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**THIS ACTION IS FUNDED BY THE EUROPEAN UNION**

**ANNEX III**

of the Commission Implementing Decision on the financing of the annual action plan in favour of Nepal for 2021

**Action Document for Empowered Women for Prosperous Nepal - - Shashakta Mahilaharu, Sambriddha Nepal**

**ANNUAL ACTION PLAN**

This document constitutes the annual work programme in the sense of Article 110(2) of the Financial Regulation, and action plan in the sense of Article 23 of NDICI-Global Europe Regulation.

**1. SYNOPSIS**

**1.1. Action Summary Table**

<b>1. Title</b> <b>OPSYS business</b> <b>reference</b> <b>Basic Act</b>	Empowered Women for Prosperous Nepal - Shashakta Mahilaharu, Sambriddha Nepal CRIS number: NDICI ASIA/2021/043-148  Financed under the Neighbourhood, Development and International Cooperation Instrument (NDICI-Global Europe)
<b>2. Team Europe Initiative</b>	No
<b>3. Zone benefiting from the action</b>	The action shall be carried out in Nepal, with targeted actions in 3 provinces in Nepal - Province 2, Karnali and Sudurpaschim
<b>4. Programming document</b>	Multi-Annual Indicative Programme for Nepal 2021-2027 <sup>1</sup>
<b>5. Link with relevant MIP(s) objectives/expected results</b>	The action will contribute to the MIP specific objective to support public institution-building for promoting democracy, human rights and fundamental freedoms, with the expected result 2.a: Increased capacity of public institutions.
<b>PRIORITY AREAS AND SECTOR INFORMATION</b>	
<b>6. Priority Area(s), sectors</b>	Good Governance (150)
<b>7. Sustainable Development Goals (SDGs)</b>	Main SDG: 5 Gender Equality Other significant SDGs, and where appropriate, targets: 1 (no poverty), 8 (decent work and economic growth), 10 (reduced inequalities), 12 (responsible consumption and production), 16 (peace, justice and strong institutions) and 17 (partnerships for the goals)
<b>8 a) DAC code(s)</b>	DAC-code 1 - 15180 Ending violence against women and girls 25% DAC-code 2 – 16070 Labour rights 25% DAC-code 3 – 15170 Women's rights organisations and movements, and government institutions 25% DAC-code 4 – 16010 Social protection 25%

<sup>1</sup> Within the maximum contribution of the European Union, the authorising officer responsible may adjust the allocation to the respective budgetary years subject to the availability of the commitment appropriations.

<b>8 b) Main Delivery Channel</b>	United Nations – 41000				
<b>9. Targets</b>	<input type="checkbox"/> Migration <input type="checkbox"/> Climate <input checked="" type="checkbox"/> Social inclusion and Human Development <input checked="" type="checkbox"/> Gender <input type="checkbox"/> Biodiversity <input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Human Rights, Democracy and Governance				
<b>10. Markers (from DAC form)</b>	<b>General policy objective</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>	
	Participation development/good governance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	Aid to environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Gender equality and women's and girl's empowerment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	Trade development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Reproductive, maternal, new-born and child health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Disaster Risk Reduction	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Inclusion of persons with Disabilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Nutrition@	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<b>RIO Convention markers</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>	
	Biological diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Combat desertification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Climate change mitigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Climate change adaptation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	<b>Policy objectives</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>	
	Digitalisation Tags: digital connectivity digital governance digital entrepreneurship job creation digital skills/literacy digital services	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
	Connectivity Tags: transport people2people energy digital connectivity	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
	<b>11. Internal markers and Tags</b>				

	Migration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reduction of Inequalities (methodology for marker and tagging under development)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Covid-19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BUDGET INFORMATION				
12. Amounts concerned	Budget line (article, item: BGUE-B2021-14.020131-C1-INTPA Total estimated cost: EUR 22 200 000 Total amount of EU budget contribution EUR 15 500 000 This action is co-financed in joint co-financing by: - Finland for an amount of EUR 2 500 000 - United Nations (various agencies)for an amount of EUR 4 200 000			
MANAGEMENT AND IMPLEMENTATION				
13. Implementation modalities (type of financing and management mode)	Project Modality Direct management through: - Procurement Indirect management with the entities to be selected in accordance with the criteria set out in section 4.3.2.			

## 1.2. Summary of the Action

Despite a progressive and strong legal framework, women and girls continue to face significant barriers in accessing equal opportunities, resources, and decision-making platforms in Nepal. This is evident in the sharp gender gaps across development outcomes.

The action, Empowered Women for Prosperous Nepal - Shashakta Mahilaharu, Sambriddha Nepal represents a strategic contribution to the achievement of gender equality as an integral element to the realization of the national vision of a prosperous and developed Nepal (Vision 2030). The action seeks to address key drivers of gender inequality in Nepal through an integrated gender transformative approach – with a focus on (1) ensuring women/girls in all their diversity, are safe, valued and have increased voice, choice and control to challenge/transform harmful social norms, (2) women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights and (3) institutions deliver gender equality outcomes in all spheres, in line with international and national normative frameworks.

The overall objective of the action is to contribute to the full realisation of Nepalese women and girls' human rights and socio-economic agency and help unlock their potential.

Attention to identifying, challenging and addressing the underlying belief-systems and biases, including those within key public and market institutions will be mainstreamed throughout the action. At individual and family levels, male engagement strategies, combined with consciousness building across generations will seek to challenge the status quo from within, create by-stander intervention reflexes and bolster allyship.

At the institutional level, strengthened oversight, attention to key policy implementation tools including legislation, regulations, budgeting and public participation will support improved institutional performance and strengthened accountability and transparency. On markets, building skills of women and their collectives, boosting access to markets and developing sustainable value chains under gendered, inclusive and green lenses will remove barriers to decent work and unlock women's economic potential, adopting principles of circular economy with a view to decoupling economic growth from environmental degradation. The action will also ensure the inclusion of persons with disabilities (PWD) and other vulnerable groups in rights promotion and strengthening activities, as well as their access to economic opportunities, social protection and essential services.

The system strengthening work underpinning this action will seek to leverage institutional commitments to: enhance women and girls' social capital, increase their voice, choice, and control and improve their access to economic opportunities and social protection. The pervasiveness of gender based violence (GBV) and gender biases from private to the public spheres requires specific attention, not only to the services women and girls need to prevent and

respond to violence, but also to the formal and informal factors that contribute to perpetuating violence, discrimination and impunity, and eroding trust in public institutions. Change in status quo across the family, community, school, market and public spaces, stronger social movements, combined with expanded space of choices and opportunities, and accountable, credible institutions, aware of their own bottlenecks, form the building blocks the action, that seeks to unlock the transformative potential of gender equality for Nepal's socio-economic development.

The action is aligned to national priorities as set out in the Constitution of Nepal and the 15<sup>th</sup> National Development Plan. It will build on the momentum around the adoption of the National Gender Policy in 2021 and the coordination mechanisms it establishes, to model inter-ministerial coordination in support of effective Gender Equality and Women's Empowerment (GEWE) programming. It will also aim at building a strong link with national strategies contributing to green growth or combating climate change such as Forest Policy (2018), Forest Sector Strategy (2015-2025), Environmental Policy (2019), Climate Policy (2019), 2<sup>nd</sup> NDC (2020).

The action will contribute directly to the EU's Gender Action Plan III (GAP III) thematic areas of engagement on "*Ensuring freedom from all forms of gender-based violence*", "*Promoting economic and social rights and empowering girls and women*" and "*Promoting equal participation and leadership*". In addition, the Action will seek to ensure consistency with the priority area 1 – Inclusive Green Growth – of the MIP.

Overall, the action will contribute to the achievement of SDGs 1, 5, 8, 10, 12, 16 and 17.

## 2. RATIONALE

### 2.1. General Context

Nepal has set the goal of graduating from Least Developed Country (LDC) status and emerging as an inclusive, equitable, sustainable, and prosperous middle-income country by 2030. This vision is enshrined in the new Constitution (2015) which calls for ending all forms of discrimination and creating an egalitarian society. It provides specific rights and protection from discrimination to several excluded groups, including women (Article 38), Dalits (Article 40), sexual and gender minorities, youth, and persons with disabilities (Articles 3 and 42). The 2015 Constitution also brought about substantial changes to the system of governance through the devolution of powers to the newly formed provincial and local levels. In its largest reform since 1990, the country has been restructured from five regions to seven provinces, with 753 newly created local jurisdictions (*palikas*) to be governed by locally elected officials. A broad-based reform process is underway to align the country's legal framework with the Constitution, accompanied by measures to reduce Nepal's financial fragility<sup>2</sup>.

On development indicators, Nepal ranks 142 (of 188 countries) on the 2020 Human Development Index, and 115 (of 162 countries) in the Gender Inequalities Index. The country's population is young, with 54.9 % of its population below the age of 25; 19% are adolescents, with an estimated 2 795 629 being girls<sup>3</sup> - they can yield demographic dividends if Nepal invests in them. Poverty has been steadily declining over the past few decades, with the current rate of people living below the poverty line at 18 %.<sup>4</sup> In February 2021, the UN Committee for Development Policy recommended Nepal's graduation from the LDC category with a preparatory period of five years.

There have been significant advancements on gender equality and women's empowerment (GEWE) as well. The 15<sup>th</sup> National Development Plan and the National Gender Equality Policy (2021) reinforce the Government of Nepal's commitment to good governance and democracy, social justice and equality, advancement in gender equality and women's empowerment. With federalization, gender equality and social inclusion (GESI) are now required to be considered in all decisions about governance and government operations<sup>5</sup> and implementation of the Constitution is guided by specialized commissions, including the National Women's Commission (NWC)<sup>6</sup>. The National Human Rights Action Plan adopted in 2020 provides a critical entry point for advancing human rights.

<sup>2</sup> These fiscal reforms include establishing a budgeting and accounting processes, across the three tiers of government, successful transparent fiscal transfers, and adoption of legislation with a framework for transparent resource allocation and better accountability of government operations. For details see. World Bank. 2019. International Development Association Program Document for a Proposed Development Policy Credit in the Amount of SDR 72.2 Million (US\$100 Million Equivalent) to Nepal for the Second Programmatic Fiscal and Public Financial Management Development Policy Credit.

<sup>3</sup> National Population and Housing Census. 2011. Available here: <https://nada.cbs.gov.np/index.php/catalog/54>

<sup>4</sup> Government of Nepal. The Fifteenth Plan 2019/20-2023/24. Available here: [https://www.npc.gov.np/en/category/periodic\\_plans](https://www.npc.gov.np/en/category/periodic_plans)

<sup>5</sup> Andrew Young School of Policy Studies and Nepal Administrative Staff College. 2019. Nepal Capacity Needs Assessment for the Transition to Federalism.

<sup>6</sup> World Bank. *op.cit.*

Elections at all levels in 2017 resulted in more than 14 600 women (of them 6 400 from the Dalit community) entering public office across the three levels of government, through mandated quotas instituted by the Constitution. More than 92% of deputy mayoral positions at the local level (*palikas*) are now held by women; this happened mainly due to gender quotas mandated by the Constitution and left the large majority of mayor positions in the hands of men. In the last decade, encouraging steps have been taken to formally ban harmful practices that perpetuate gender inequality and GBV,<sup>7</sup> including through criminalisation efforts, and formal manifestations of a political will to address GBV as a national priority<sup>8</sup>. This commitment is reiterated in the Act relating to Children (2018) which elevates violence against children including various forms of GBV and harmful practices rooted in gender inequality to the status of State-party offences<sup>9</sup>. Women's economic security and rights have been bolstered by specific provisions in the Constitution such as Article 18 (4)<sup>10</sup>, as well as the National Employment Policy (2015) and the Labour Act (2017) with a focus on providing equal opportunities for men and women, reducing the gender wage gap, ensuring women's employment is safe and formalized, and the elimination of discrimination at work. The scope of persons entitled to social security has been widened with the Contribution-Based Social Security Act (2017), Social Security Act (2018) and Social Security Fund Strategic Plan (2020) which now encompasses informal sectors and those in self-employment. Furthermore, the government has adopted Gender Responsive Budgeting (GRB) as a key tool for fulfilling national and international commitments on gender equality.

Federalisation has further expanded opportunities for local investment in GEWE accelerators, such as social protection. Recent initiatives include girl-focused social protection schemes by provinces, like the *Beti Padhao Beti Bachao* (*Educate daughter, Save daughter*) programme in Province 2 to combat early marriage, promote education and enhance girls' social value through a pay out of insurance cash when the girl finishes higher secondary and turns 20 without marrying<sup>11</sup>. Karnali province has initiated a similar programme. Such innovations have the potential to inform the larger social protection landscape and make it more gender responsive.

Despite a progressive and strong legal framework, women and girls continue to face significant barriers in accessing equal opportunities, resources, and decision-making platforms. This is visible in the sharp gender gaps across development outcomes<sup>12</sup>. As noted by the Committee on the Elimination of Discrimination against Women (CEDAW) (2018),<sup>13</sup> persisting gaps including in access to legal identity and citizenship, limit the full realization of their human rights. Nepalese women – especially Dalit, Madhesi, indigenous, and women from religious minorities, as well as LGBTIQ+ persons and PWDs suffer intersectional and multiple forms of discrimination. These are magnified by harmful social norms embedded in patriarchal structures and unequal power relations. Further, the Committee on the Rights of the Child (CRC, 2016) highlighted gendered gaps in specific child rights issues affecting the realisation of the human rights of women, including access to citizenship, early and forced marriage, adolescent sexual and reproductive health and exposure to sexual and gender-based violence<sup>14</sup>.

Women often have limited decision-making power within the household, which means that their relationship to the public sphere or the market is often mediated by men, and their participation in local development remains significantly low. The 2018 National Social Inclusion Survey (NSIS) shows that across social groups more women than men feel powerless, resourceless, and without rights to take action and change their circumstances.<sup>15</sup> Further, the COVID-19 crisis has both laid bare and intensified discrimination across intersecting identities, at the same time it has created newer fault lines. Since women are over-represented in the informal economy, they have also borne the brunt of the economic impact of the crisis without comprehensive social protection to support them. Significant reversals in gender equality gains are already visible, with a surge in GBV including domestic violence, increase in women's care burden and an acute loss of livelihoods<sup>16</sup>. Women are managing larger households with reduced resources; and with reverse migration and return of male members, intra-household decision-making is shifting away

<sup>7</sup> Committee on the Rights of the Child (2016), Concluding observations on the combined third to fifth periodic reports of Nepal, 8 July 2016 [CRC/C/NPL/CO/3-5]

<sup>8</sup> CEDAW Concluding Observations on the Sixth Periodic Report of Nepal. 2018. Available here: <https://www.ohchr.org/en/countries/asiaregion/pages/npindex.aspx>.

<sup>9</sup> This implies triggering public prosecution, irrespective of whether a complaint is lodged.

<sup>10</sup> Article 18 (4) of the Constitution states that 'There shall not be any gender discriminations regarding remuneration for the same work and social security.'

<sup>11</sup> Overseas Development Institute. 2021. Review of the Beti Padhao Beti Bachau (BPBB) and the Bank Khata Chhoriko Suraksha Jivan Variko (BKCSJV) programmes, May 2021

<sup>12</sup> UNICEF. 2020. Gender Action Plan Report. Unpublished.

<sup>13</sup> CEDAW. *op.cit.*

<sup>14</sup> CRC. 2016, *op.cit.*

<sup>15</sup> Nepal Social Inclusion Survey (NSIS). 2018 Unpublished.

<sup>16</sup> UNICEF Child and Family Tracker 2020. Available here: <https://www.unicef.org/nepal/reports/covid-19-child-and-family-tracker-findings>

again from women. With the education system already facing a number of challenges, the pandemic-induced school closures are likely to be detrimental to girls' education. Local elected women representatives have raised concerns around being excluded from key decision-making processes, in the aftermath of the crisis<sup>17</sup>.

## 2.2. Problem Analysis

### Priority Area and sectors: Governance - Ending violence against women and girls

GBV against women, girls, LGBTIQ+ persons and other vulnerable and excluded groups remains a common occurrence in their homes, communities, workplaces and learning environments. One in five women in Nepal aged 15-49 have experienced physical violence since the age of 15, and at least one in four (26%) ever married women have experienced spousal physical, sexual, or emotional violence – with husbands accounting for 84% of the perpetrators<sup>18</sup>. GBV also manifests through context-specific forms such as harmful practices, which include child marriage, dowry, witchcraft accusations and persecution, *chhaupadi*, *deuki*, *jhuma*, and *dhan-khaane*.<sup>19</sup> PWDs disproportionately face increased risks of violence (6 out of 10), while the intersection of ethnicity, age, caste and gender increases vulnerability and exposure to violence and abuse. As per 2020 police data, children represent 60% of cases of sexual abuse reported, while over 40% of cases managed by One-stop Crisis Management Centres (OCMCs) concern children and adolescents.<sup>20</sup> At work, 54% of women report experiencing harassment<sup>21</sup> and are often silenced or forced to tolerate harassment and victimisation. Impunity, rooted in an ineffective justice system weakened by political interests, corruption and patronage, and a weak GBV prevention and response capacity affect the ability to address immediate and medium-term consequences of GBV, and to challenge social norms and expectations that restrict women and girls' potential through "normalized" gendered violence and discrimination.

While the Ministry of Women, Children and Senior Citizens (MoWCSC) under the new federal structure continues to be the nodal agency for drafting policies and standards, the provincial and local levels lack clear coordination structures on gender issues. This is crucial for a multisectoral response on GBV (health, justice, shelter, economic autonomy). With the proposal to open safe houses for women in 53 districts under the President's programme for the uplifting of women, MoWCSC's support and engagement in implementing international standards on managing safe houses and shelter homes will be instrumental. With its remit to formulate national policies and programs concerning the rights and interest of women and submit it to the government for implementation, the NWC remains centralized, under-capacitated, and without structures at the local level, which further limits its reach. They have been fraught with lack of leadership due to delays in recruitment and retention of its senior management. Civil society plays a strong role in response to GBV, with shelters and psychosocial counselling.

### Priority Area and sectors: Governance - Labour rights

Prevailing gender inequality is reflected in barriers women and girls face in access to education, decent work, and income opportunities. In general, women's economic opportunities are characterized by precarity, informality, job insecurity, unsafe and unhealthy working conditions. Women's labour force participation is about half (26.3%) of men's (53.3%); and most women are engaged in unpaid household or care work<sup>22</sup>. About two of three women (65.7%) work on at least one activity to produce/collect goods for own use and 90.4% are engaged in services for own use, while 56.8% are engaged in both the labour market and unpaid work<sup>23</sup>. Economic exclusion starts early with compounding barriers to access marketable skills and accessing opportunities to be gainfully employed. Between ages 15 and 24, twice as many girls/women as boys/men are left out of learning and economic opportunities. Rates of persons Not in Education, Employment or Training for females and males are 46.6% and 21.5%, respectively. When in the labour market, women are more frequently in informal employment (90.5%) and paid less than their

<sup>17</sup> Gender Equality Update 19: Women's Leadership in COVID-19, 30 June 2020, pp. 2-4. Available here: <https://asiapacific.unwomen.org/en/digital-library/publications/2020/07/gender-equality-update-20>

<sup>18</sup> GoN, 2017. Nepal Demographic and Health Survey 2016.

<sup>19</sup> *Chhaupadi* is a form of menstrual exile where women and girls sleep in small huts or animal sheds during menstruation and immediately after childbirth; they are also not allowed to bathe or drink milk; *Jhuma* is a Buddhist practice of offering a daughter to a monastery to bring good fortune to the family; *Deuki* refers to offering a Hindu girl to a temple for ceremonial purposes; and *Dhan-khaane* refers to receiving money for solemnizing the marriage of a child).

<sup>20</sup> Women, Children, Senior Citizen Directorate - Analysis of GBV and VAC data, 2020. Available at: <https://cid.nepalpolice.gov.np/index.php/cid-wings/women-children-service-directorate>

<sup>21</sup> ILO, 2014. Sexual harassment at the workplace in Nepal.

<sup>22</sup> GoN and ILO, 2019. National Labour Force Survey 2017/18.

<sup>23</sup> Production or collection of goods includes foodstuff production (61.3%), collecting firewood (21%) and hauling water (14.4%). Services for own use include household chores (88.6%), unpaid care work of children, older persons, or persons with disabilities (31.5%). Source: GoN and ILO, 2019. National Labour Force Survey 2017/18.

male counterparts for work of equal value, women earn, on average, NPR. 0.70 for each Rupee earned by men<sup>24</sup>. They have limited control over their own cash earnings, with only 51.8% of married women aged 15-49 reporting having control over their earnings<sup>25</sup>. Despite their critical role in agriculture and agroforestry<sup>26</sup>, sectors with solid green job growth potential<sup>27</sup> in line with the EU's MIP priority 1 (Green Growth), women continue to face severe barriers in accessing land, productive resources, credit, technology and markets. Limited knowledge about markets, as well as restricted opportunities for setting-up enterprises and agriculture businesses hinder women's farming yields<sup>28</sup>, and they are often denied collective voice and representation due to the sector's low levels of organisation. Moreover, about 87% of all child labour is in agriculture, and together with forestry, accounts for approximately 44% of workers in forced labour in the country<sup>29</sup>. PWDs, landless, lower-caste, indigenous groups and those belonging to minority ethnic groups face additional barriers in accessing resources including common property resources.

The Ministry of Labour, Employment and Social Security (MOLESS) is mandated to implement the Labour Act (2017), including provisions on gender equality and non-discrimination in access to work and economic opportunities. It demonstrates limited capacity to meet international commitments (e.g., ratified ILO Conventions) and uphold labour rights, particularly for women and PWD, with few services available at the community level. While trade unions, employers' organisations, cooperatives and other member-based organisations (MBOs) have better local level reach, they still lack a coordinated GEWE approach for labour and productive rights. Gender relations in the private sector are mediated by harmful gender norms and unbalanced power relations. Therefore, engaging micro, small and medium enterprises (MSMEs), particularly business development service providers (BDSPs) and financial institutions, is essential for women's economic empowerment (WEE).

#### **Priority Area and sectors: Governance - Women's rights organisations and movements, and government institutions**

Formal and informal barriers limit women's substantive participation in governance systems. Despite the quota system, women from excluded groups, LGBTIQ+ persons and PWD remain under-represented across public institutions, and with limited access to decision making platforms. Established systems of patronage, practices and hierarchies within governance institutions where men, and in particular dominant caste/class men, have held power, continue to limit GE efforts. Women are routinely regarded as 'unskilled' and 'incapable' of carrying out their responsibilities. Moreover, the general perception is that the space for civic engagement is shrinking, with a reported increase in backlash against women human rights defenders (WHRDs). The trust deficit between the state and citizens continues to widen, given increasing public concerns over corruption, inequality, and ensuring rule of law. Those affected by the protracted armed conflict (including survivors of conflict related sexual violence) await justice and reparations, more than a decade after the signing of the comprehensive peace agreement in 2006. Implementation deficits across sectors and levels of government, present a critical challenge to the realization of GE commitments – these include low capacities of government officials to advance GEWE, limited financing, lack of coordination across different levels, and weak data and monitoring systems to capture impact of policies and rules on diverse groups from an intersectional perspective.

Despite a strong mandate to implement and monitor GE commitments, the national women's machinery (MOWCSC and NWC) demonstrates limited capacity and authority to shape the political agenda. GEWE is not seen as a strategic priority by the more "influential" actors such as the Office of the Prime Minister and Council of Ministers (OPMCM), National Planning Commission (NPC) and Ministry of Finance (MOF). Gender mainstreaming is not prioritized by key sectoral ministries, with limited spaces for civil society engagement in formal processes of governance. Formal GE coordination mechanisms do not exist yet at provincial and local government (*palika*), nor inter-level coordination between provincial, local and federal level. Thus, the action will prioritize strengthening of institutional capacities at all levels to advance GE, and leverage the opportunities presented by federalism to strengthen political ownership, catalyse investments and enhance both vertical and horizontal accountability for GEWE. Civil society is very active in the GE theme. To strengthen the demand side of governance, the action will support women's rights organisations (WROs) and youth organisations (YOs) especially those advancing the rights of the excluded groups, with skills and resources for civic engagement and political dialogue.

#### **Priority Area and sectors: Governance - Social protection**

Social protection, a key lever for advancing gender equality. Currently, it reaches approximately 30% of women, leaving most women and girls without income security, while only about 17% of the total population have access to

<sup>24</sup> GoN and ILO, 2019. National Labour Force Survey 2017/18.

<sup>25</sup> GoN, 2017. Nepal Demographic and Health Survey 2016.

<sup>26</sup> These two sectors engage 21.5% of Nepal's labour force, with one out every three employed women engaged in these two sectors.

<sup>27</sup> ILO, 2019. Nepal Employment and Environmental Sustainability Factsheet 2017.

<sup>28</sup> FAO. 2019. Country gender assessment of agriculture and the rural sector in Nepal. Kathmandu.

<sup>29</sup> ILO, 2021. Nepal Child Labour Report 2021.

any social protection<sup>30</sup>. While cash assistance, most notably Social Security Allowances (SSAs) and scholarship programmes have a strong gender focus, critical gaps across the life cycle remain, reinforcing the exclusion of adolescent girls, women of reproductive age and those working in informal settings. While the Contribution-based Social Security Act (2017) includes provisions for all workers, current regulations are limited to formal jobs which are mostly occupied by men. As of May 2021, around 200 000 workers were enrolled in social insurance, only 3% of the employed in Nepal<sup>31</sup>. The extension of contributory schemes to those in informal employment is essential to provide social protection to women, PWD and vulnerable groups - groups more frequently in informal employment -and complement the coverage of social assistance programmes.

Social protection is envisaged to be coordinated by NPC. However, as the responsibility is new, it requires significant institutional development. The key responsibilities for policy making and implementation of Social Security Allowance programme lies with the Ministry of Home Affairs (MOHA). At the provincial level, institutional arrangements for Girls Insurance Programmes vary between the Chief Minister's office (in province 2) and the Ministry of Social Development (MoSD) (in Karnali province). The Social Security Fund (SSF) tasked with the delivery of contributory social security for all workers, remains concentrated operationally around the Kathmandu Valley. The SSF is planning to pilot provisions of protection to workers in select informal sectors by the end of 2021. Extending this to all schemes, to all workers in informal employment will require a significant boost of SSF's operational capacities, and significant efforts for the enrolment and participation of the workers. The coordination between federal and provincial and the sub- national level needs to be streamlined and strengthened.

### 3. DESCRIPTION OF THE ACTION

#### 3.1. Objectives and Expected Outputs

The Overall Objective (Impact) of this action is to **contribute to the full realisation of Nepalese women and girls' human rights and agency**. The proposed action seeks to unlock Nepalese Women and Girls' potential through strategic actions targeting the underlying drivers of gender inequality and investment in gender equality accelerators. The Specific Objectives (Outcomes) of this action, and their corresponding outputs are:

- **Outcome 1:** Ensuring women/girls in all their diversity, are safe, valued and have increased voice, choice and control to challenge/transform harmful social norms.
  - Output 1.1 – Enhanced capacity of men/boys to understand and address harmful social norms and model positive behaviours.
  - Output 1.2 – Families and communities have increased understanding of women and girls' value and contributions, and enhanced capacities to model positive inter-generational, equitable relationships.
  - Output 1.3 – Increased individual and collective capacity of women/youth to mobilize, organise and build coalitions for gender equality and human rights, without fear of reprisal.
- **Outcome 2:** Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights.
  - Output 2.1 – Institutional capacities are enhanced, at all levels, to deliver equitable access to jobs, decent work, social protection and freedom from exploitative forms of work, particularly in the sustainable agriculture and forestry sectors.
  - Output 2.2 – Women and their collectives are supported to take part in income generating opportunities and resources, in fair and sustainable value chains based on circular economy principles and demonstrate leadership in local decision-making platforms.
  - Output 2.3 – Improved access to comprehensive multi-sectoral essential services in GBV prevention and response and social infrastructure with a life-cycle lens to service delivery, such as social protection
- **Outcome 3:** Institutions deliver gender equality outcomes in all spheres, in line with international and national normative frameworks.
  - Output 3.1 – Strengthened capacities of the National Women's Machinery to advance GEWE in line with international/national normative frameworks.
  - Output 3.2 – Strengthened capacity of public sector and civil society stakeholders to unlock barriers at all levels to develop, fund, implement, and monitor evidence-based laws, policies, strategies and action plans to promote gender equality in line with international policy and standards.

<sup>30</sup> ILO, 2020. World Social Protection Data Dashboard – Nepal Country Profile. Available at: <https://www.social-protection.org/gimi/WSPDB.action?id=13>

<sup>31</sup> Social Security Fund of Nepal, 2021. Reports Section. Available at: <https://ssf.gov.np/np/quaterly-report.html>

- Output 3.3 – Youth, women’s networks, civil society organisations have enhanced capacity to influence decision-making, engage in evidence based civic dialogue/ action and demand accountability and transparency for GEWE.

### 3.2. Indicative Activities

Under Outcome 1, the action will mobilise support from a wide range of community and formal actors to open a social dialogue on gender socialisation and gender norms. This will be achieved through the design and roll out of evidence-based behaviour change and social norms programming, addressing drivers of gender inequality among individuals and in their wider roles in the family, school, community and workplace, to prevent GBV and other forms of gender discrimination. The type of activities conducted are peer-to-peer coaching, workshops, intergenerational dialogues, media campaigns, school-based activities etc.; these will be participatory and inclusive, with particular attention to inclusion of dominant groups to ensure community buy-in and specific activities conducted in homogenous groups.

Outcome 2 will focus on promoting socio-economic inclusion and empowerment, by mobilizing, capacitating and supporting MBOs, MSMEs, and BDSPs, to deliver decent work services and to promote green jobs. Market-based activities will identify growth oriented prospects in relevant sustainable value chains linked to Green Growth (MIP priority 1), and support women, youth, PWD and their groups to pursue these opportunities, including with access to credit, skills, entrepreneurship promotion and support, and developing innovative business models along value chains selected among those that can contribute to environment and biodiversity conservation as well as to climate change adaptation and mitigation. The action will also support the strengthening of social protection with life-cycle lens, and provide technical assistance to increase coverage of gender-responsive social protection measures, enhanced articulation of schemes with sectoral plans, and expand access to schemes in the informal economy. It will develop capacities for gender transformative policies at all levels, including in partnership with the Provincial and Local Governance Support Programme (PLGSP<sup>32</sup>), co-financed by the EU. To ensure access to essential services, the action will enhance access to dignifying, age-appropriate, multi-sectoral services for GBV survivors and their minor dependents, ensuring survivors needs and wishes are respected along the referral pathway, and providing technical assistance to service providers to strengthen the timely, quality, safe, confidential and non-judgmental availability services.

Key interventions under Outcome 3 will include provision of technical assistance to MOWCSC, NWC, MOLESS and National Child Rights Council to implement and monitor GEWE, labour and social protection commitments, including periodic reporting to treaty bodies. The technical assistance to the government through embedded experts will foster ownership and capacitate actors for policy dialogue. Capacity development of key stakeholders to formulate, reform, implement and monitor gender responsive laws and policies will be a priority, especially at provincial and local level. The action will also introduce and strengthen data management systems and mechanisms for improved service delivery and policy making, strengthen coordination mechanisms on GE across sectors and at all levels, including through the Gender Focal Point systems, and promoting Gender Responsive Budgeting. Interventions will be designed with key institutions (such as the police, political parties, media, educational institutions) to transform informal norms, values and practices that impact the processes and outcomes of governance. Women Organisations and Youth Organisations will be engaged in trainings, action research, and advocacy to promote civic engagement, feminist leadership and social accountability.

### 3.3. Mainstreaming

#### **Environmental Protection & Climate Change**

##### **Outcomes of the SEA screening**

The Strategic Environmental Assessment (SEA) screening concluded that no further action was required.

##### **Outcomes of the EIA (Environmental Impact Assessment) screening**

The EIA (Environment Impact Assessment) screening classified the action as Category C (no need for further assessment).

##### **Outcome of the CRA (Climate Risk Assessment) screening**

The Climate Risk Assessment (CRA) screening concluded that this action no or low risk (no need for further assessment).

#### **Gender Equality and empowerment of women and girls**

<sup>32</sup> PLGSP is the largest capacity development programme for provincial and local governments in the context of federalization, anchored by the Ministry of Federal Affairs and General Administration (MoFAGA).

As per OECD Gender DAC codes identified in section 1.1, this action is labelled as G2. Gender Equality and Empowerment of women and girls is at the core of this action and represents its overarching strategic and operational focus. The proposed action seeks to address the underlying drivers of gender inequality in Nepal for the full realisation of Nepalese women and girls' human rights and agency. This will be achieved through actions addressing structural and societal barriers hampering women and girls' participation, access to and control over productive labour and resources, safe access to gender-responsive services and decision-making platforms as well as protection against violence, exclusion and discrimination women and girls face at home, learning institutions, family and workplaces.

#### **Human Rights**

The action operationalises the rights-based approach, with the realization of human rights as the main objective of the action, in alignment with key international human rights instruments, such as the Convention on the Elimination of All Forms of Discrimination Against Women, International Labour Conventions, the 2030 Agenda and the SDGs. The action will contribute to the realization of the National Human Rights Action Plan, and will work on the duty bearers' capacity to fulfil the rights of rights holders, and will empower rights-holders to know and claim their rights. Particular attention will be given to gender equality and inclusion issues.

#### **Disability**

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D1. The action will work to ensure the integration of contributions of persons with disabilities and seek to enhance understanding of the way the intersection of gender and disability contributes to the social, economic and political exclusion of women and girls with disabilities. The action will provide an opportunity to ensure the perspectives, experiences and contributions of women and girls with disabilities are reflected at all levels of programming, policy dialogues, GBV risk assessments and analysis, adaptation of outreach, information, communication feedback strategies.

#### **Democracy**

The action will contribute to enhancing the credibility of democratic institutions through strengthened systems and processes for transparency, accountability, and participation. With its focus on mainstreaming gender equality in all work strands, the action will enhance women's role as rights-holders, and decision-makers for democratic good governance, rule of law and promote their access to justice and basic services.

#### **Conflict sensitivity, peace and resilience**

The action is fully conflict sensitive, ensuring meaningful participation and empowering vulnerable and under-represented groups to take a bigger role in society, while paying attention to including dominant groups with specific targeted actions. It will also work on strengthening the local and provincial governments.

#### **Disaster Risk Reduction**

The Action will take into account Nepal's particular vulnerability to natural disasters by ensuring climate-proofing and resilience to shocks within the supported initiatives, and the differential impact of disasters on women, men, boys and girls will be factored into programming strategies. The joint action will advance the Grand **Bargain** agenda supporting adaptation of social protection systems to incorporate flexibility and agility to operations, as well as ensure continuity services critical to maintaining GEWE gains and mitigating impact.

#### **Other considerations if relevant**

The action will look at innovation both from a low-tech (social innovation, partnerships, programming scale up, integration) and a high-tech (digital inclusion, social engagement etc.) perspectives. Whenever possible and relevant, the action will seek to support institutional performance and individual access to opportunities by leveraging new technologies and improving women and girls' safe and empowering access, use, and control of digital tools.

### 3.4. Risks and Lessons Learnt

Category	Risks	Likelihood	Impact	Mitigating measures
External Environment	High COVID-19 infection rates result in a protracted lockdown and humanitarian crisis	High	High	The UN as co-lead of the cluster system is well placed to coordinate adaptation of service delivery and provide support in the context of natural disasters/ humanitarian crises. Existing protocols to address displacement, socio-economic impact, provision of emergency supplies or addressing GBV can be deployed. Program strategies will be adapted to the context including through the use of technologies as relevant to maintain access and contact to programming areas.

Planning Process	Misperception that the Project is s increasing incidence of VAWG due to increased reporting	Medium	Low	The action will work closely with community leaders, including local authorities to clarify the link between the project and increased reporting. Implementing partners (IP) will also emphasize the benefits of increased reporting in breaking the culture of silence associated with GBV.
Planning Process	Safeguarding risks through threats to service providers along the referral continuum from perpetrators of GBV	Low	Low	The action will advocate with police, elected representative, local officials in project sites to take responsibility for the safety of project staff and service providers. Targeted advocacy with local governments to institute safeguards/ protocols to protect service providers; and training of all service providers on working with perpetrators to reduce the risk of violence will be prioritised

**Lessons Learnt:** Sectoral silos and programmatic fragmentation represent a major challenge of GEWE programming. To counter this, integration is a foundational principle of this action, with integrated result areas and strong focus on joint targeting, delivery and monitoring across pillars. Specific lessons underpinning this joint programme include:

Multi-sectoral, coordinated GBV response: Coordination and service delivery for justice, economic empowerment, social protection, care for children survivors and psycho-social support need to be strengthened. Norm change with men and boys: supporting social change through strategic and continuous engagement with men and boys to address hegemonic masculinities, subordination and marginalization. Intersectionality: addressing women and girls' specific life-cycle transitions and risks as well as the diversity of women, girls and LGBTIQ+ persons' experiences. Economic empowerment underpinning GEWE programming, as an important tool to build self-esteem, autonomy, increase agency and unlock opportunities for women. Moreover, market-based approaches for improving working conditions and value chain development can facilitate the economic inclusion of vulnerable and excluded groups sustainably. Social protection as a safety net: new programmes have to address exclusion errors, which remain high, preventing programmes from reaching most vulnerable populations. Civil society has a pivotal role in amplifying women, girls and marginalised groups' voices and holding duty bearers to account. Implementation, monitoring and accountability: Strengthening gender-responsive rule of law processes including enhanced oversight mechanisms, more robust evidence and data processes, and gender-responsive budgeting. Federalism is a strategic entry point to support inclusive governance and women's leadership. Nexus between humanitarian and development actions: Lessons emerging from past emergencies and the ongoing COVID 19 pandemics underscore the need for agile institutions, the necessity to factor in the multi-hazard context of Nepal to support adaptive GEWE programming for sustainable, context-relevant gender equality and social justice outcomes.

### 3.5. The Intervention Logic

The action seeks to address the underlying drivers of gender inequality. Drawing on the Gender@Work conceptual framework, it is articulated around three interlinked overall specific objectives aiming at realising the full realisation of Nepalese women and girls' human rights.

The intervention logic for this action is **If** women/girls in all their diversity, are safe, valued and have increased voice, choice and control to challenge/transform harmful social norms; **If** women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights; **If** institutions deliver gender equality outcomes in all spheres, in line with international and national normative frameworks; **then**, *better enjoyment of human rights by all Nepali women and girls will be achieved because an enabling environment for inclusive governance, non-discrimination, economic autonomy, decent work, shock responsive social protection and a violence-free society will have been created through profound changes in institutional capacities and practices, social norms, laws, policies and direct improvements in women's and girls' economic, social and political influence, across the conflict-development-humanitarian continuum, while promoting environmental sustainability and increasing resilience to climate change and natural disasters.*

This will be achieved through strategic actions addressing the structural and societal barriers hampering women and girls' participation, access to and control over productive labour and resources, safe access to gender-responsive services and decision-making platforms as well as protection against the continued risks of violence, exclusion and discrimination women and girls continue to face in the home, family and workplace.

### 3.6. Logical Framework Matrix

**PROJECT MODALITY** (3 levels of results / indicators / Source of Data / Assumptions - no activities)

At action level, the indicative logframe should have a maximum of 10 expected results (Impact/Outcome(s)/Output(s)).

It constitutes the basis for the monitoring, reporting and evaluation of the intervention.

On the basis of this logframe matrix, a more detailed logframe (or several) may be developed at contracting stage. In case baselines and targets are not available for the action, they should be informed for each indicator at signature of the contract(s) linked to this AD, or in the first progress report at the latest. New columns may be added to set intermediary targets (milestones) for the Output and Outcome indicators whenever it is relevant.

- At inception, the first progress report should include the complete logframe (e.g. including baselines/targets).
- Progress reports should provide an updated logframe with current values for each indicator.
- The final report should enclose the logframe with baseline and final values for each indicator.

The indicative logical framework matrix may evolve during the lifetime of the action depending on the different implementation modalities of this action.

The activities, the expected Outputs and related indicators, targets and baselines included in the logframe matrix may be updated during the implementation of the action, no amendment being required to the Financing Decision.

Results	Results chain	Indicators	Baselines (values and years)	Targets (values and years)	Sources of data	Assumptions
<b>Impact</b>	Impact Statement: contribute to the full realisation of Nepalese women and girls' human rights and agency.	Relevant SDG: SDG 1, 5, 8, 10, 12, 16 and 17 SDG indicators which seem relevant are 5.3.1: Proportion of women aged 20-24 who were married or in a union before age 15 and before age 18 5.5.1: Proportion of seats held by women in a) national parliament and b) local governments	1. To be defined (TBD) 2. TBD	1.TBD 2.TBD	SDG Monitoring Report  Project specific surveys/studies	<i>Not applicable</i>

<b>Outcome 1</b>	Ensuring women/girls in all their diversity, are safe, valued and have increased voice, choice and control to challenge/transform harmful social norms	1.1 Percentage of women/girls, men/ boys who demonstrate attitudes and engage in behaviours that challenge harmful social norms	1.1 TBD	1.1 TBD	1.1 Project specific surveys and studies/ KAP studies  1.2 Project specific surveys and studies/ KAP studies  1.3 Project specific surveys	Discriminatory social norms, attitudes and behaviours can be changed through advocacy to community, traditional and religious leaders. However, these changes take place over the long-term. The pandemic does not further entrench gender roles.  Supportive social norms to recognize the importance of unpaid household and care work
		1.2. Proportion of women aged 15-49 who experienced VAW/G in the past 12 months of community members who recognize the value and contributions of women and girls	1.2 TBD	1.2 TBD		
		1.3. Extent to which women's rights organisations, and women human rights defenders are able to work undeterred <u>(aligned to EU-GAP III indicator)</u>	1.3 TBD	1.3 TBD		
<b>Outcome 2</b>	Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights	2.1 Percentage of working population (by type of employment, disaggregated by sex and sector) <u>(EU-GAP indicator)</u>	2.1 Zero	2.1 TBD	2.1 Ministry of Trade Database, SSF Annual Reports, Labour Market Information System Reports  2.2 National Household Surveys, Labour Market Information System Reports  2.3 Health Insurance Board Annual Report, SSA Database, National Household Surveys	Political will exists to expand decent work commitments.  Rural economy and national markets remain stable and functional  GoN sustains its investments on social protection programmes and social care infrastructure.  Schools re-open and/or access to youth collectives is possible.  Women, PWD and other vulnerable individuals will engage in economic activities if opportunities are available
		2.2 Number of women, youth and PWD entrepreneurs and their collectives who have started and/or developed business, including in green sectors, supported by the programme (by gender, age, ethnicity, disability and economic sector)	2.2 Zero	2.2 TBD		
		2.3. Number of persons accessing essential services and social protection measures (type of service, gender, age, ability) (EU-GAP III indicator)	2.3 TBD	2.3 TBD		
<b>Outcome 3</b>	Institutions deliver gender equality outcomes in all spheres., in line with international and national normative frameworks	3.1. No of policy measures adopted to track and make public GEWE allocation across sectors, and at all levels.	3.1 TBD	3.1 TBD	3.1 Project specific studies analysis  3.2 Periodic Reports by GoN on Ratified International Labour Standard, treaty bodies (CEDAW,	Institutions are historically gendered but open to change  Political will to adopt reforms exists  Adequate fiscal space is created for public investments in GEWE
		3.2. Extent the GoN is compliant with international human rights commitments (EU-GAP indicator)	3.2 TBD	3.2 TBD		

		3.3. Number of laws and policies where recommendations made by WRO/youth organisations have been taken on board by government bodies at all levels during the drafting or revision process, with support of the programme (EU-GAP indicator)	3.3 Zero	3.3 TBD	CRC) and inter-governmental mechanisms  3.3 Project specific studies analysis	
<b>Output 1 related to Outcome 1</b>	1.1 Enhanced capacity of men/boys to understand and address harmful social norms and model positive behaviours.	1.1.1 Percentage in knowledge of GBV and Gender Equality among men and boys programme participants  1.1.2 Percentage of men and boys increasing their share in household chores  1.1.3 Percentage of men and boys demonstrating willingness to take positive action to prevent GBV and enable women's access to development opportunities	1.1.1 TBD  1.1.2 TBD  1.1.3 TBD	1.1.1 TBD  1.1.2 TBD  1.1.3 TBD	1.1.1 Project specific monitoring data / Pre-and post-training data / Project specific surveys/studies  1.1.2 Project specific monitoring data, surveys and studies  1.1.3 Project specific monitoring data, surveys and studies	Lack of understanding of gender equality leads to discriminatory behaviour  Leading by example has positive effect in communities  Validated models can be adapted to Nepal's context in a culturally-relevant way
<b>Output 2 related to Outcome 1</b>	1.2 Families and communities have increased understanding of the value of women/girls and their contributions and enhanced capacities to model positive inter-generational and equitable relationships.	1.2.1 Number of people reached by outreach and awareness raising activities on issues around challenging gender norms, by gender, disability, ethnicity, and activity topic  1.2.2 Number of policies and actions drafted and disseminated with the action's support to reduce, redistribute and recognize unpaid household and care work  1.2.3. Proportion of women, girls, men and boys who agree that women should have the same rights as men	1.2.1 Zero  1.2.2 Zero  1.2.3 TBD	1.2.1 TBD  1.2.2 TBD  1.2.3 TBD	1.2.1 Training/ Outreach Reports , project specific surveys and studies  1.2.2 Project specific monitoring data, Policy Documents  1.2.3 Project specific monitoring data, surveys and studies	Raising awareness about gender discrimination will lead to transformation in attitudes and opening social dialogue on drivers and impact
<b>Output 3 related to Outcome 1</b>	1.3 Increased individual and collective capacity of women/youth to mobilize, organise and build coalitions for gender equality and human rights, without fear of reprisal.	1.3.1. Proportion of target audience reached with communication messages recommending the discontinuation of GBV  1.3.2. Percentage of targeted schools implementing the GoN-endorsed violence/ GBV Safe Schools & Complaints and Reporting Mechanisms guidelines	1.3.1 TBD  1.3.2 TBD  1.3.3 TBD	1.3.1 TBD  1.3.2 TBD  1.3.3 TBD	1.3.1 Project specific surveys and studies Media monitoring reports and analysis 1.3.2 Project specific surveys and studies  1.3.3 Project specific monitoring data, surveys and studies,	Women are willing to claim their rights once they acquire the necessary knowledge/understanding of their rights/entitlements.  Threats to youth and women activism are increasingly addressed by duty bearers  If individuals have increased awareness/understanding on gender

		1.3.3. Percentage of GEWE platforms integrating mechanisms to promote the contributions and perspectives of PWD, youth ethnic and sexual/gender minorities			Pre-and post-training data	inequality, GBV and associated intersectionalities, then they will be able to identify and challenge discriminatory social norms.
<b>Output 1 related to Outcome 2</b>	2.1 Institutional capacities are enhanced, at all levels, to deliver equitable access to jobs, decent work, social protection and freedom from exploitative forms of work, particularly in the agriculture and forestry sectors.	2.1.1 Numbers of persons trained in the promotion of women's economic security and autonomy, and labour rights, disaggregated by type of organisation, gender, ethnicity, and disability.	2.1.1 Zero	2.1.1 TBD	2.1.1 Training Reports, project specific monitoring data	Women, labour unions and cooperatives remain organised and engaged.
		2.1.2 Number of workers joining member-based organisations, disaggregated by type of organisation, gender, ethnicity, and disability	2.1.2 Zero	2.1.2 TBD	2.1.2 Member Based Organisations Annual Reports, project specific monitoring data	Social protection programmes continue to operate in target areas and sectors
		2.1.3 - Number of palikas supported in implementation of social protection schemes, by programme	2.1.3 Zero	2.1.3 TBD	2.1.3 Palika Policy Documents, project specific monitoring data	Data are available to monitor and evaluate policies and programs
<b>Output 2 related to Outcome 2</b>	2.2 Women and their collectives are strengthened to engage with income generating opportunities and resources, in fair and sustainable value chains based on circular economy principles, and demonstrate leadership in local decision-making platforms.	2.2.1 Number of women, youth and PWD trained on entrepreneurship skills and tools, disaggregated by gender, age, ethnicity and disability	2.2.1 Zero	2.2.1 TBD	2.2.1 Training Reports, project specific monitoring data	Better functioning and connected value chains will create market demand at local level
		2.2.2 Number of MSMEs, BDSPs, MBOs and government officials trained on green and gendered growth and services, disaggregated by type of organisation, gender, ethnicity, and disability	2.2.2 Zero	2.2.2 TBD	2.2.2 Member Based Organisations Annual Reports, project specific monitoring data, training reports	Improved access to markets and entrepreneurship skills and services will stimulate women, youth, PWD and their collectives to explore income generating opportunities
<b>Output 3 related to Outcome 2</b>	2.3. Improved access to comprehensive multisectoral essential services and social infrastructure with a life-cycle lens to service delivery	2.3.1 Number of GBV survivors and accompanying minors who received minimum standard of services from: shelter homes; safe houses; CPSWs; FCHVs; OCMCs <sup>33</sup> & Health Facilities; Police; and Judicial Committees	2.3.1 TBD	2.3.1 TBD	2.3.1 Multi-sectoral Service user data, Government data (Police; Justice, Hospitals & Health facilities), project monitoring data	National governments and partners willing to invest in multi sectoral essential services, including capacity development of service providers
		2.3.2 Percentage of GBV survivors reporting satisfaction with services received from: shelter homes; safe houses; OCMCs & Health Facilities; Police; CPSWs and FCHVs	2.3.2 TBD	2.3.2 TBD	2.3.2 Exit polls and service centre satisfaction surveys 2.3.3 Palika budgets and reports, internal	Political will to strengthen inter-service coordination on GBV prevention and response exists  If government/non-government actors enhance understanding/knowledge on the minimum standard of care and

<sup>33</sup> Community Psychosocial Workers (CPSW); Female Community Health Volunteers (FCHV); One Stop Crisis Management Centre (OCMC)

		2.3.3 Number of girls enrolled in the Girls Insurance Scheme	2.3.3 Zero	2.3.3 TBD	project monitoring data	service provision, more women and girls will benefit from quality services
<b>Output 1 related to Outcome 3</b>	3.1 Strengthened capacities of the National Women's Machinery to advance GEWE in line with international/national normative frameworks.	3.1.1 Number of Monitoring/status reports reviewing progress on women's human rights produced, validated and disseminated	3.1.1 Zero	3.1.1 TBD	3.1.1 Monitoring/status reports (CEDAW Concluding Observations)	Some technical knowledge already exists among key national stakeholders.
		3.1.2 Proportion of Gender Focal Points with gender mainstreaming capacities (by sector, including DRR, by level)	3.1.2 TBD	3.1.2 TBD	3.1.2 Project specific monitoring data / Pre-and post-training data / Project specific surveys/studies	Providing technical support will result in reformed legal/policy Frameworks
		3.1.3 Number of functioning policy dialogue platforms with civil society /WROs (by sector, including DRR)	3.1.3 TBD	3.1.3 TBD	3.1.3 Project specific monitoring data	Government is open to engaging with civil society
<b>Output 2 related to Outcome 3</b>	3.2 Strengthened capacity of key stakeholders to unlock barriers at all levels to develop, fund, implement, and monitor evidence-based laws, policies, strategies and action plans to promote gender equality in line with international policy and standards.	3.2.1 Number of legal or policy measures that promote gender equality and protect the rights of women and girls, formulated/reformed, with support from the Programme (by sector, including labour, disaster risk reduction and social protection)	3.2.1 Zero	3.2.1 TBD	3.2.1 Project specific monitoring data surveys/studies	Some technical knowledge already exists among key national stakeholders.
		3.2.2 Number of duty bearers with governance capacity to formulate, implement and monitor gender responsive laws, policies, budgets supported by the programme (by Federal, Provincial and local levels, by sector, by type of activities, and by gender, ethnicity and disability)	3.2.2 Zero	3.2.2 TBD	3.2.2 Project specific monitoring data / Pre-and post-training data / Project specific surveys/studies	Providing technical support will result in reformed legal/policy Frameworks
		3.2.3 Number of knowledge products produced with support of the programme, sectoral GRB analysis or policy reviews conducted and disseminated among stakeholders	3.2.3 Zero	3.2.3 TBD	3.2.3 Project specific Publications and Studies	If governments adopt and implement gender responsive policies/legislation/budgeting with strengthened coordination, then women and girls, including the vulnerable and GBV survivors, will have equitable access to socio-political and justice entitlements
		3.2.4 No of national level surveys on GEWE (VAW prevalence/time use) conducted, analysed and disseminated with support from the Programme	3.2.4 Zero	3.2.4 TBD	3.2.4 Project specific monitoring data, surveys and studies	

<b>Output 3 related to Outcome 3</b>	3.3. Youth, women's networks, civil society organisations have enhanced capacity to influence decision-making, engage in evidence-based civic dialogue/ action and demand accountability and transparency for GEWE	3.3.1 No of civil society organisations/ women's rights organisation and youth group representative with knowledge and skills on gender responsive social accountability (citizens charters/ score cards, participatory audit)	3.3.1 TBD	3.3.1 TBD	3.3.1 Pre-and post-training data / Project specific surveys and studies	Creating forums for women/excluded groups aids in creating a supportive environment
		3.3.2. No of monitoring/shadow reports disseminated and transmitted to treaty bodies by CSOs with support from the Programme (by level, by sector)	3.3.2. Zero	3.3.2. TBD	3.3.2 Project specific monitoring data, CSOs reports	National stakeholders willing to support women's networks and GE advocates
		3.3.3. No of active dialogue platforms created for policy advocacy (by sector, including labour, disaster risk reduction and social protection)	3.3.3 TBD	3.3.3 TBD	3.3.3 Project specific monitoring data,platforms' reports	If the networks and CSOs are capacitated on social norms, gender equality and GBV, then with their increased understanding, they will be capable of holding duty bearers to account

## 4. IMPLEMENTATION ARRANGEMENTS

### 4.1. Financing Agreement

In order to implement this action, it is envisaged to conclude a financing agreement with the partner country.

### 4.2. Indicative Implementation Period

The indicative operational implementation period of this action, during which the activities described in section 3 will be carried out and the corresponding contracts and agreements implemented, is 48 months from the date of entry into force of the financing agreement.

Extensions of the implementation period may be agreed by the Commission's responsible authorising officer by amending this Financing Decision and the relevant contracts and agreements.

### 4.3. Implementation Modalities

The Commission will ensure that the EU appropriate rules and procedures for providing financing to third parties are respected, including review procedures, where appropriate, and compliance of the action with EU restrictive measures<sup>34</sup>.

#### 4.3.1. Direct Management (Procurement)

Procurement for services will be used for supporting activities related to gender and social inclusion in all three outcomes, and also in relation to increasing knowledge and reactivity for other ongoing and future actions in the realm of gender equality and women's empowerment, if necessary complementing support measures. The procurement in direct management should allow a quick reaction and flexibility in case of shocks, disasters, or crises. These will include, but are not limited to:

- Studies, including scoping studies and analytical studies supporting this action and other actions in future EU and Member States' engagement in Nepal on the theme of gender equality and social inclusion.
- Short term technical assistance on the theme of gender equality and social inclusion to support Nepal's and EU's other actions.
- Gender equality and social inclusions activities.
- Strategic Communication and Public diplomacy related activities to further EU and Member states' visibility in the GEWE agenda.

#### 4.3.2. Indirect Management with an international organisation

This action may be implemented in indirect management with an entity (or group of entities), which will be selected by the Commission's services using the following criteria: existing operational footprint in the three selected provinces or capacity to deploy one, ability to work across the humanitarian-development nexus proven by at least 5 previous experiences in both the humanitarian and development fields, specific knowledge and experience in Nepal and internationally of more than three years on the 4 themes developed by the action (gender equality mainstreaming in governance, economic development of women, ending gender based violence, protection and social protection), capacity to address normative, coordination and local governance challenges as part of gender equality programming proven by 5 successful experiences of multi-stakeholder actions in the areas of this action in the past 6 years. These criteria can also be fulfilled collectively by a group of entities.

The implementation by this entity entails the organisation of activities related to Outcomes 1, 2 and 3.

#### 4.3.3. Changes from indirect to direct management mode (and vice versa) due to exceptional circumstances (one alternative second option)

In case the implementation modality needs to be changed from indirect to direct management mode, the action would be implemented by procuring services for the implementation of the three specific objectives.

<sup>34</sup> [www.sanctionsmap.eu](http://www.sanctionsmap.eu). Please note that the sanctions map is an IT tool for identifying the sanctions regimes. The source of the sanctions stems from legal acts published in the Official Journal (OJ). In case of discrepancy between the published legal acts and the updates on the website it is the OJ version that prevails.

#### 4.4. Scope of geographical eligibility for procurement and grants

The geographical eligibility in terms of place of establishment for participating in procurement and grant award procedures and in terms of origin of supplies purchased as established in the basic act and set out in the relevant contractual documents shall apply, subject to the following provisions.

The Commission's authorising officer responsible may extend the geographical eligibility on the basis of urgency or of unavailability of services in the markets of the countries or territories concerned, or in other duly substantiated cases where application of the eligibility rules would make the realisation of this action impossible or exceedingly difficult (Article 28(10) NDICI-Global Europe Regulation).

#### 4.5. Indicative Budget

<b>Indicative Budget components</b>	<b>EU contribution (amounts in EUR)</b>	<b>Third-party contribution (amounts in EUR)</b>
<b>Implementation modalities</b> – cf. section 4.4		
<b>Specific Objective / <u>Outcome 1</u>: Ensuring women/girls in all their diversity, are safe, valued and have increased voice, choice and control to challenge/transform harmful social norms</b>		
Indirect management with international organisation - cf. section 4.3.2	4 200 000	1 876 000
<b>Specific Objective / <u>Outcome 2</u>: Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights</b>		
Indirect management with international organisation - cf. section 4.3.2	6 100 000	2 747 000
<b>Specific Objective / <u>Outcome 3</u>: Institutions are able to deliver gender equality outcomes in all spheres., in line with international and national normative frameworks</b>		
Indirect management with international organisation - cf. section 4.3.2	4 700 000	2 077 000
<b>Procurement</b> – total envelope under section 4.3.1	250 000	N.A.
<b>Evaluation</b> – cf. section 5.2	150 000	N.A.
<b>Audit</b> – cf. section 5.3		
<b>Contingencies</b>	100 000	N.A.
<b>Totals</b>	15 500 000	6 700 000

#### 4.6. Organisational Set-up and Responsibilities

The overall implementation will be guided at the strategic level by a Steering Committee, led jointly by the government, the EU and UN. The Steering Committee will include key line ministries and public institutions (such as the NWC, NPC, MoWCSC, MoLESS, MoF, MoFAGA, and other relevant institutions) and private sector and civil society representatives (Federation of Nepalese Chambers of Commerce and Industry, JTUCC, National Cooperative Federation of Nepal, the wider gender machinery in Nepal, including the GBV Network, and others) and implementing partners, as relevant. The Steering Committee will meet at least once a year.

A technical coordination committee will be established, composed by the EU, UN, Finland, and the ministries designated by the Government of Nepal. It will meet at least 3 times a year and will coordinate the activities of the technical working groups for each of the four priority areas. It will monitor implementation and provide recommendations for adjustments as required. Existing technical coordination structures on the priority areas will be used, if possible and adequate. They will consist of responsible government entities, the EU, implementing partners, private sector, and civil society where appropriate.

The action will organise an EU led high level dialogue on Gender Equality per year with the government and civil society. This dialogue will inform the priorities of the action. The areas of engagement will be primarily the three priorities set forth in the programme; however these can be complemented with issues that are timely or relevant to

the timing of the dialogue. Member States will be included in the dialogue. The yearly dialogue will be complemented with more frequent discussions with local governments, in particular.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the action.

## 5. PERFORMANCE MEASUREMENT

### 5.1. Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this action will be a continuous process, and part of the implementing partner's responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the action and elaborate regular progress reports and final reports. Every report shall provide an accurate account of implementation of the action, difficulties encountered, changes introduced, as well as the degree of achievement of its results as measured by corresponding indicators, using as reference the log frame matrix and the partner's strategy, policy or reform action plan list. A comprehensive monitoring, reporting and evaluation plan, to be agreed upon, will be developed and will seek to establish synergies and complementarities, in accordance with EC and the implementation partners' evaluation policies and practices to ensure optimal learning and accountability. The monitoring process will be conducted jointly by the implementation partners, ensuring gains of scale and cost-effectiveness of the action. Each progress and final reports shall be subject to review and approval by the Steering Committee for the action.

The action's log frame baseline values will be based on official data sources, including national surveys and administrative data, and credible studies. For indicators where data are not available, data collection will be conducted at the initial stages of implementation as a baseline study, including through the application of surveys, under the responsibility of the implementing partners. This study will be repeated at least once to collect final data, and more when deemed useful to collect intermediary data.

Among foreseen methodologies for monitoring results, research will be a critical component in the project, cutting across all three programme outcomes to deepen understanding of key drivers of gender inequality and exclusion, and help evolve and tailor programmatic approaches and interventions. The action will also invest in a mass storytelling tool to track programmatic contributions to changes in social norms and gender equality. This is based on the premise that women and girls are the best sources for self-identifying indicators for complex and hard to access dimensions of change in gendered power relations and social norms.

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

### 5.2. Evaluation

Given the scope of the action, mid-term and final evaluations will be carried out for this action via independent consultants. The midterm evaluation will have a stock-taking focus and will be used to assess continued relevance of the strategies, progress towards results and provide evidence to support course corrections as needed or identify key best practices. The mid-term evaluation will feed into reflections on a possible second phase and adaptations needed. The final evaluation will document results and impact at different levels of the action as well as feed into overall learning. The Commission shall inform the implementing partner at least 1 month in advance of the dates envisaged for the evaluation missions. The implementing partner shall collaborate efficiently and effectively with the evaluation experts, and inter alia provide them with all necessary information and documentation, as well as access to the project premises and activities.

Developmental evaluation, a growing area of evaluation practice, will be explored to generate evidence on innovation, promote agility to adapt in a dynamic context, and document learnings on what works and what can be further improved to advance the action's objectives.

Evaluation reports shall be shared with the partner country and other key stakeholders following the best practice of evaluation dissemination<sup>35</sup>. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, in agreement with the partner country, jointly decide on the follow-up actions to be taken and any needed adjustments, including, if indicated, the reorientation of the project.

Evaluation services may be contracted under a framework contract.

<sup>35</sup> See best [practice of evaluation dissemination](#)

### 5.3. Audit and Verifications

Without prejudice to the obligations applicable to contracts concluded for the implementation of this action, the Commission may, on the basis of a risk assessment, contract independent audit or verification assignments for one or several contracts or agreements.

## 6. STRATEGIC COMMUNICATION AND PUBLIC DIPLOMACY

The 2021-2027 programming cycle will adopt a new approach to pooling, programming and deploying strategic communication and public diplomacy resources.

It will remain a contractual obligation for all entities implementing EU-funded external actions to inform the relevant audiences of the Union's support for their work by displaying the EU emblem and a short funding statement as appropriate on all communication materials related to the actions concerned. This obligation will continue to apply equally, regardless of whether the actions concerned are implemented by the Commission, partner countries, service providers, grant beneficiaries or entrusted or delegated entities such as UN agencies, international financial institutions and agencies of EU member states.

However, action documents for specific sector programmes are no longer required to include a provision for communication and visibility actions promoting the programmes concerned. These resources will instead be consolidated in Cooperation Facilities established by support measure action documents, allowing Delegations to plan and execute multiannual strategic communication and public diplomacy actions with sufficient critical mass to be effective on a national scale.

## ✓ APPENDIX 1 REPORTING IN OPSYS

An Intervention (also generally called project/programme) is the operational entity associated to a coherent set of activities and results structured in a logical framework aiming at delivering development change or progress. Interventions are the most effective (hence optimal) entities for the operational follow-up by the Commission of its external development operations. As such, Interventions constitute the base unit for managing operational implementations, assessing performance, monitoring, evaluation, internal and external communication, reporting and aggregation.

Primary Interventions are those contracts or groups of contracts bearing reportable results and respecting the following business rule: 'a given contract can only contribute to one primary intervention and not more than one'. An individual contract that does not produce direct reportable results and cannot be logically grouped with other result reportable contracts is considered a 'support entity'. The addition of all primary interventions and support entities is equivalent to the full development portfolio of the Institution.

Primary Interventions are identified during the design of each action by the responsible service (Delegation or Headquarters operational Unit).

The level of the Primary Intervention is defined in the related Action Document and it is revisable; it can be a(n) (group of) action(s) or a (group of) contract(s).

Tick in the left side column one of the three possible options for the level of definition of the Primary Intervention(s) identified in this action.

In the case of 'Group of actions' level, add references to the present action and other action concerning the same Primary Intervention.

In the case of 'Contract level', add the reference to the corresponding budgetary items in point 4.6, Indicative Budget.

N.B. An individual Contract that does not produce direct reportable results and cannot be logically grouped with other result reportable Contracts is considered a 'support measure'.

<b>Option 1: Action level</b>		
<input checked="" type="checkbox"/>	Single action	Present action: all contracts in the present action
<b>Option 2: Group of actions level</b>		
<input type="checkbox"/>	Group of actions	Actions reference (CRIS#/OPSYS#): <Present action> <Other action>
<b>Option 3: Contract level</b>		
<input type="checkbox"/>	Single Contract 1	<Budgetary item>
<input type="checkbox"/>	Single Contract 2	<Budgetary item>
<input type="checkbox"/>	Group of contracts 1	<Budgetary item 1> <Budgetary item 2> <Budgetary item #>