had to face different forms of violence. Many of these young women who were displaced in this manner due to lack of education or skill were compelled to work in risky and oppressive conditions making them vulnerable to sexual and other forms of violence. Besides this, the trauma that many women faced during the conflict period also affected their mental condition, particularly those from the conflict-hit areas. This clearly shows that directly or indirectly women were the hardest hit by the conflict.

Women suffered from sexual violence during the conflict and the transition period due to the weak law and order situation.



Photo: District level consultation

4

Women's participation in the peace process

The House of Representatives that was reinstated following the restoration of democracy in 2006 adopted a resolution for ensuring 33% women's participation in all organs of the State. Four of the total sixteen members in the committee for preparing the draft Interim Constitution of Nepal, 2007, were women. Similarly, out of the total 330 members in the Interim Legislature-Parliament, 57 were women members. There are 197 women representatives out of the total 601 members in the present Constituent Assembly. In addition to this, the Constituent Assembly also has diversified representation from the indigenous community, madhesi, dalit and marginalized communities.

In view of the participation of women in the peoples' movement and the impact of conflict on women it is necessary to ensure women's adequate participation in all peace processes. In this regard the mandatory provision of ensuring 33%



Photo: District level consultation

w o m e n ' s participation while constituting the local peace committees formed in every District, Municipality and the Village Development Committee needs to be considered as a good beginning in increasing women's participation in the peace process.

the mandatory provision of ensuring 33% women's participation while constituting the local peace committees formed in every District, Municipality and the Village Development Committee needs to be considered as a good beginning in increasing women's participation in the peace process.



Photo: District level consultation



Photo: District level consultation

5

Constitutional, legal and policy provisions on women, peace and security

5.1 Constitutional provisions:

The Interim Constitution of Nepal, 2007 includes many topics related to women, peace and security. Commitment has been expressed in the Preamble of the Constitution itself for carrying out a forward-looking restructuring of the State for addressing gender-related problems. In regard to the provisions related to citizenship, women have also been included as the basis for providing citizenship certificates on the basis of descent. Similarly, provisions have been made for fundamental rights from Article 12 through Article 32 of the Constitution, which maintain that special legal arrangements could be made for women; provisions on employment and social security, provisions on the rights of women right to social justice right to justice and provisions on rights against exploitation of women and children. Likewise, it is stated in Article 33 of the Interim Constitution under the heading ‘Obligations of the State’ that

arrangements will be made for providing appropriate compensation to the families of the people killed in the course of the armed conflict and for the assistance, rehabilitation and respect of the people rendered disabled or incapacitated due to the conflict. It is stated in this Article that relief assistance will be provided to the families of disappeared people on the basis of the report of an investigation commission to be constituted to carry out study and investigation regarding the disappearance of people. It is also stated that a special programme will be implemented for the rehabilitation of the people displaced due to the conflict, for providing relief assistance in the case of the private properties destroyed during the conflict and for the reconstruction of the damaged public infrastructures. Besides this, commitment has

Commitment has been expressed in the Preamble of the Constitution itself for carrying out a forward-looking restructuring of the State for addressing gender-related problems.

been made to provide transitional justice by setting up a high-level Truth and Reconciliation Commission for finding out the truth about the people involved in violation of human rights of serious nature or in committing crimes against humanity during the conflict period and for building an environment of trust in the society. Article 63 of the Interim Constitution provides that one-third of the total candidates for the Constituent Assembly Election should be women.

5.2 Legal provisions

Different provisions have been made regarding the security of women in the existing laws of Nepal. Provisions have been made in the Muluki Ain [Civil Code] under the Clause on 'Kidnapping and Taking of Hostage' for additional punishment to anyone involved in the abduction of women or taking women hostage. Violence against women like rape, and crimes like taking of hostage has been classified as serious criminal offence against the State and they have been included in the list of state cases in which the government is plaintiff. Provisions have been made for taking stern action against culprits involved in human trafficking. Polygamy, child marriage, marriage under duress and under false promises and identity has

been included as illegal and punishable acts. Provisions have been made under which women police should be sent for arresting women convicts. Similarly, provisions have been made under which women should be ordered to move away while carrying a house search and that women police personnel should be assigned if a body search of a woman has to be conducted and this has to be done in a way that is not offensive to the woman being searched. Provisions have also been made under which women detainees and prisoners have to be kept separate from male prisoners and extra ration allowance should be provided to any woman detainee or prisoner delivering a child.

Likewise, provisions have been made for the security of women in the National Human Rights Act, 1997; the Act on Compensation for Torture, 1997; the Domestic Violence (Crime and Punishment) Act, 2009; the Prevention and Control of Selling and Trafficking of Humans, 2008 and the National Women's Commission Act, 2008. In the Civil Service Act, 1992, the minimum age at which women can apply for any post in the civil service has been set at 40 years. Similarly the total years of service for women considered eligible for promotion is one year less than that



Photo: High level Steering Committee Meeting, 4 October, 2010

required for men. In addition to this other required reforms are gradually being made in the related laws in the civil service as well as other services for ensuring the inclusive representation of women. A Bill in this regard has been submitted to the Legislative assembly for adoption. Once this Bill is adopted women's participation in the civil service will significantly increase.

5.3 Policies and Action Plans

Different policies and action plans adopted by the Government of Nepal

have directly or indirectly made an attempt to incorporate issues pertaining to the security of women. Key among the existing policies and action plans are the National Plan of Action against Gender Based Violence, the National Plan of Action on the Implementation of the Convention on the Elimination of All Kinds of Discrimination Against Women, the National Plan of Action on Gender Equality and Empowerment of Women, the Three-Year Human Rights National Action Plan and the terms of reference of the Local Peace Committees.

Three Year Human Rights National Plan of Action [2010/ 11 – 2012/13]

The three-year Human Rights National Plan of Action prepared by the Government of Nepal has made significant provisions for the rights of women and children. It has introduced special motivational programmes for children from the poor, deprived, marginalized and the sexual and gender minority communities who have not enrolled in schools or have dropped out from schools. Such programmes range from promoting school enrollment as well as retention; programmes for ensuring reproductive health; conducting safe motherhood and infant child care programmes; and programmes like Gender Mainstreaming and Social Inclusion. Similarly, emphasis has been given to programmes like providing scholarships to conflict-affected children, guaranteeing the inclusive, equal and meaningful participation as well as security of women at all stages of the peace process and conflict transformation; equipping women with income generating skills; making the school environment child-friendly and gender-friendly by emphasizing on good-governance in schools; making all training programmes gender-friendly;

promoting the human rights, civil rights and constitutional and legal rights for ensuring the social justice of rural, marginalized and destitute women who are economically disadvantaged; and strengthening the National Women's Commission for the protection and promotion of women's rights.

Three Year Plan - Approach Paper [2011/12 – 2013/14]

The Government of Nepal while giving continuity to the social reunion for peace, reconstruction and rehabilitation under the heading 'Peace, Rehabilitation and Inclusive Development' in the Approach Paper of the Three-year Plan has set the objective of establishing lasting peace in the country by providing relief and reparation to the conflict-affected people as per the set standard. Under this provision it is stated that a national plan of action for the relief and rehabilitation of the conflict-affected children will be formulated and implemented. Similarly, there is a programme for institutional capacity development for effective implementation of peace, reconstruction, rehabilitation and reintegration programmes. Likewise, the objective of the Approach Paper for promoting gender equality and

women's empowerment is to put an end to different types of gender-based violence and discrimination against women through social, economic and political empowerment of women from all classes and regions.

Conducting campaigns for the prevention and control of different types of violence and discrimination against women and ensuring the meaningful participation of women in conflict resolution and peace building are some of the strategies that are included in the Plan. Similarly, the plan also includes specific actions for women's empowerment, capacity building and for taking forward the sectoral gender mainstreaming and inclusion policy. It also aims to increase women's representation in every structure of the State beyond 33% by consolidating the achievements made so far in the realm of protection, promotion and practice of the political, economic and social rights of women. Likewise, it is stated that a mechanism will be developed for addressing gender-based violence by encouraging legal aid, social protection and community mobilization for the prevention and control of different forms of gender-based violence and discrimination



Photo: Chairman and Co-Chairman of High level Steering Committee

against women; programmes for the employment and social security for the empowerment of single women will be introduced; women's presence and role in the leadership positions of the private sector and the non-governmental sector in collaboration with these sectors will be strengthened. In this way, action plans have been devised for enabling and strengthening the role of women in the establishment of sustainable peace and development through social,

The Nepal Government's Ministry of Women, Children and Social Welfare, has issued the National Plan of Action for the Implementation of the Convention on the Elimination of All forms of Discrimination against Women, 2004.

economic and political empowerment of women.

National Plan of Action against Gender-Based Violence

The National Plan of Action Against Gender-based Violence prepared by the Government of Nepal, Office of the Prime Minister and Council of Ministers, states that gender-based violence will be controlled and security and protection will be provided to women and children victims of violence. The plan of action has set the objectives to undertake legal and institutional reforms for

ending gender-based violence, ensuring the access of persons affected by gender-based violence to justice, establishing and strengthening community-based village-level mobile services for providing protection to victims of gender violence, strengthening the health sector for effectively addressing gender-based violence, raising public awareness and promoting zero tolerance against gender violence, facilitating the economic and social empowerment of women and children for combating gender violence and ensuring



Photo: Validation Workshop, Kathmandu

coordination, communication and monitoring works among the stakeholders involved in the implementation of the plan.

National Plan of Action for the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

The Nepal Government's Ministry of Women, Children and Social Welfare, has issued the National Plan of Action for the Implementation of the Convention on the Elimination of All forms of Discrimination against Women, 2004. This Plan of Action specifically calls for the amendment of discriminatory laws and formulation of appropriate laws, increasing women's participation at all public, political and policy-making levels, elimination of causes related to trafficking in women and girls, enhancing legal capacity for the protection of women's rights, strengthening the responsibility of the Parliament and the Parliamentary Committees for gender equality and identifying different activities for raising public awareness and information dissemination on all forms of violence against women. .

National Plan of Action on Gender Equality and Empowerment of Women:

The Nepal Government's Ministry of Women, Children and Social Welfare has adopted the National Plan of Action on Gender Equality and Empowerment of Women, 2005 for implementing the Beijing Declaration and Plan of Action passed by the Fourth World Conference on Women held in Beijing from 4-15 September, 1995. This Plan of Action has proposed different activities under the 12 critical areas of concern identified in the Beijing Declaration. Activities like protecting women from the impact of conflict, establishing access for conflict-affected women to justice and making arrangements for proper relief and rehabilitation which are included under the Article 'Women and Armed Conflict', in the Beijing Declaration, have been included in this national plan of action.

Terms of Reference of Local Peace Committees, 2009

The Government of Nepal has issued the Procedural Conditions for the formation of Local Peace Committees, 2009. This document states that at least one-third of the total members of the Local Peace Committees to be constituted at the local level should be

women. Arrangements have been made for forming peace committees at the Village Development Committee (VDC) or the Municipality level also as per the need. The document also contains a

provision according to which at least two members on the nine-member Local Peace Committee Secretariat to be constituted by the Local Peace Committee needs to be women.

6

Issues of concern relating to Women, Peace and Development in Nepal

6.1 Participation

The Interim Constitution of Nepal, 2007, stressing on the principle of inclusiveness establishes as a social right the right to proportional participation on the basis of the constitutional and legal provisions and the commitment of political parties where it has shown need to improve the overall status of women's participation. Although the participation of women in the Constituent Assembly which has also been given the responsibility of the Legislature-Parliament is 33%, there is also a need to increase women's participation in other State bodies. Similarly, women's participation also needs to be increased in other professional sectors including the security, media, industry and business sector. Participation of women in political parties and in their decision making positions is also not increased satisfactorily. Women have very negligible presence in the constitutional bodies and the country's diplomatic

sector too. The participation of women from the Dalit, indigenous nationalities and the Madhesi communities, the oppressed classes, disabled sector and women from remote areas is even more negligible. Even in the case of representation, women who are presently occupying different positions in various sectors is not found to be effective. Therefore, there is also a need for building the capacity and empowering the women who are already working in different sectors. Women's participation both in terms of quantity and quality need to be ensured in every sector of the State as well as in every stage of the peace building process.

6.2 Protection and Prevention

The issue of taking action against the perpetrators in offences including sexual violence against women during the past

The Interim Constitution of Nepal, 2007, stressing on the principle of inclusiveness establishes as a social right the right to proportional participation

armed conflict is very challenging. There is a need to take legal action against those involved in different offences during the conflict period, and improve the conflict affected women and children's access to justice. Therefore, to introduce an interim transitional justice mechanism that can address this situation is the need of day. This mechanism should be able to provide gender sensitive justice by carrying out investigation into different kinds of incidents of violence against women that took place during the conflict. In this process as per the need it is essential to make necessary

amendments in the existing laws and formulate new laws. It is also necessary to promote gender sensitivity in the judicial organs and those agencies dealing with crimes related to gender violence.

Immediate action is also needed to find out the resulting factors of the sexual and genders based violence (SGBV) against women during the conflict period and address the problem. There is a need for developing women and child-friendly environment in service providing bodies. Formulating long-term programmes for making conflict-



Photo: District level consultation



Photo: District level consultation

affected women self-reliant is very necessary. So, formulation of laws, policies and programmes for addressing the gender-based violence that took place during the conflict and the transitional period and their effective implementation has become inevitable.

6.3 Promotion

It is necessary to extensively carry out promotional programmes on issues related to women, peace and security. Though it has been quite some time since the campaign for gender mainstreaming in all programs has been initiated the expected target has not been achieved. It is necessary to conduct orientation programs on

women's rights and gender equality for all stakeholders working in different sectors related to peace process. The role of the political parties is significant to take into account while promoting women's participation and women's rights in conflict transformation and peace building.

6.4 Relief and Recovery

It is necessary to appropriately address the effects and impact of the past armed conflict for ensuring the establishment of sustainable peace

Sustainable peace cannot be achieved without addressing the sexual and other gender-based violence that took place during the conflict period.

in the society. The government has initiated programmes of interim relief and financial assistance for the women and children affected by the armed conflict. Since their needs cannot be properly addressed by such provisional programmes alone, it is necessary to plan for long term relief and assistance package programmes. Sustainable peace cannot be achieved without addressing the sexual and other gender-based violence that took place during the conflict period.

It is necessary to address the impact of conflict with a long term vision by providing necessary employment and skill-oriented training to conflict-affected women and implementing programmes catered to their special needs and abilities. Similarly, it is necessary to identify the special needs of the former women combatants living in the cantonments, and to implement suitable programs for their empowerment. It is also necessary to conduct programmes for providing psycho-social counseling, social rehabilitation and social re-integration as well as skill-oriented and self-employment programmes keeping in mind their interest, ability, needs and market prospects for rebuilding their lives.

6.5 Resource Management, Monitoring and Evaluation

The armed conflict has adversely affected the economy of the country. As the country has been economically weakened by the conflict, management of resources in itself has emerged as a big challenge in the course of conflict transformation. On one hand there is a need for means and resources necessary for running the State while on the other additional economic resources have to be allocated for the compensation and reparation for addressing the impact of the armed conflict. Therefore, it is necessary to give first priority to resource generation and mobilization for the purpose of conflict management, transformation and social reintegration. For this, national and international resources have to be managed and mobilized. It becomes equally necessary to carry out gender auditing of such resources that are allocated for conflict transformation and establishment of sustainable peace. It is also necessary to ensure the participation of women directly affected by conflict while formulating programmes addressing the special needs of women. Programmes like women's capacity development and relief and reparation for women should be implemented through their direct involvement.

7

National Action Plan

The relevance of UNSCR No.1325 & 1820 is undoubtedly very significant in Nepal as it is going through a challenging transitional period after more than a decade-long armed conflict. Women and children faced the greatest risk during the armed conflict and even in the present transition period they are not totally free of risk. The State needs to give special attention to fully guarantee the security of women and girls as continued violent incidents is taking place in different parts of the country even today. It is equally necessary to provide justice by implementing relief and recovery programmes based on the prime interest and needs of conflict-affected women and children. It is also essential to promote women's participation and build their ownership in the peace process in view of the constructive contribution that they can make. In addition to this, it is necessary to redouble efforts for increasing women's participation also at the policy-making and implementation level.

7.1 Definition

Unless the subject or context requires otherwise requires in this National Action Plan,-

- a. "armed conflict" means the armed conflict between the State side and the then Communist Party of Nepal (Maoist) that took place from 13 February 1996 to 21 November 2006 and this also includes the armed activities carried out by various groups in different parts of the country after the signing of the Comprehensive Peace Accord.
- b. "former women combatants" means the women verified by the United Nations Mission in Nepal and currently living in the cantonments, also also includes the w o m e n

It is equally necessary to provide justice by implementing relief and recovery programmes based on the prime interest and needs of conflict-affected women and children.

- discharged after they were disqualified by the UN verification process.
- c. “girl child” means a girl who has not attained 18 years of age.
 - d. “conflict-affected women and children” means women and children who due to the impact of armed conflict or as a result of that are suffering from the following conditions notwithstanding their present status:
 1. Women or girls displaced from their habitual place of living
 2. Single women
 3. Women or girls or their husbands or parents who are themselves physically disabled or have lost their limbs or are maimed due to the explosion of landmine or Improvised Explosive Devices, or due to the use of weapons or any other reason
 4. Women or girls who have been separated from their husbands or parents or from their families
 5. Former women and girls combatants who are pregnant, or nursing mothers or have infants with them and who are either living in the cantonments or outside
 6. Mentally-affected women and girls
 7. Women or girls who could not continue their studies because the school they were studying in was seized or because of fear and insecurity or because of the displacement of teachers
 8. Women or girls who suffered from sexual exploitation or rape
 9. Women or girls who because of sexual exploitation or rape became pregnant and were compelled to give birth or to undergo abortion
 10. Women or girls against whom action has been taken in suspicion of being affiliated to the security forces or armed groups or helping such forces or groups
 11. Women or girls who are in detention or in prison or who have undergone imprisonment
 12. Women or girls living in protection homes or child rehabilitation homes
 13. Girls against whom cases have been registered in courts for any charges
 14. Women or girls who have been abducted or subjected to involuntary disappearance or the women and girls from families whose members have been abducted or subjected to involuntary disappearance.

- e. “rehabilitation and reintegration” means the works of rehabilitating women and girls affected by the armed conflict in their family or society and enabling them to utilize the available opportunities to play a meaningful role for the protection of their rights.
- f. “counselling service centre” means the counselling service centres established by the government and the non-government organisations for providing services like advice, counselling, information and recommendation necessary for women or girls victimized by sexual and gender-based violence or who are at risk or likely to be at risk from such violence
- g. “special needs of women or girls” should be understood as the special needs of women and girls in special biological or reproductive conditions such as menstruation, pregnancy and nursing, and the food, care, proper accommodation, toilet and medical treatment required for addressing these conditions
- h. “women-friendly” should be understood as the suitable environment equipped with all public facilities established in service providing centres by taking into account the special needs of women so that they can express their sentiments without any inhibition and can easily acquire information, services and facilities
- i. “sexual violence” means as any type of sexually explicit behaviour or conduct carried out against the will of women or girls, any attempts to forcibly have sex, the use of indecent words or vulgar behaviour against their will, attempt made to sell women or girls for the purpose of sex or any activity done against the sexuality of any person.

7.2 Coordination and Collaboration for the Implementation of the National Action Plan (NAP)

There has been collaboration with the different government agencies, development partners, donor agencies, international non government organisations, and civil society. Because of this it has been easy to consult directly with the concerned stakeholders, seek their input and strengthen ownership of the NAP. For the effective implementation of the women peace and security agenda in Nepal this collaboration and coordination with the stated stakeholders is need to be continued.

With high appreciation to the important role played by different

government agencies, development partners, donor agencies, international non government organisations, and the civil society, Government expects of Nepal the more cooperatiion, coordination and collaboration during the implementation phase as well.

7.3 National Action Plan – Matrix

The Government of Nepal has, in order to implement the UNSCR No.1325 adn 1820, formulate and introduced a plan of actions for the for the coming fine years (2011/12 to 2016/17):

The action plan has the following goal and objective:

Goal: To achieve sustainable peace and just society

Objective: Ensure Proportional and meaningful participation of women at all levels of conflict transformation and peace building processes; and protection of women and girls’rights

In order to achieve the above stated goal and objective the NAP is structured around five pillars **Participation, Protection, and Prevention, Promotion, Relief and Recovery, Resource Management and Monitoring and Evaluation**; Each pillar with its corresponding general objective, strategic objectives, specific actions, expected results and indicators as well as the responsible actors and a timeframe for each action is presented herein below.

MATRIX
7.3.1 Participation

Objective: To ensure equitable, proportional and meaningful participation of women at all levels of decision making of conflict transformation and peace building processes

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
1. Formulate and revise existing policies and laws for promoting women's participation as necessary	1. Identify the gaps in the existing policies and laws, including in the security sector that obstruct women's participation and formulate or revise policies for promoting women's participation	<ul style="list-style-type: none"> Necessary Policies and laws shall be developed or revised for promoting women's participation 	<ul style="list-style-type: none"> Number of policies and laws formulated and revised Number of policies and laws implemented 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Home Affairs The Ministry of Defense Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Ministry of Foreign Affairs Ministry of Law and Justice Ministry of Finance National Women's Commission NGOS 	Up to five years from the first year
2. To Ensure proportional and meaningful participation of women while making appointments and nominations in positions of public importance, special task forces and peace negotiations teams	1. Ensure proportional and meaningful participation of women in peace negotiations, informal talks, discussions, special taskforce, national and foreign missions as well as in all aspects of peace building processes	<ul style="list-style-type: none"> Proportional and meaningful participation of women in structures and processes of peace building as well as in all Special Committees, taskforces, peace negotiations and informal talks 	<ul style="list-style-type: none"> Number of women in peace negotiations and special taskforces Issues presented by women occupying these positions 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Political Parties 	Up to five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	2. Ensure proportional and meaningful participation of women in the Council of Ministers, National Planning Commission, office bearers of other commissions, advisors and other important public positions as well as at all levels of State mechanisms	<ul style="list-style-type: none"> Proportional and meaningful participation of women in the Council of Ministers, National Planning Commission, office bearers of other commissions, advisors and other important public positions as well as at all levels of State mechanisms 	<ul style="list-style-type: none"> Number of women in important public positions as well as at all levels of State mechanisms Issues regarding women and children addressed by these mechanisms 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Ministry of Foreign Affairs 	<ul style="list-style-type: none"> Ministry of Law and Justice 	Up to five years from the first year
	3. Conduct capacity building programmes from local to central level for meaningful participation of women in all peace, security and judicial mechanisms	<ul style="list-style-type: none"> Issues concerning gender in the peace, security and judicial mechanisms are effectively addressed by women whose capacity has been enhanced 	<ul style="list-style-type: none"> Issues on gender topics raised by women Number of capacity-building programmes and number of participants 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Defense Ministry of Law and Justice 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Related Agencies 	Up to five years from the first year
3. To Increase women's participation at all levels of political parties, civil society,	1. Encourage and support women to file candidacy in elections	<ul style="list-style-type: none"> Women will have become capable of becoming candidates for different political positions 	<ul style="list-style-type: none"> Number of women candidates in elections. 	<ul style="list-style-type: none"> Ministry of Home Affairs 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers 	Up to five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame	
				Responsible Agencies	Supporting Agencies		
private sector and non-government organizations					<ul style="list-style-type: none"> Election Commission Political parties 		
	2. Increase proportional participation of women at all levels of political parties by complying with the quota system	<ul style="list-style-type: none"> Women proportionally represented in all levels of political parties 	<ul style="list-style-type: none"> Number of women in different levels of political parties The importance and support accorded by political parties to gender issues 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Ministry of Home Affairs 	<ul style="list-style-type: none"> Election Commission Political Parties 	Up to five years from the first year	
	3. Expand the participation of women in local peace committees on proportional basis	<ul style="list-style-type: none"> Local peace committees are constituted with proportional participation of women 	<ul style="list-style-type: none"> Number of local peace committees constituted and number of women members in the committee Gender issues addressed by local peace committees 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Political Parties Civil society NGOs 		First year
	4. Encourage proportional and meaningful participation of women in all levels of civil society, private sector and Non-Government Organizations	<ul style="list-style-type: none"> Proportional and meaningful participation of women in all levels of civil society, private sector and Non-Government Organizations 	<ul style="list-style-type: none"> Number of women in different levels of civil society, private sector and Non-Government Organizations 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Private sector NGO Federation 		Two years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
4. To strengthen advocacy and raise wide awareness at all levels for promoting women's participation	1. Enhance advocacy skills of public servants, political activists, human rights defenders, journalists and organizations, working in the area of peace, development and gender equality	<ul style="list-style-type: none"> Stronger and effective advocacy programmes for increasing women's participation 	<ul style="list-style-type: none"> Number of advocacy skill development training and number of participants Types of advocacy skill development training and public awareness programmes conducted 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Ministry of Information and Communications Political parties 	Up to five years from the first year
	2. Launch advocacy programmes in major local languages through communication media and organizations working for women's rights for promoting women's participation	<ul style="list-style-type: none"> Greater awareness on the importance of women's participation in all peace processes 	<ul style="list-style-type: none"> Number of in major local languages programmes conducted/published/broadcast from different media and communication channels Programmes that are initiated for increasing women's participation as a result of the awareness raising programs 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare Ministry of Information and Communications 	<ul style="list-style-type: none"> Civil society NGOs Media Civil society NGOs Media and communication channels 	Up to five years from the first year

7.3.2 Protection and Prevention

Objective: To ensure the protection of women and girls' rights and prevention of the violation of these rights in pre-conflict, during conflict and post conflict situations

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
I. To end impunity by instituting necessary reforms in the justice and security system to enable them to promptly respond to cases of sexual and gender-based violence (SGBV)	1. Put in place necessary mechanisms with required reforms for carrying out immediate investigation and action in incidents of SGBV by maintaining confidentiality and dignity	<ul style="list-style-type: none"> Reformed and strengthened justice and security system that is able to effectively and efficiently address cases of SGBV 	<ul style="list-style-type: none"> Evidence of improved justice and security system Number of SGBV cases investigated prosecuted and penalized Formulation of law pertaining to confidentiality 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Defense Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare Ministry of Law and Justice 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Civil society NGOs 	Up to five years from the first year
	2. Provide prompt and free legal service to women and girls affected by conflict	<ul style="list-style-type: none"> Conflict-affected women and girls have easy access to prompt and free legal services 	<ul style="list-style-type: none"> Number of conflict-affected women and girls receiving prompt and free legal service 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare Ministry of Law and Justice Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Nepal Bar Association NGOs District Resource Centre 	

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	3. Build capacity of office-bearers in the justice and security sector for providing prompt and effective services to victims of SGBV	<ul style="list-style-type: none"> Effective delivery of services to victims of SGBV through capacitated justice and security sector 	<ul style="list-style-type: none"> Number of capacity building programmes and number of participants Number of SGBV victims receiving effective service 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare Ministry of Home Affairs Ministry of Defense Ministry of Law and Justice 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	Two years from the first year
	4. Make necessary legal provisions for prosecuting perpetrators of sexual violence during conflict period	<ul style="list-style-type: none"> Perpetrators of sexual violence during conflict are prosecuted and penalized 	<ul style="list-style-type: none"> Number and types of legal provisions in place Number of prosecuted and penalized cases of sexual violence 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Law and Justice Ministry of Home Affairs 	<ul style="list-style-type: none"> Office of the Attorney-General 	First year
	5. Make changes in the existing laws extending statutory limitation for filing complaints in connection with incidents of rape	<ul style="list-style-type: none"> Culprits of rape during conflict period are prosecuted and penalized on the basis of the improved legal provision on statutory limitation 	<ul style="list-style-type: none"> The amendment in the existing legal provision Number of prosecuted and penalized rape cases 	<ul style="list-style-type: none"> Ministry of Law and Justice Ministry of Home Affairs Ministry of Defense 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	First year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	6. Maintain zero tolerance regarding sexual violence in the security sector	Perpetrators involved in incidents of sexual violence in the security sector are prosecuted	<ul style="list-style-type: none"> Number and kinds of actions taken against the perpetrators of sexual violence in the security sect 	<ul style="list-style-type: none"> Office of the Prime Minister & Council of Ministers Ministry of Home Affairs Ministry of Defense 	Ministry of Peace and Reconstruction	Five years from the first year
2. To address the special needs of conflict-affected women and girls	<ol style="list-style-type: none"> 1. Provide prompt and free medical service and psycho-social and legal counselling to women and girls victims of SGBV during the time of conflict 	<ul style="list-style-type: none"> Women and girls victims of SGBV receive prompt and free medical services and psycho-social and legal counselling The special needs of women and girls are promptly and effectively addressed Decrease in incidents of gender-based violence 	<ul style="list-style-type: none"> Number of women and girls victims of sexual violence receiving medical services and psycho-social and legal counseling 	<ul style="list-style-type: none"> Ministry of Health and Population Ministry of Law and Justice Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> NGOs 	Five years from the first year
	2. Establish temporary residential homes for women and girls at risk as necessary	<ul style="list-style-type: none"> Security of women and girls at risk is enhanced 	<ul style="list-style-type: none"> Number of temporary residential homes established Types and quality of services provided to women and girls at risk 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> NGOs 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	3. Strengthen the existing Women and Children Service Centers of Nepal Police and provide services to women and girls victims of SGBV from a separate building away from the general police stations and offices	<ul style="list-style-type: none"> Women and girls victims of SGBV have easy access to gender sensitive and effective services 	<ul style="list-style-type: none"> Number of Women and Children service centers established in separate buildings Number of women and girls receiving services from these centers 	<ul style="list-style-type: none"> Ministry of Home Affairs 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction NGOs 	Five years from the first year
	4. Gradually assign inspector level woman police officer to head the Women and Children Service Centers of Nepal Police	<ul style="list-style-type: none"> Enhanced and strengthened Women and Children Service Centers that are able to provide effective services to women and girls victims of SGBV 	<ul style="list-style-type: none"> Number of Women and Children Service Centers headed by Inspector level woman police officer 	<ul style="list-style-type: none"> Ministry of Home Affairs 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction NGOs 	Five years from the first year
3 To end impunity by addressing issues of SGBV cases that occurred during conflict and transitional period	<ol style="list-style-type: none"> Address issues of SGBV in all peace agreements Exclude incidents of rape and attempted rape from the provision of general amnesty while signing peace agreements 	<ul style="list-style-type: none"> End of impunity related to cases of SGBV due to it being effectively addressed in all ceasefire and peace agreements Incidents of rape and attempted rape are excluded from the provision of general amnesty in peace agreements leading to ending impunity 	<ul style="list-style-type: none"> Provisions established in ceasefire and peace agreements for addressing SGBV Kinds of provisions related to SGBV incorporated in ceasefire and peace agreements Decrease in incidents of SGBV cases 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Conflicting Parties Civil society NGOs 	Five years from the first year
				<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Law and Justice Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Conflicting Parties Civil society NGOs 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
4. To establish the Truth and Reconciliation Commission	1. Set up the infrastructure necessary for establishing the Truth and Reconciliation Commission	<ul style="list-style-type: none"> Truth and Reconciliation Commission Established and functional 	<ul style="list-style-type: none"> Number of investigations carried out in regard to incidents of SGBV cases; - number of cases prosecuted and the kind of process adopted Reparation received by the victims 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers Ministry of Peace and Reconstruction Ministry of Law and Justice 	<ul style="list-style-type: none"> Legislative parliament 	First y year
5. To train officials of the security sector on SGBV	1. Provide training to office-bearers at all levels of the security sector on issues of SGBV right from the time of joining service	<ul style="list-style-type: none"> Officials of Nepal Police, Armed Police Force and Nepal Army are capable of handling SGBV cases effectively and sensitively 	<ul style="list-style-type: none"> Number of trainings conducted on SGBV for Nepal Police, Armed Police Force and Nepal Army and number of participants 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Home Affairs Ministry of Defense 	<ul style="list-style-type: none"> NGOs 	Five years from the first year
	2. Continue providing training on UNSCR No.1325 and 1820 to Nepal Police, Armed Police Force and Nepal Army personnel prior to going on UN peacekeeping missions	<ul style="list-style-type: none"> Personnel of Nepal Police, Armed Police Force and Nepal Army assigned to peacekeeping force are not engaged in any forms of SGBV 	<ul style="list-style-type: none"> Number of trainings given on UNSCR No.1325 and 1820 and number of participants 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Home Affairs Ministry of Defense 	<ul style="list-style-type: none"> NGOs 	Five years from the first year

Objective: To promote the rights of women and girls, and mainstream gender perspectives in all aspects and stages of conflict transformation and peace building processes

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
1. To raise awareness by collecting data on all forms of SGBV against women and girls	1. Collect and document data including the causes of SGBV perpetrated on women and girls affected by conflict	<ul style="list-style-type: none"> Sex disaggregated data on SGBV cases including causes of such violence against women and girls affected by conflict are identified and documented 	<ul style="list-style-type: none"> Statistical report along with the analysis of SGBV perpetrated against women and girls affected by conflict 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Local Peace Committees Local Agencies NGOs 	Five years from the first year
	2. Determine information centers on women, peace and security at the central and district level	<ul style="list-style-type: none"> Information centers on women, peace and security are functional at the central and district levels 	<ul style="list-style-type: none"> Number of information centers conducted 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Home Affairs Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> National Women's Commission Local Peace Committees Local Agencies NGOs 	Five years from the first year
	3. Translate UNSCR No.1325 & 1820 and other related international documents on human rights of women in major	<ul style="list-style-type: none"> All concerned stakeholders aware and informed about UNSCR 1325 & 1820 due to the availability of these documents in 	<ul style="list-style-type: none"> Number of UNSCRs 1325 & 1820 translated in major local languages and programmes conducted 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Ministry of Law and Justice NGOs 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	local languages and disseminate them through various media and communication channels	major local languages		<ul style="list-style-type: none"> Ministry of Information and Communications 		
	4. Incorporate women, peace and security issues in the school curriculum and in other non-formal education programmes	<ul style="list-style-type: none"> Women, peace and security issues are included in school curriculum and in other non-formal education programmes 	<ul style="list-style-type: none"> Kinds of issues on women, peace and security incorporated in the school curriculum and other non-formal education programmes and number of schools complying with it 	<ul style="list-style-type: none"> Ministry of Education 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare Ministry of Peace and Reconstruction NGOs Network and Alliance of Schools 	Five years from the first year
	5. Conduct awareness-raising programmes for creating conducive environment for the rehabilitation of conflict-affected women, girls and former women combatants in family and society	<ul style="list-style-type: none"> Conflict-affected women and girls and former women combatants are rehabilitated in families and society 	<ul style="list-style-type: none"> Number of awareness-related programmes conducted and records of the number of participants Number of conflict-affected women and girls and former women combatants rehabilitated 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare Civil society NGOs Ministry of Home Affairs The Ministry of Defense 	Three years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
			<ul style="list-style-type: none"> Change in attitudinal treatment towards conflict-affected women and girls and former women combatants 			
	6. Conduct orientation programmes on UNSCRs 1325 & 1820 for different media and communication channels	<ul style="list-style-type: none"> UNSCRs 1325 & 1820 are prioritized by different media and communication channels 	<ul style="list-style-type: none"> Number of orientation programs conducted and materials published or disseminated by different media channels The importance accorded by the media to issues related to women, peace and security 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Information and Communications 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare NGOs Media Federation of Nepali Journalists 	Five years from the first year
	7. Disseminate information on relief and reparations in a transparent manner	<ul style="list-style-type: none"> Conflict-affected people particularly women and girls receive information on relief and reparations in a transparent and timely manner 	<ul style="list-style-type: none"> The process applied in the dissemination of information. The number of conflict-affected women and girls receiving information 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Information and Communications 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Education Ministry of Health and Population Ministry of Local Development 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
2. To ensure that gender perspectives are mainstreamed in all aspects of conflict transformation and peace building processes	1. Incorporate gender perspectives in policies and programmes related to conflict transformation and peace building processes	<ul style="list-style-type: none"> • Policies and programmes related to conflict transformation and peace building are engendered 	<ul style="list-style-type: none"> • Number of engendered policies and programmes on conflict transformation and peace building 	<ul style="list-style-type: none"> • Ministry of Peace and Reconstruction • Ministry of Women, Children and Social Welfare • Ministry of Finance 	<ul style="list-style-type: none"> • Ministry of Labour and Transport Management • Office of the Prime Minister and Council of Ministers • Ministry of Home Affairs • Ministry of Defense 	Two years from the first year
	2. Appoint focal persons in all concerned central and local level agencies and build their capacity for the implementation of UNSCR No.1325 & 1820	<ul style="list-style-type: none"> • Focal Persons for the implementation of UNSCR No.1325 & 1820 institutionalized in all related agencies and are active 	<ul style="list-style-type: none"> • Number of focal persons appointed and their role 	<ul style="list-style-type: none"> • Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> • Office of the Prime Minister and Council of Ministers • Ministry of Women, Children and Social Welfare • Ministry of Home Affairs • Ministry of Defense 	<ul style="list-style-type: none"> • Office of the Prime Minister and Council of Ministers • Ministry of Women, Children and Social Welfare • Ministry of Home Affairs • Ministry of Defense

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	<p>3. Build the capacity of the members, especially women members, of the Local Peace Committees constituted in the district and the Municipality/VDC level</p>	<ul style="list-style-type: none"> The women members of the Local Peace Committees are capacitated and effectively carry out their responsibilities 	<ul style="list-style-type: none"> Number of capacity building programmes conducted and number of participants in the programmes Issues presented by women in the committees and the role they play 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Ministry of Local Development Political parties 	<p>Two years from the first year</p>
	<p>4. Political parties to include issues on women, peace and security in their training programmes</p>	<ul style="list-style-type: none"> Issues related to women, peace and security are addressed in the training programmes conducted by the sister organizations of all political parties and as a result members of political parties are more sensitive towards the issue 	<ul style="list-style-type: none"> Number of training programmes on women, peace and security conducted by political parties 	<ul style="list-style-type: none"> Ministry of Home Affairs 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare NGOs Political parties 	<p>Five years from the first year</p>

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	5. Encourage the formation of district level network amongst organizations working in the sector of women and women's rights	<ul style="list-style-type: none"> Activities related to women and women's rights at the district level are carried out in a coordinated manner through network formation 	<ul style="list-style-type: none"> Number of networks established at the district level and the number of coordinated programmes conducted by the networks Effectiveness of programs implemented at the district level 	<ul style="list-style-type: none"> Ministry of Home Affairs Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction NGOs 	Two years from the first year

Objective: To ensure the direct and meaningful participation of conflict-affected women in the formulation and implementation of relief, recovery and rehabilitation programmes and to address the specific needs of women and girls

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
1. Formulate and implement relief and recovery programmes with the participation of women and girls affected by conflict as per their needs and condition	1. Identify the actual condition (health, education, financial and economic status) of conflict-affected women, girls and former women combatants with their participation	<ul style="list-style-type: none"> Needs of conflict-affected women, girls and former women combatants are identified and effectively addressed by relief and recovery programs 	<ul style="list-style-type: none"> Study reports revealing the actual condition of conflict affected women and girls 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> NGOs 	First year
	2. Formulate and implement gender sensitive immediate relief programmes with the participation of conflict-affected women, girls and former women combatants and in coordination with concerned stakeholders	<ul style="list-style-type: none"> Conflict-affected women, girls and former women combatants receive relief as per their specific needs 	<ul style="list-style-type: none"> Number and kinds of relief programmes formulated with the participation of women, girls and former women combatants Number of women, girls and former combatants receiving relief aid and the quality of the relief program 	<ul style="list-style-type: none"> National Planning Commission Ministry of Peace and Reconstruction Ministry of Local Development Ministry of Health and Population Ministry of Education Ministry of Home Affairs 	<ul style="list-style-type: none"> NGOs 	Two years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	3. Facilitate the preparation and processing of documents (e.g. citizenship cards, birth certificate, school certificate, marriage certificate) that guarantee the rights of conflict-affected women and girls	<ul style="list-style-type: none"> • Easy access to government services and facilities through the facilitation of documents (e.g. birth certificate, school certificate, marriage certificate) that guarantee the rights of women and girls living in conflict-affected situations 	<ul style="list-style-type: none"> • Number of women and girls getting documents (e.g. birth certificate, school certificate, marriage certificate) 	<ul style="list-style-type: none"> • Ministry of Home Affairs • Ministry of Local Development • Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> • Local Agencies • NGOs 	Five years from the first year
	4. Make provision for child care facilities targeted to conflict-affected employees or working women as per the need	<ul style="list-style-type: none"> • Child care facilities are in place in government and private sector offices and at the community level for conflict-affected employees and working women 	<ul style="list-style-type: none"> • Number of children and employees or working women receiving and acquiring the facilities • Number of child care centers and the quality of service provided by the centers 	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Welfare • Central Child Welfare Board 	<ul style="list-style-type: none"> • Ministry of Peace and Reconstruction • NGOs 	Five years from the first year
	5. With the participation of the conflict-affected women and girls and in coordination with concerned stakeholders, formulate and	<ul style="list-style-type: none"> • Conflict-affected women and girls receive relief and recovery packages as per their need 	<ul style="list-style-type: none"> • Number of women participating in the formulation of programs • Number of women and girls getting repatriation for damages 	<ul style="list-style-type: none"> • National Planning Commission • Ministry of Peace and Reconstruction • Ministry of Local Development 	<ul style="list-style-type: none"> • Ministry of Women, Children and Social Welfare • Ministry of Finance • NGOs 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	implement gender sensitive health, education, physical, financial and economic recovery programmes based as per the need		<ul style="list-style-type: none"> Type of reparation and amount 	<ul style="list-style-type: none"> Ministry of Health and Population Ministry of Education Ministry of Home Affairs 		
	6. Make necessary arrangements for the treatment and rehabilitation of women who are mentally disturbed due to conflict and whose families have not been identified	<ul style="list-style-type: none"> Women who have lost mental balance due to conflict or whose families have not been traced receive required treatment and are rehabilitated 	<ul style="list-style-type: none"> The type of service provided and the number of beneficiaries 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Health and Population Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> NGOs 	Two years from the first year
	7. Implement scholarships and incentive programmes for conflict-affected girls	<ul style="list-style-type: none"> Conflict-affected girls are able to continue their education 	<ul style="list-style-type: none"> Number of girls getting scholarship Number of programmes conducted 	<ul style="list-style-type: none"> Ministry of Education Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare NGOs Schools 	Five years from the first year
	8. Provide bridging course and non-formal education to conflict-affected women and girls who due to the conflict were not	<ul style="list-style-type: none"> Conflict-affected women and girls will have access to appropriate education 	<ul style="list-style-type: none"> The bridging courses and the non-formal education programmes operated and the number of participants 	<ul style="list-style-type: none"> Ministry of Education Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare NGOs Private sector 	Two years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	able to continue their studies or who missed school					
	9. Implement special skill-oriented training and income-generating programmes for the benefit of conflict-affected women and girls based on their interests, ability and market potentials	<ul style="list-style-type: none"> Conflict-affected women and girls are engaged in income-generation activities or get employment as per their skills 	<ul style="list-style-type: none"> Number of skill-oriented training and number of participants Number of those getting employment and the type of employment The qualitative improvement in the living standard of women as a result of the implemented programmes 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare Ministry of Industry Ministry of Labour and Transport Management Ministry of Education Ministry of Agriculture and Cooperatives 	<ul style="list-style-type: none"> NGOs Local organizations 	Three years from the first year
	10. Provide seed money or interest-free loans to conflict-affected women and girls who have received training or apprenticeship for income generation	<ul style="list-style-type: none"> Conflict-affected women and girls getting the seed money and interest-free loans start their own enterprises and are self employed 	<ul style="list-style-type: none"> Number of women starting enterprises after receiving the seed money and interest-free loan 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare Ministry of Finance 	<ul style="list-style-type: none"> Nepal Rastra Bank Agricultural Development Bank Other banks NGOs 	Two years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
				<ul style="list-style-type: none"> Ministry of Agriculture and Cooperatives 		
	<p>11. Conduct orientation programmes to service providers enabling them to be sensitive and respectful in their response to conflict-affected women and girls</p>	<ul style="list-style-type: none"> Conflict-affected women and girls receive dignified and sensitive response from service providers 	<ul style="list-style-type: none"> Number of training and number of participants The change in the attitude of service-providers towards the conflict-affected women and girls 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, Children and Social Welfare Ministry of Women, Children and Social Welfare 	<ul style="list-style-type: none"> Ministry of Health and Population Ministry of Education Ministry of Home Affairs Civil society NGOs 	Three years from the first year
	<p>12. Establish an emergency fund for addressing the immediate needs of women and girls during conflict</p>	<ul style="list-style-type: none"> Women and girls receive immediate relief assistance as per their need at the time of conflict 	<ul style="list-style-type: none"> Establishment of the fund and the status of implementation 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Finance 	<ul style="list-style-type: none"> Office of the Prime Minister Council of Ministers National Planning Commission 	Five years from the first year

Objective: To institutionalize monitoring and evaluation and ensure required resources for the implementation of the National Action Plan through collaboration and coordination of all stakeholders

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
1. To execute the National Plan of Action in an effective manner	1. Incorporate the National Action Plan in the periodic and sectoral plans, budget and programmes	<ul style="list-style-type: none"> Adequate resources is available for the implementation of the NAP 	<ul style="list-style-type: none"> Allocated annual budget and programmes for the implementation of the NAP 	<ul style="list-style-type: none"> National Planning Commission Ministry of Peace and Reconstruction Ministry of Finance Sectoral Ministries 	<ul style="list-style-type: none"> Private sector NGOs 	Five years from the first year
	2. Mobilize additional resources from development partner organizations, national and international non-governmental organizations and the private sector	<ul style="list-style-type: none"> Adequate resources available from development partner organizations, national and international non-governmental organizations and the private sector 	<ul style="list-style-type: none"> The resources contributed by the development partner organizations, national and international non-governmental organizations and the private sector 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Finance 	<ul style="list-style-type: none"> Private sector NGOs 	Five years from the first year
2. To institutionalize monitoring and evaluation system with participation of all the sectoral	1. Conduct capacity building programmes for effective monitoring and evaluation of	<ul style="list-style-type: none"> Effective monitoring and evaluation of NAP takes place 	<ul style="list-style-type: none"> Status of monitoring and evaluation process Number of capacity building 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Women, 	<ul style="list-style-type: none"> Office of the Prime Minister and Council of Ministers 	Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
agencies, women beneficiaries and organizations working for women's right	the NAP		programmes conducted for monitoring and the number of participants in such programmes	Children and Social Welfare • Other related ministries/ departments and sectors	<ul style="list-style-type: none"> National Planning Commission National Women's Commission NGOs 	
	2. Institutionalize the participation of beneficiaries and organizations working for women's rights in the monitoring and evaluation of the NAP	<ul style="list-style-type: none"> Participatory monitoring and evaluation system is institutionalized. 	<ul style="list-style-type: none"> Number of beneficiaries and organizations working for women's rights participating in the monitoring and evaluation 	Ministry of Peace and Reconstruction	<ul style="list-style-type: none"> Ministry of Women, Children and Social Welfare NGOs 	Five years from the first year
	3. Incorporate the gender audit system into the monitoring and evaluation mechanism.	<ul style="list-style-type: none"> The gender audit system is incorporated in the monitoring and evaluation mechanism. 	<ul style="list-style-type: none"> Monitoring and Evaluation carried out with the gender audit system. 	Ministry of Peace and Reconstruction	NGOs	
3. To Coordinate and collaborate with multilateral stakeholders for the	1. Develop an appropriate process for coordination and collaboration with government	<ul style="list-style-type: none"> Effective and continued coordination and collaboration is maintained with 	<ul style="list-style-type: none"> Number of multilateral stakeholders involved in the implementation of 	<ul style="list-style-type: none"> National Planning Commission Ministry of Finance 		Five years from the first year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
implementation of the NAP for resource mobilization and for monitoring and evaluation	bodies, development partners, non-government organizations, the private sector and civil society	multilateral stakeholders for the implementation of the NAP for resource mobilization and for monitoring and evaluation	the NAP and the available resources	<ul style="list-style-type: none"> Ministry of Peace & Reconstruction Ministry of Women, Children and Social Welfare 		
	2. Publicize the monitoring and evaluation report public	<ul style="list-style-type: none"> Concerned stakeholders and the general public are aware of the implementation status of NAP 	<ul style="list-style-type: none"> Program organized for making the monitoring and evaluation report public 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> National Planning Commission National Women's Commission Ministry of Women, Children and Social Welfare 	Five years from the first year
4. To set up a mechanism for implementation of the NAP	1. Enhance the capacity of the "Implementation Committee" established for the Implementation of UNSCR No.1325 & 1820	The capacity of the UNSCR1325 & 1820 Implementation Committee is enhanced and it is effectively functional	Programmes run for increasing the capacity of the implementation committee	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 	<ul style="list-style-type: none"> Ministry of Finance 	First year
	2. Set up a gender unit at the Ministry of Peace and Reconstruction and	Gender perspective is fully incorporated in all the programmes of the	<ul style="list-style-type: none"> Establishment of the unit Capacity building programmes and 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction 		First year

Strategic objectives	Specific Actions	Expected Result	Indicators	Implementing Agencies		Time Frame
				Responsible Agencies	Supporting Agencies	
	enhance its capacity	Ministry of Peace and Reconstruction	<p>the number of participants</p> <ul style="list-style-type: none"> The status of gender mainstreaming in plans and programmes of the Ministry of Peace and Reconstruction 			
	3. Constitute the UNSCR No. 1325 & 1820 Coordination Committee at the district level under the coordination of the Chief District Officer	<ul style="list-style-type: none"> Coordination committees constituted with the participation of concerned stakeholders at the district level are active and functional 	<ul style="list-style-type: none"> Number of committees constituted The status of the performance of the committee 	<ul style="list-style-type: none"> Ministry of Peace and Reconstruction Ministry of Home Affairs 	<ul style="list-style-type: none"> Ministry of Finance NGOs 	First year



Photo: District level consultation



Photo: District level consultation

8

Implementation of the National Action Plan



Photo: District level consultation

The following provisions have been made for the implementation of the National Action Plan:

- 8.1 Programmes will be formulated and implemented in coordination with the Ministry of Peace and Reconstruction, the Ministry of Women, Children and Social Welfare and agencies responsible for implementing the programmes and supporting agencies. While formulating programmes priority will be given to programmes that provide immediate relief assistance necessary for conflict-affected women and girls.
- 8.2 Programmes will be implemented in collaboration with the Ministries and Departments at the central level and with the District Administration Office, the District Development Committee

(DDC) office, the Women and Children's office, the District Public Health Office, the District Education Office, the District Cottage Industries Development Office/Board, the district-based security offices, the District Child Welfare Board and other bodies at the district level. Capacity-building programmes shall also be implemented for enhancing the capacity of these offices.

- 8.3 The national and international Non-Governmental Organisations working in the sector of women's rights at the local level and their networks will be mobilized to the maximum extent while implementing the programmes.
- 8.4 Orientation, interaction and awareness programmes will be conducted for all concerned stakeholders including the service providers to enhance their sensitivity and skill to respond appropriately with all conflict affected people (conflict-affected women and girls).
- 8.5 Participation of the conflict-affected women and girls in labour-oriented and community development programmes to be conducted at the district level will be encouraged and employment provided to them based on the skills they have acquired and their age.
- 8.6 Provison will be made for recruiting a programme officer at all conflict-hit District Administration Office for implementing the National Action

Plan, and such an officer will help in running programmes and in collecting sex disaggregated data of conflict-affected women and girls. The assistance of international development partners interested in implementing the National Action Plan will be mobilized for this purpose.

- 8.7 Sex disaggregated data of conflict-affected women and girls will be collected for the implementation of the National Action Plan. Arrangements will be made for making the data available to the coordination committee at the district level at the Women and Children Office. The data received by the implementation committee at the central level will be kept at the Ministry of Women, Children and Social Welfare. Arrangements will be made for maintaining the confidentiality of sensitive information related to conflict-affected women and girls .
- 8.8 Arrangements will be made for documenting and exchanging information and best practices from one district to another district while implementing the National Action Plan .
- 8.9 The ministries/commissions/offices stated as Responsible Agencies in the National Action Plan will at their earliest formulate and implement individual action plans for fulfilling their specified responsibilities.

9

Institutional arrangement for the implementation of the Action Plan

9.1 Steering Committee: A Steering Committee is constituted for implementing the National Action Plan as settered here in below:

a. Minister for Foreign Affairs	Chairperson
b. Minister for Peace and Reconstruction	Co-Chairperson
c. Minister for Women, Children and Social Welfare	Member
d. State Minister for Peace and Reconstruction	Member
e. Member, the National Planning Commission (responsible for dealing with the Peace and Reconstruction)	Member
f. Member, the National Women's Commission	Member
g. Secretary, the Ministry of Finance	Member
h. Secretary, the Ministry of Home	Member
i. Secretary, the Ministry of Foreign Affairs	Member
j. Secretary, the Office of the Prime Minister and Council of Ministers	Member
k. Secretary, the Ministry of Women, Children and Social Welfare	Member
l. Secretary, the Ministry of Defense	Member
m. Secretary, the Ministry of Peace and Reconstruction	Member
n. Representative, the Women's Welfare Society	Member
o. Representative, IHRICON	Member
p. Representative, Shanti Malika	Member
q. Representative, Beyond Beijing Committee (BBC)	Member
r. Representative, Women's Peace Group, NTTTP	Member
s. Representative, Women Security Pressure Group	Member
t. Representative, Women's Network for Peace, Power, Democracy and the Constituent Assembly (WAPPDCA)	Member

u. Representative, Rural Women's Development and Unity Centre	Member
v. Representative, Saathi	Member
w. Representative, Women for Human Rights, Single Women's Group	Member
x. Representative, Nepal Society Development Centre	Member
y. Joint Secretary, Law and & Communication Division, Ministry of Peace and Reconstruction	Member-Secretary

The Steering Committee may, as per necessity, invite to its meeting the Chief of UN Women in Nepal; the representative/s of the Peace Support Working Group (PSWG) for the implementation of UNSCR No.1325 and 1820; the Resident Representative of the United Nations Development Programme for Nepal and other experts on related subjects.

- c. To maintain inter- agency coordination for women's empowerment and to ensure that the dividends of peace is received by women
- d. To generate national and international support for implementation of the National Action Plan
- e. To ensure that responsible agencies

9.2 Functions, Duties and Powers of the Steering Committee

Functions, duties and powers of the steering committee shall be as follows:

- a. To make policy provisions regarding gender mainstreaming in conflict management and peace building processes
- b. To make policy provisions for the prevention and control of gender-based violence specifically taking place during and after conflict



Photo: District level consultation

- develop and implement their individual plans
- f. To carry out regular monitoring and supervision of the implementation of National Action Plan, and for this purpose, to form a sub-committee and to specify its terms of reference.
 - g. To provide necessary directions to the agencies concerned regarding implementation of the National Action Plan
 - h. To present the report on the status of the implementation of UNSCR No.1325 & 1820 to the United Nations

The Implementation Committee shall have to invite the representative of the Ministry of Foreign Affairs to its meeting as an invitee member. Representatives of donor organisations as specified by the Steering Committee may be included in the Implementation Committee as observers.

9.4 Functions, duties and powers of the Implementation Committee

Functions, duties and powers of the implementing committee shall be as follows:

9.3 Implementation Committee

An Implementation Committee with the following members is formed under the Steering Committee

- | | |
|--|-------------------|
| a. Joint-Secretary; Law and Communications Division,
Ministry of Peace and Reconstruction | Convenor |
| b. Representative, Ministry of Women,
Children and Social Welfare | Member |
| c. Representative, Ministry of Home Affairs | Member |
| d. Representative, Ministry of Defense | Member |
| e. Representative, Ministry of Education | Member |
| f. Representative, UN Women, Nepal | Member |
| g. Representative, the National Women's Commission | Member |
| h. Under Secretary; Law and Human Rights Section,
Ministry of Peace and Reconstruction | Member- Secretary |

- a. To carry out the decisions taken by the High Level Steering Committee
- b. To provide support and coordination for developing sectoral plans and its implementation
- c. To adopt measures for promoting gender awareness
- d. To pay special attention to the special needs and the vulnerable situation of conflict-affected women
- e. To mobilise necessary resources for implementation of the National Action Plan
- f. To monitor the status of the implementation and report to the Steering Committee
- g. To prepare the annual progress report and submit it to the Steering Committee

9.5 Provision for a Gender Unit

A Gender Unit shall be set up at the Ministry of Peace and Reconstruction for the effective implementation of the National Action Plan. The Convenor of the Implementation Committee will head the Unit comprising of the Member-Secretary of the Implementation Committee, a section officer and other subject experts and employees as needed. The Unit will be provided with necessary resources and the capacity of the employees working in the unit will be enhanced. This Unit will be responsible for preparing the annual report of the National Action Plan and also to carry out the monitoring and evaluation.

9.6 National Action Plan District Coordination Committee

A National Action Plan District Coordination Committee comprising of the following members will be set up in the districts for the implementation of the National Action Plan:

a. The Chief District Officer	Convenor
b. Local Development Officer	Co-Convenor
c. Chairperson/Representative, Local Peace Committee	Member
d. Chief, the District Public Health Office	Member
e. District Education Officer	Member
f. Chief, the Small and Cottage Industries Development Office/Board	Member
g. Chief, the District Police Office	Member
h. Representative, the Technical School based in the district	Member
i. Chief, the District Child Welfare Board	Member
j. Two conflict-affected women assigned by the Local Peace Committee	Member
k. Two representatives from among the non-government organizations working in the women's rights sector assigned by the committee	Member
l. Women and Children Officer	Member-Secretary

The representatives of the donor agencies based in the district providing support for the implementation of the Action Plan may be invited to the District Coordination Committee as observers. The committee shall invite the representatives of other offices in the district as seen necessary.

9.7 Functions, duties and powers of the National Action Plan District Coordination Committee

Functions, duties and powers of the National Action Plan, District Coordination committee shall be as follows:

a. Carry out the decisions of the

- Steering Committee and the Implementation Committee
- b. Ensure the programmes proposed in the National Action Plan are included in the programmes of the concerned district level offices
- c. Maintain coordination among different programmes related to the National Action Plan implemented in the district
- d. Carry out constant monitoring and evaluation of the implementation of programmes related to the National Action Plan conducted in the district
- e. Provide the progress report on the National Action Plan to the Implementation Committee



Photo: District level consultation, Banke



Photo: District level consultation



Photo: District level consultation

10

Monitoring and Evaluation

10.1 The process and procedure for carrying out on-going monitoring shall be adopted in a result-based way by using result indicators like input, activities, outcome, achievements and goals in the course of the implementation of the National Action Plan. Participation of program beneficiaries will also be sought out in the monitoring and evaluation process.

10.2 Appropriate Management Information System will be framed and implemented for effective and efficient operation of the National

Action Plan. Arrangements will be made for conducting quarterly, half-yearly and annual progress review for institutionalizing the monitoring and evaluation process.

10.3 Arrangements will be made for periodic publication and for making the progress report on the implementation public.

10.4 In order to make the monitoring process more effective, Arrangements shall be made for assigning a Focal Person who will be responsible for monitoring in each responsible agency and required resources will be provided.



Photo: District level consultation



Photo: District level consultation



Photo: District level consultation

11

Risk factors for implementation of the National Action Plan (NAP)

11.1 Lack of resources: The actions proposed in the NAP for conflict affected women and girls cannot be implemented effectively with the government resources alone. So the success of this Action Plan will also depend on foreign assistance. Therefore, management of adequate means and resources is a challenge for the implementation of the Action Plan.

11.2 Human resource development: Skilled human resources will be necessary in every stage of the implementation and monitoring and evaluation. Nepal lacks skilled human resources in transitional management particularly in the context of psycho-social counselors, doctors and other experts. Supplying skilled human resources in time and building the capacity of the existing human resources is challenging. In addition to this, the frequent transfer of personnel in the present administrative system

also poses a challenge in enhancing the capacity of the employees.

11.3 Ensuring access of target groups to relief assistance: Given the large number of conflict-affected women and girls and the limitation of relief and recovery programmes, ensuring the access of genuine victims to such services will be a great challenge. Hence, to identify the genuine victims and provide relief and recovery programme is also another challenge.

11.4 Relief and reparation programmes limited to cash compensation: Since the relief and reparation programmes are at presently limited to cash compensation, it may be difficult to design reparation programs based on the actual needs of the victims. Also cash compensation may not help the conflict affected to be self-reliant. Therefore, generating income for them or making them



Photo: District level consultation

self-reliant by creating employment may be a big challenge.

11.5 Pro-active role of the implementing agencies:

It is necessary that all agencies responsible for implementing the Action Plan are pro-active in fulfilling their responsibilities. This Action Plan will not achieve the expected success if the responsible agencies are not active in carrying out their responsibilities as stated in the NAP.

11.6 Coordination: It is very important that there is coordination among the related bodies for the implementation of the Action Plan.

11.7 Balanced operation of programmes:

Since most, programmes are carried out and targeted at easily accessible places and centre even if programmes are targeted in remote areas, their implementation is found to be weak. However, most conflict-affected people are found to be living in remote areas. Therefore, conducting such programmes at the village level in all the three regions of the country- the Tarai, the Hill and the Mountains – in a balanced way is challenging.

11.8 Ensuring Security: The issue of security also stands as a challenge for conducting programmes outlined in the national action plan with identifying people affected by the conflict .

12

Measures to address the Risk

The following measures should be taken for addressing the above-mentioned challenges or risk factors:

- 12.1 Work together with national and international organizations for generating resources necessary for running programmes stated in the National Action Plan.
- 12.2 Conduct capacity-building programmes for the office-bearers of the implementing agencies.
- 12.3 Make arrangements for providing relief to the genuine conflict-affected people not only in cash in kind as far as possible.
- 12.4 Pay adequate attention to the security of conflict affected women.
- 12.5 The responsible agencies shall have to implement the programmes activities as indicated in National Action Plan in the specified time frame.
- 12.6 The Ministry of Peace and Reconstruction will take the responsibility of coordination for the implementation of the National Action Plan.



Photo: District level consultation

