

STRATEGIC PLAN 2021 - 2025



Legal Aid & Consultancy Centre (LACC)

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Acknowledgements



Legal Aid and Consultancy Centre (LACC), established in 1987, is an independent Non-Governmental Organization (NGO). LACC is a pioneer in the field of providing free legal aid. LACC is dedicated to protect and promote the dignity, well-being and rights of women and children in Nepal. It is committed to uplifting the social, political, legal, economic and cultural status of women and children, defending their interests and eliminating all forms of discrimination and violence against them. It has a committed team of dedicated female lawyers and legal experts as well as helpline for legal aid, legal counselling, pleading, drafting court representation and implementation of cases, free of cost to all its beneficiaries. LACC is established and led by women advocate for over 30 years intending to promote human rights and humanity. The main vision of LACC is the creation of an equitable and legally just society.

The proposed 5 Years Strategic Plan is composed and assembled with past achievements, learning, and experience of the organization. This 5 Years Strategic Plan will assist LACC to accomplish its determined goal efficiently.

LACC would like to show its appreciation towards Mr. Govinda Neupane, Himalayan Growth Mind (HGM) for facilitating the workshop and taking lead in drafting and finalization the 5 Years Strategic Plan of LACC. I would like to extend my gratitude towards the Executive Board Members, and Staffs of LACC for providing inputs during the preparation and finalization workshop. Producing the 5 Years Strategic Plan of LACC would not have been possible without the hard work and active participation of each individual involved in the workshop. Therefore, LACC would like to acknowledge all the individuals who were present during the drafting process of the 5 Years Strategic Plan.

Also, LACC would like to express its gratitude towards Amplify Change for supporting LACC financially to produce the 5 years Strategic Plan.

A handwritten signature in black ink, appearing to be 'Anita Neupane Thapalia'.

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Anita Neupane Thapalia,
Executive Chair, LACC Nepal

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Executive Summary

Legal Aid and Consultancy Centre (**LACC**) is one of the pioneer Civil Society Organization (**CSOs**) in Nepal working for justice, and human rights sectors in Nepal. It is working in Nepal since 1987 for promotion of human rights, and women empowerment through access to justice, community mediation and advocacy at national and local level. This five- year Strategic Plan, building on the LACC's past successful experience, achievements and learning reaffirms many of the key elements of the last Strategic Plan 2015-19. Moreover, it also acknowledges updated approaches considering new trends in development, civic space and funding landscape, during and post covid era, and context related to human rights and socio-economic and political context of present Nepal. It has done following main adjustments based on considering latest and upcoming five years' socio-economic and political contexts, covid impact of Nepal and needs of the targeted groups in upcoming five years.

This strategic plan focuses to consolidate the issues, needs, prioritize themes and their priorities as mentioned below in four themes and mainstreaming areas to access, claim and enjoy the social, economic, cultural, civic and political rights of women, girls and marginalized groups for upcoming five years 2021-25. It also highlights LACC's new approaches, organizational principles and values, and detailed analysis of thematic and policy contexts based on which this strategic plan has been developed. This plan is also a base for LACC's programmatic policies and guidelines, strategic advocacy plan, communication and fund-raising policy, that will be developed during coming five years. Below is the Summary Highlights of the prioritized themes and their related priorities including mainstreaming areas for coming five years.

- ❖ **Access to Justice (SDG-16):** Access to justice to Gender Based Violence (GBV) survivors, Prevention and Response (legal aid) to GBV survivors, Legal Awareness and Empowerment, Research and Policy Advocacy, Transitional Justice
- ❖ **Rights of Women and Children, Gender and Sexual Minorities, Differently-abled People (DaP) (SDG Goal-5):** Women rights, Sexual and Reproductive Health and Rights (SRHR), Anti-Human Trafficking, Labor and migrant workers' rights, Legal identity and citizenship rights, Meaningful participation of women in decision making
- ❖ **Environmental Impact on Women and Girls (SDG Goal-13):** Capacity building on Climate Change issues, Evidence-based Research and Policy advocacy for gender responsive DRR and emergency response, Women and girls in Disaster Risk Reduction (DRR), Women and girls in Disaster/Pandemic/Emergency Response,
- ❖ **Organizational Development of LACC for accountable and resource organization (SDG Goal-16):** Visibility and branding/profiling of organization, MEAL for programs and organization, Capacity building of staffs and board members, Resource Mobilization and Sustainability (internal, external), operational guidelines and procedures/formats, SOPs for

safety, security and risk management, Strengthening Partnership and networking of like-minded CSOs

- ❖ **Mainstreaming (edge-cutting) issues:** Gender Equality and Social Inclusion, Climate and Environmental Resiliency, Conflict Sensitivity in programming and implementation, and Protection of human rights during peace time and emergencies

Considering the last strategic period learning, this strategic plan focuses on the consolidation of the LACC programmes and priorities to a limited strategic geographical districts/provinces and national level for greater impact as well as improved synergy of work carried under each of the four priority pillars and mainstreaming area together with other like-minded actors.

It promotes on the broad-based partnerships with all stakeholders ranging from targeted right holders to CSOs networks to government and private sector actors and have analyzed the roles and engagement for increased sustainability and ownership of LACC works and reducing duplications with others.

It considers Rights-based Approach (RBA) as the key approach of LACC for designing and implementation of its programs/projects/strategies. However, it also considers needs based approach to a limited extent for most vulnerable groups because LACC believes that access to basic services of survivors are also their basic human rights, and state's implementation system are still weak in providing these services due to poor governance and resource constraints of Government of Nepal (GoN).

Organizational development of LACC and its partners/networks, capacity building of the LACC staffs and board members, and partners/networks, and diversifying funding needs are some of other key organizational priorities under this strategic period.

1. Process of strategic planning

Since its establishment, LACC has been carrying out its programs and projects by developing periodic strategic plans. This is the third five-year-long strategic plan 2021-25 of LACC, which is developed based on the reflection of its 28 years of experience in the respecting, protecting, and promoting of human rights of women and girls through access to justice and women rights interventions in the country. Moreover, country's changing context, LACC's achievements, needs and demands from target groups (rights-holders) and stakeholders, and current development priorities of Government of Nepal (GoN) and donor have been taken into consideration while drafting this plan. Under the technical support and facilitation of an external expert from Himalayan Growth Minds (HGM) Pvt Ltd, who has expertise on organizational development, development sector management, and human rights based approach, two events of strategic planning workshops were organized by LACC in January and December 2020 in Kathmandu, where LACC's staffs, Board Members, and Advisors were actively participated and gave their inputs for future strategic priorities and new working strategies and approaches. Lively discussion

on existing Strengths, Weakness, Opportunity and Threats (SWOT) of the organization, emerging challenges and context analysis, and strategic framework made the strategic planning process more practical and realistic.

In course of preparation of this Strategy, consultations were organized, and inputs were collected from target groups via staffs of the LACC's district offices. Similarly, learning and recommendations from past annual reports, external evaluation reports of various programs and projects, and last strategy plan were reviewed, and reflected the best practices in this strategic plan. The strategy document is considered as live document and will be reviewed and updated on an annual basis especially considering upcoming grave socio-economic impact of Covid-19 during covid pandemic time and post covid era, and political challenges e.g. still a transitional federal structure and recent political turmoil of Nepal within this strategic period.

2. Context Analysis

2.1 National Context

Nepal is rich in term of natural resources, cultural heritage and youth forces, which is a great resource for the sustainable development of the nation. Nepal is land locked country in South Asia and soon would-be a land-linked country with its neighbors. As census 2011, it has 26.4 million population and current projection of Central Beauru of Statistics (**CBS**) of June 2020 is 30 million, whereas more than 51% are female and 40.68 percent of the population (core youth) lies in the age group 16-40 years. Nepal is one of the least developed countries and aiming to graduate to middle income country by 2030 and have 147th rank in Human Development Index in 2019 (source: UNDP report, Dec 2019). Nepal ranks 4th, 11th, and 30th in terms of climate change, earthquake, and flood risk respectively¹. This youth force shows a unique strength for Nepal for development. However, the severe socio-economic impact of the covid-19 will slow down the development pace of Nepal's economic, social and infrastructural development and as well as achieving its Sustainable Development Goals (**SDGs**) and targets by 2030. Impact of covid during covid time and post Covid-19 era have increased and will increase more poverty, exclusions to marginalized groups, violations of human rights, gender and women and girls, and political instability due to government being so weak to deliver the services as a result of their weak economic prosperity.

As per the National Planning Commission (**NPC**), 15th periodic Plan, 18.7% population are under the poverty line (absolute poverty) and 28.6% are multi-dimensional poverty by in 2018. The Gross Domestic Product (**GDP**) per capita of Nepal in 2018 was \$1,047. It is 6.8% higher compared to 2017. The major part of the economy of the country depends on remittance. More than, 5 million youths are working as low paid and unskilled labor in Gulf countries and south and east Asian countries. Out of low paid and unskilled youths, the numbers of women workers are rapidly increasing in foreign jobs. This trend will be slowed down for at least two years due to Covid-19

¹ <http://drrportal.gov.np/uploads/document/699.pdf>

impact. In another hand, the trend is that the educated youths are mainly migrating in search of opportunities in Australia, America, Europe and other developed countries. Due to hugeabroad migration of youth, Nepal is getting many positive and negative social and economic implications at the family, community and society levels. As per World Bank (**WB**)updated country context report for Nepal of April 2020, about 31.2 percent of the population that are estimated to live between \$1.9 and \$3.2 a day face significant risks of falling into extreme poverty, primarily because of reduced remittances, foregone earnings of potential migrants, job losses in the informal sector, and rising prices for essential commodities as a result of COVID-19 and it will further worsen considering huge impact of covid throughout the year in 2020.

Globally, Nepal ranks 4th, 11th and 30thin terms of its relative vulnerability to climate change, earthquake and floods, respectively. More than 80 percent of the total population of Nepal is at risk of natural hazards such as floods, landslides, windstorms, hailstorms, fires, earthquakes and Glacial Lake Outburst Floods(*Source: Nepal Disaster Report-2017*). Nepal faced a big earthquake with 7.6 magnitude in 2015which killed around 9,000 people with majority of women and children and ravaged physical, psychosocial, education and livelihood of people in worst affected 14 districts and more than 39 affected districts. Likewise, the flood and landslide in 2017 and 2019 also badly affected the livelihood of people in plain area and hilly areas. At present, Corona Virus Disease (COVID)-19 has been severely affected the life of people in Nepal and globally. Its impact has been calculated more than 1st and 2nd world wars. The socio-economic situation of the poor and vulnerable people by the disasters further exacerbated which impacted women and girls badly including increased the additional risk of being trafficked, GBV, early child marriages, and workload for household chores. All disaster situation and deeply rooted poverty and exclusion situation have further been hindering their access to social, economic, cultural, civic and political rights and making them further vulnerable especially women and children and marginalized communities.

According to the **NPC**, 15th periodic plan's base paper, page 5, 6, 24, 25 and 44, the status of social sector's indicators by fiscal year 2074/075 show; 55.40% people have access on internet service, 88% people have access on drinking water, 90.7 % families have access on electricity, 11.4% are unemployment, participation in labor above 15 years age is 38.5%, maternity death in every 100,000 birth is 239 women, population affected by disaster in thousand is 19.5 person. In addition, Gender Empowerment Index is 0.568, Human Development Index (**HDI**) is 0.574, Gini Coefficient is 0.31, Palma Ratio is 1:3, and Gender Development Index (**GDI**) is 0.925. Likewise, according to the census 2011, 83 % of total population live in the rural areas. Average household population is 4.88. 65.9% people are literate above 5 years ages whereas male 75.1 % and female 57.4%. According to the WHO data-2018, 70.2 year is an average life expectancy of Nepalese whereas female survive 71.6 years and male survive 68.8 years. Transparency International has ranked Nepal at 113th position out of 180 countries under the Corruption Perception Index (**CPI**)-2019. It is improved condition compared to 2018. The above status shows, Nepal's progress towards the achieving **SDGs** and progressing in overall **HDI** have been impressive.

Nepal has a new progressive constitution which was endorsed by a historic constitution assembly of Nepal in 20 September 2015. The constitution has ensured the people's fundamental rights and promulgated various acts, policies, strategic and programs. Apart from this, 1 federal, 7 provincial and 753 local governments has been formed and functioning it with decentralized state of power. Constitution has ensured 33% of women representation in all state mechanism. This is a huge achievement in comparison with other similar many countries in the globe. At present, two third majority government of Nepal Communist Party has been ruling the country and citizens were experiencing the stable government until December 2020. Unfortunately, due to power sharing issues among ruling party leaders and unhappiness with the performance of the current government by ruling party and citizens in general, the current majority government has dissolved the parliament and declared mid-term elections dates in April 2021. This has further flared the political uncertainty of whether elections will happen or not as well as whether parliament will reinstate or not via court decision. Citizens had huge expectations with this huge majority government.

Similarly, till date, federal, provincial and local governments have been approaching to uplift the living condition of people through various programs in Nepal. Despite of many efforts of government and development actors, there are many areas of interventions and gaps to improve the life and livelihood of poor and vulnerable people in Nepal. Still it is a huge challenge to mainstream the excluded groups such as women and girls, caste (Dalit, few ethnic minorities, etc.), sexual minorities and geographic remoteness (Karnali, and remote districts) in the development and decision-making processes.

2.1.1 Social, Access to Justice, Economic, Political and Policy contexts of Nepal

Social context and barriers:

Nepal is a multi-cultural, secularism, multi-linguistic, multi-geographical region and multi-climatic country. It has diversified culture and practices according to the caste, geographic regions and religious. All caste and religious in Nepal follow the patriarchal norms and values which is deeply rooted in society as custom and tradition. The socialization processes to the children are in line with patriarchal system knowingly or unknowingly. The major deep-rooted custom and tradition in Nepal, which directly violate the human rights and Gender Based Violence (GBV) of the women and girls are; *Chhapadi*, dowry, witchcraft, widow, rampant child marriages, increasing acid attack incidents and so on.

Chhapadi is a harmful social norms/practice in the far western part of Nepal for Hindu women which prohibits a woman from participating in normal family activities during menstruation because they are considered impure. Dowry system is practice in eastern Tarai where the parents must provide a huge size of properties to the groom during the marriage. Dowry depends on the qualification of the groom. Poor parents do not want to birth girl due to dowry system. Many poor women are suffering on the name of which in poor family and communities in the different parts of the country. Widows are neglected by the society. They are prohibited to participate in

various rituals program such as wearing red clothes, visiting temples, getting second marriage, etc. due to social restriction. Child marriage is in practices in poor, Dalit and marginalized communities all over the country.

GBV is a widespread commonly accepted phenomenon in Nepal. As per latest data of Nepal police of last fiscal year 2075/76 (2018/19) there are registered cases of **14774** on domestic violence (Source Nepal Police, Women and Children Service Directorate). Similarly, as per the recent data of National Women Commission (**NWC**) of fiscal year 2075/76 (2018/19), there are **1476** registered cases of Domestic Violence and Violence Against Women Case. It is a huge expansion compared to 1,800 cases reported in 2013. The unregistered cases are so many as claimed by women rights CSOs. The NWC's online Case Management System received 47,968 calls from November 2017 to August 2018. The cases were categorized such as emotional (36 percent), economic (30 percent), physical (24 percent), and sexual (10 percent). In addition, Caste-based discrimination and untouchability in public spaces are visible in many parts of Nepal. As per the CSOs experience and claim, the root causes of human rights violations (GBV and Caste-Based Discriminations/Violence) are discriminatory laws, gender & social exclusions, patriarchal mindsets, superstitious religious beliefs, harmful traditions and overall lack of rule of law and good governance.

Women, girls, Dalit, people with disabilities, elderly people, marginalized indigenous minorities, gender and sexual minorities, senior citizens, Madhesi, Muslim and geographically remoteness people face injustice, discrimination, violence and deprivation from human rights perspective in Nepal. They face GBV, rape, sexual harassment, the charge of witchcraft, dowry violence, forced marriage, and restriction during menstruation by family, community, individuals, and men. The higher illiteracy rate among women in rural areas has made it difficult for them to explore and understand the possible means of legal assistance and services. This is affecting the overall development and rights of women and girls in Nepal especially to respect, protect, and promote the rights of the most vulnerable among the marginalized groups applying inter-sectionality approach.

Access to Justice (A2J) context:

A2J for women in Nepal is very alarming in current days to due lack of accountability, bad governance and rule of law in Nepal. National Judicial Academy (NJA), under the leadership of the Supreme Court of Nepal and with support from UN Women launched the research report on "Women's access to justice through the Nepali judicial system" (Nepali version) in Kathmandu on 14 September 2016. The report highlights that the main hindrances to women's access to justice are financial constraint, fear of re-victimization from the perpetrators, family's prestige, lengthy and complex court procedures, lack of knowledge about available legal remedies, lack of trust in the justice system, geographical distance from service providers, and language barrier. **Only 27.6% of women victims of violence and discrimination seek support from the justice sector institutions. Only 41.5% of the court user women were found to seek support from justice sector actors immediately after facing the problem. Despite the special legal provisions for gender**

sensitive handling of cases and support mechanism, only one-third of the female court users are informed about the availability of the legal aid service. Continuous hearing is conducted in about half of the women’s rights related cases, and in-camera hearing in 40% of the cases. Confidentiality was maintained only in a **quarter** of the women’s rights related cases.

“The study finds that non-court users have more negative perspective on the judiciary than the court-user women. The challenge is to enhance the trust in the judiciary”. The study finds the financial problem as the major barrier for women accessing justice. Report reiterated the need to have the integrated policy for mobilizing the different government funds established under various government bodies to ensure comprehensive service for the women victims of violence and discrimination, which the study report has also recommended. Likewise, another report of Ministry of Law and Justice and UNDP of 2018 claims that 81% of victims/survivors from marginalized groups still have lack of access to justice.

Women in judiciary in another alarming issues to promote women leadership and inclusion. A 2016 study revealed that 50% of Nepali citizens do not trust the criminal justice system and 87.7% of citizens were not aware of free legal aid service². Only 15%, 10% and 3% of women judges in supreme, high and district courts respectively³.

CSOs and experts working in A2J claim that no pro-bono culture of lawyers developed for legal aid services, not recognized and no incentives provisioned by government authorities.

Economic contexts and barriers

Women and girls carry on majority of the household chores and agriculture in the family working up to 16 hours in rural Nepal, which is counted as unpaid care work. Due to majority of male members are in abroad migration, women’s workload has been significantly increased. Indeed, women and girls always push back to access their rights, their opportunities, capabilities and choices, and hamper their empowerment due to involvement on unpaid and care work. Wage discrimination between male and female for the same work is hugely exists in agriculture, construction and even in many organized formal and private organizations. Women don’t have legal access to properties for accessing loan for business and social needs. Hardly, 18% have joint land registration in the name of husband and wife in urban and semi-urban areas. Officially, 4.68% Nepali women are working abroad as domestic worker getting exploited from source countries till destination. Women constituted only 23 % of the total civil servants (i.e. Out of 87753 civil servant 20,334 are women) as claimed by Report Called Representative Bureaucracy in Nepali Civil Service: Exploring the Encounters of Women, March 2020 by Anil Kumar Gupta, Gobinda Bhandari and Shushma Manandhar of Nepal Administrative Staff College.

²Baseline Study of Crime in Nepal, Ministry of Law and Justice, 2016, point 11, page 196 Chapter 3. Judiciary

³ Website reports of 2020 of <http://jcs.gov.np/supjustices>; <http://jcs.gov.np/supjustices>; <http://jcs.gov.np/highcourtjudges>

Political contexts and barriers:

The second constitution assembly promulgated the progressive constitution of Nepal in September 2015 and Nepal now became officially Federal Democratic Republic country in the world. According to the Constitution of Nepal-2015, Nepal restructured its governance from unitary to federal system with three level of governance structure such as 1 federal, 7 provincial and 753 local level governments. Since 2017, the elected representatives are ruling the local governments after 20 years of gap of local governments. Two third majority government of Nepal Communist Party has been governing the federal and provincial governments, which has established political stability and creating positive indications towards the development and access to fundamental rights as enshrined by the constitution. However, a few political parties and indigenous nationalities are still feeling left out, and demanding amendment in constitution to ensure their political and civic rights in a proportionate way.

Provincial and local governments have right to formulate the required acts, policies, procedures and guidelines in line with federal and provincial laws as well as manage the local resources to the benefit of their citizens. However, we can see the controlling or centralization mindsets among the three layers of government due to lack of decentralization of mandated power of local and provincial governments. It takes some years to set up transitional structure, policies and system in the province and local levels.

The constitution of Nepal-2015 has provisioned to represent women in all state mechanism by ensuring at least 33% representation. It is a great achievement to Nepal. First time, Nepal received very good percentage (around 41%) of women representation in all state mechanism (source: elected representative- MOFAGA 2018). Women's participation at the policy/decision making level at three tiers of governments is extremely negligible (i.e. less than 3%). The meaningful participation of women elected representatives in all decision-making mechanisms is very weak. No strategic approach to longer-term capacity building plans for women officials have been formulated by the governments due to not prioritizing this issue having patriarchal mind sets of the male rulers and decision makers. In overall, politically, women and marginalized communities are even made weaker to make them access their basic rights to meaningful participation in public spheres and very poor representation in every sector and walks of life.

2.1.2 Policy and Human Rights Contexts:

The constitution of Nepal 2015 guarantees the equality and non-discrimination on the "grounds of origin, religion, race, caste, tribe, sex, physical conditions, disability, health condition, matrimonial status, pregnancy, economic condition, language or geographical region, or ideology or any other such grounds. Further the Constitution adopts in its' directive principles of "embracing the norms and values of fundamental rights and human rights, gender equality, proportional inclusion, participation and social justice. Based on this constitution, various laws relating to respect, protection and promotion of rights of women and children have been enacted

and promulgated by the Parliament as well as process of formulating various policies, strategies and action plans is going on but in a very slow pace. Furthermore, the judiciary, the Supreme Court of Nepal has been judicially proactive and has been rendering landmark decisions and issuing directive orders pertaining to the rights of women and children. However, due to apathy on the part of the government and failure to comply with the directives and decisions of the courts, lack of effective implementation of existing laws and policies, and very slow progress to formulate policies to realize social, economic, cultural, political and civic rights, the overall human rights situation remains far from satisfactory since decades for the marginalized groups, women, and girls and sexual minority groups.

Women's equal dignity and human rights as human beings are enshrined in the basic Human Rights (HR) instruments of national and international laws. Nepal has become a party to various international instruments such as Universal Declaration of Human Rights (**UDHR**), Convention on the Elimination of All Forms of Discrimination against Women (**CEDAW**), International Covenant on Civil and Political Rights (**ICCPR**), Child Rights Convention (**CRC**), International Convention on the Elimination of All Forms of Racial Discrimination (**CERD**), International Covenant on Economic, Social and Cultural Rights (**ICESCR**), International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (**UNCAT**), Convention on the Rights of Persons with Disabilities (**CRPD**) that relates to the protection and promotion of rights of women and children. The rights of women are central to the vision of a democratic society. However, unfortunately the fine words of these instruments stand in sharp contrast to the daily reality of women in Nepal. Women and girl children are treated as commodities in cross-border prostitution rackets and are regular victims of GBV. Thus, above described situation and policy analysis confirm following gaps as well as need of following reforms to promote access to just to women and girls.

2.1.3 Existing Legal Provisions (policies/acts), Initiatives and Gaps related to women rights and girls, GBV, and sexual minorities

The following table shows the major provisions in the existing acts and policies and gaps regarding the rights of women and girls.

2.1.3 Existing legal provision (acts, policies) and gaps related to women rights and girls, GBV, and sexual minorities

Areas of Legal Provisions	Name/title of discriminated policies or acts or guidelines	Key positive provisions in existing acts and polices	Existing Gaps from women/human rights perspectives from national and international laws perspectives
Legal aid act for women and marginalized groups	<ol style="list-style-type: none"> 1. New Legal aid policy 2076 2. Legal Aid Act 2054 3. Legal Aid Rules 1998 Rule 6 states that the committee shall not entitle to free legal aid to any person who has the Annual income more than Forty Thousand. 	<ol style="list-style-type: none"> 1. Legal aid to both civil and criminal cases 2. Legal aid is fundamental right. 3. It recognized by judiciary and Nepal Bar Association and CSOs. 	<ol style="list-style-type: none"> 1. Income Threshold of below NPR 40,000 to less in current context where per capita income of Nepali is more than USD 1003 (approx. more than 125,000) in 2019, 2. Need of recommendation or evidence is difficult for survivors, that should be removed 3. Legal aid Act and policy is drafted from criminal point of view, there is not any provisions for legal aid for civil case. 4. No provision of legal aid from the initial and beyond the period of court case 5. Lack of information to public about legal aid act
Women Rights (rights to property)	<ol style="list-style-type: none"> 1. Civil Code 2075 	<ol style="list-style-type: none"> 1. Civil code chapter 3 provision of equal property rights for son and daughter upon parental property 2. As a fundamental right (constitution of Nepal) 3. There is some condition to get property while getting divorce. Civil code section 99(6) 	<ol style="list-style-type: none"> 1. Gender based discrimination provision on property rights i.e. condition to get property while processing divorce by woman. 2. Discrimination based on marital status. Widow women must return her property if she wants to get married again 3. There is some registration charge, court fee, <i>myadtamali</i> (incase opponent party would be notified through National Daily Paper). It should be free of cost for victims especially women. 4. If husband has no property and stable job, wife and children deprive from the property right and maintenance. 5. Difficult to receive land registration certificate (<i>lalpurja</i>) after winning the case by survivors. Survivors needs to pay money for <i>lalpurja</i>. Costly for poor women.
GESI act and Policy	<ol style="list-style-type: none"> 1. Constitution of Nepal 	<ol style="list-style-type: none"> 1. Article 18 of Constitution : right to equality 2. Article 38 3. Article 39 4. Article 40 	<ol style="list-style-type: none"> 1. No adaptation to encompass both de jure and de facto discrimination, direct and indirect discrimination in line with CEDAW, CERD, CRPD in comprehensive definition of discrimination in the Constitution 2. GESI action plan is not the part of national development plan. 3. Women from Dalit, Madhesi, and indigenous communities, from the religious minorities, women from geographically disadvantaged locations and women with disability have less representations in all sectors. Intersection among women has not taken into consideration in special measures.
Gender Based Violence (GBV) e.g. Child marriage, Polygamy, Rape, GBV, witchcraft, polygamy, suicide, acid attack, dowry, chaupadi, divorce	<ol style="list-style-type: none"> 1. GBV offence and punishment Act 2066 2. Civil Code 2073 3. Criminal code 2073 4. Sexual Harassment in workplace 2075? 	<ol style="list-style-type: none"> 1. The Country Criminal Procedure (Code) Act, 2017 ensures in-camera hearing proceedings in cases of human trafficking, GBV, violence against women, rape and cases related to husband and wife. 	<ol style="list-style-type: none"> 1. No proper enforcement of Country Criminal Procedures e.g. no regulation formulation yet. 2. The court procedures along with the pre-hearing procedures are no gender friendly and victim oriented, so that victims of sexual and gender-based violence can easily file complaints and get access to justice.

	<p>5. Human trafficking controlling and punishment Act 2064</p>	<p>2. Section 5 of GBV (Offence and Punishment) Act clearly states that interim protection order may be granted, however, it is seen that the no interim protection order is granted.</p> <p>3. Enactment of legislation for enforcement of Article 38(3), which guarantee the protection of rights of women against physical, mental, sexual or psychological or any kind of violence</p>	<p>3. No provision of providing mandatory training through the National Judicial Academy to all members of the judiciary, including members of Judicial Committees, and law enforcement officers on women's rights, as well as on gender-sensitive investigation and interrogation procedures in cases of GBV, in line with commitments made at the second cycle of the Universal Periodic Review (A/ HRC/31/9, para. 122.46)</p> <p>4. No adaption of a fast track process to hear the sexual and gender-based violence and human trafficking cases to effectively execute to implement decisions promptly.</p> <p>5. Formulation of Integrity Act and regulation is needed</p> <p>6. Need to formulate the Regulation against workplace sexual harassment act in order to ensure effective implementation of the Act</p> <p>7. Lack of proper victim protection mechanism to protect victims of gender-based violence and trafficking. Victims frequently retracted their witness statements following alleged threats by traffickers, perpetrators and social stigma.</p>
Child marriage	<p>1. Criminal Code</p>	<p>1. Prohibition of child marriage criminal code section 173</p>	<p>1. Priority given to customary practices rather than legal provisions for strict punishment and weak implementation of laws relating to prohibition on child marriage.</p> <p>2. lack of legal knowledge among parents and teenagers</p>
Human trafficking	<p>1. Human Trafficking and Transportation (Control) Act, 2007</p> <p>2. Human Trafficking (control) Regulations</p> <p>3. Foreign Employment Act</p> <p>4. Foreign Employment Regulations</p> <p>5. Crime Victim Protection Act 2075</p>	<p>1. Human Trafficking and Transportation (Control) Act, 2007 provides that if a person provides reasonable ground and requests the nearest police office for security against any type of retaliation for reporting to the police under Section 5 or providing statement on Chapter 35 court or remaining as a witness, that police office should provide any or all of the following protection measures to him/her: provide security during traveling in course of attending case proceeding in court, make arrangement to keep under police protection for certain period keep at rehabilitation center</p> <p>2. Country Criminal Code Procedure Regulation, 2018 states that the protection of privacy is to be ensured.</p>	<p>1. It's been almost a decade that the Supreme Court of Nepal has issued order to the government for enacting a separate law to regulate the entertainment sector. However, the government has not enacted any law till date. Similarly, the Guideline issued by the Supreme Court of Nepal to control sexual exploitation of women/girls in the sector has not been properly implemented</p> <p>2. The Anti - Human Trafficking law fails to include labor exploitation. Human trafficking law should be made comprehensive and labor exploitation should also be included in definition and must amended in line with Palermo protocol and federalism.</p> <p>3. Ratify the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children and incorporate it into the domestic laws to in line with international standards</p> <p>4. Use of degrading word like <i>besyagaman (prostitution) instead of Adult Entertainment Sector (AES)</i></p> <p>5. The legal framework of order for protection of victims, it has not been ensured as per the police due to the lack of financial and human resources to ensure such protection of the victims.</p>

		<ol style="list-style-type: none"> 3. Many provisions of Crime Victim Protection Act 2075 	<ol style="list-style-type: none"> 6. Lack of legal aid from initial period 7. Discretionary power to judge to provide compensation 8. No equal compensation 9. It has not explicitly mentioned about the educational needs, psycho-social counseling, medical treatment, and skillful training for trafficking victims. 10. Lack of legal provisions for income generating program for survivors
Citizenship related acts/guidelines	<ol style="list-style-type: none"> 1. Constitution 2. Nepal Citizenship Act 2064 3. Nepal Citizenship Rules 	<ol style="list-style-type: none"> 1. Article 11.2b: Any person whose father or mother was citizen of Nepal at the birth of such person. 2. Article 11.4 every child found in Nepal and whereabouts of whose paternity and maternity is not known shall, until the mother or father is traced, be deemed a citizen of Nepal by descent. 	<ol style="list-style-type: none"> 1. Difficult to confer citizenship to children in the name of mother if she unable to submit her husband's legal document. 2. Difficult to get citizenship, who has no property and permanent address to live 3. Discriminatory provisions that prevent women from acquiring, retaining and transferring citizenship on an equal basis with men in the Constitution particularly Article 11(5) 11(7), Citizenship Act (Section 8 (a)) and Rules and ensure the effective implementation of the law. 4. Unequal spousal right to transfer the citizenship on equal terms. 5. No ratification of 1954 Convention Relating to the Status of Stateless Persons and the 1961 Convention on the Reduction of Statelessness. 6. Article 11(5) has impaired the independent identity of women undermining them to confer the citizenship to their children when the father of the children remains unidentified. Terms such as "father not traced", would only bestow the concerned authority with sole discretion to interpret such statement based on their prejudice. 7. Article 11 (7) - Children born from a Nepali mother and a foreign father and who has permanently resided in Nepal and who has not acquired the citizenship of a foreign country can only acquire the naturalized citizenship, which is a discriminatory rule. Also, such naturalized citizenship is not issued by the Home Ministry. 8. Nepali women who marry foreigners before obtaining their citizenship certificates of Nepal are barred from doing so. This is a direct violation of Article 11(2) of the Constitution and amounts to an arbitrary deprivation of nationality.

			9. Nepalese men can convey their nationality to foreign spouses and their children, Nepalese women are barred from doing so.
Women and youth friendly enterprise policies (such as micro enterprise policies, access to loan for women and youth, unequal wages/salaries)	<ul style="list-style-type: none"> - Discriminatory practices of accessing loan for women and women-led business - Discriminations in wage - Micro entrepreneurship development (MEDPA) guideline of Department of Cottage and Small Industries (DCSI) - Women Entrepreneurship Development Fund (WEDF) 2015 	These policies are to be reviewed during 2021	<ol style="list-style-type: none"> 1. Theory and practice are different as skill certificate is not enough to get loan, financial institutions are not providing loan without collateral, women and youth are lack of such property. 2. No women and youth friendly enterprise policy (Act/Regulations) formulated yet 3. Lack of skills providing institutions in free of cost or nominal charges to women and school drop-out girls
Policies related to women and environment e.g. women's role in climate change policy 2076, DRR policies	<ol style="list-style-type: none"> 1. Disaster risk deduction and management Act 2074 2. Climate Change policy 2076 	1. National council for Disaster management is just formulated.	<ol style="list-style-type: none"> 1. Women and marginalized are not included in disaster management committees as per the policy and act's provision. 2. Gender responsive DDR and environmental justice should be in place.
Health, WASH related policies for women and girls to cope the impact of covid or similar health emergencies	Safe motherhood and Reproductive Health Right Act 2075 (2018)	This will be reviewed in 2021	<ol style="list-style-type: none"> 1. SRHR Act is not being implemented for long due to lack of regulation and awareness. 2. Maternal leave is not in line with other acts.
Any other relevant acts/policies of social, economic, justice rights of women and girls	<ol style="list-style-type: none"> 1. Voting rights related policies and acts 2. Law against dowry system 	To be reviewed in 2021	<ol style="list-style-type: none"> 1. Less exercise of voting rights by women as there are no special arrangements made for catering the needs of aged, pregnant and physically weak women to cast their votes easily. 2. Women and girls are not promoted to have meaningful participation in social and economic policy making. 3. Weak implementation and enforcement of law against dowry system. 4. Theoretically women have economic rights whereas they are not in decision making process practically. 5. Social justice is biased.

2.1.4 Development Priorities and Context of Government of Nepal and Donors

2.1.4.1 Development Priorities and Context of Government of Nepal:

Nepal Government has mainstreamed its strategies, program and development plans in line with SDGs and set the national goal "Prosperous Nepal, Happy Nepali". The 15th National Development Plan and strategies include human rights-based approach to the fundamental rights as enshrined in the Constitution of Nepal including poverty reduction, job creation, economic empowerment, social justice, social and geographical inclusion, effective service delivery, human rights and good governance. As per the Constitution of Nepal, 15th National Development Plan (2019/20-2024/25) and Development Cooperation Policy-2019 highlighted that all foreign aid flowing to Nepal will have to be transparent; aligned with the national interest and priorities; and reflected in the national budget.

Nepal has prioritized the different sectoral program as 'priority one', 'priority two' or 'priority three'. The priority one programmes receive resources even if there are sudden revenue shortfalls due to, for instance, the withdrawal of aid. In addition, Nepal government is focusing mainly for hardware and tangible activities in development as their priority to reduce the poverty and increase employment of targeted marginalized communities through economic empowerment. Software interventions such as human rights, good governance, advocacy, capacity building, awareness etc. are least priorities of the government despite of the fact that poverty and exclusion are high due to extremely poor governance and heavy politicization in development resources targeted for marginalized communities. This is against the spirit of rights-based constitution of Nepal and 15th national development plan, which is formulated from the human rights-perspectives to promote social, economic, cultural, political and civil rights of Nepali citizen with special focus to the marginalized and poverty-stricken groups.

The recent pandemic COVID-19 is the immediate action priority of GoN for 2020-21 along with more focus on health, agriculture, employment, and education sectors. National Planning Commission (NPC) is formulating plans and social protection policy to address the medium and long term social and economic impacts of covid-19 considering another 2-5 years perspectives focusing on employment, livelihood and social protections of marginalized women, girls, and communities, employment and entrepreneurship development. Similarly, government has no priority to legal aid funding and only focuses in system strengthening of judiciary. However, no focus on strengthening system too with very small budget to A2J sector i.e. a budget of 20 million NPR for 77 districts and only 54 districts have some system of legal aid existed.

2.1.4.2 Development Priorities of Donors in Nepal and Globally

In other hand, democracy and human rights are weak due to increasing rightist, and nationalist government in international and national politics and donor countries. Likewise, the funding is shrinking from institutional donors due to their priorities to focus on terrorism-military solutions, refugee and emergencies and disaster management. Donors intend to provide funds for climate induced resilient disaster preparedness and management, resilient livelihood, and economic empowerment. Soft issues like democracy and human rights are not promoted as expected due to the pressure and priorities of government of Nepal. At present, INGOs/donors are weak and

not influential due to government policies and transition to federal structure in Nepal and shrinking of global funding. The trends of fund raising will be completely changed after the impact of covid-19 in the donor countries. Only multilateral donors are supporting governments with their soft loans for covid-19 response and some operational cost of the government. Government capacity will be weak to ensure and deliver services related to basic human rights of its citizen including access to justice, and services related to social and economic rights. Due to weak governance, the direct impact will be at women and girls for accessing their social, economic, civil and political rights. Donors are not giving priority for funding to legal aid services and only focus in justice system strengthening, which delays the access to justice for marginalized groups.

National and International CSOs/NGOs will face additional funding crisis in 2020-21 due to impact of covid-19 to the citizen, corporate sector and governments at developed countries. Some big donors like USAID are focusing more to work with their home-country based development contractors rather than CSOs. Government always are raising the issues related to accountability and transparency of CSOs. The International Communities observe that Nepal has stable government and peace in comparison with Middle East, African countries and Bangladesh (Rohingya Crisis). Therefore, they wish to divert funding to those crisis countries. However, there is a big gap of resource to the capacity building of local governments and uplift the living condition of citizens in Nepal. At the micro level, donor's priority is more towards capacity building, advocacy and awareness mainly focusing to promote basic human rights of poor and vulnerable groups, improving governance and to some extent hardware and tangible activities in the sector of education, health, water and sanitation, disaster preparedness and management, resilient livelihood and DRR etc. Similarly, there is huge and unhealthy competition for raising funds from local and international donors due to presence of too many I/NGOs in Nepal and competitive grants procurement processes. In this context, CSOs like LACC should be very proactive and strategic to mobilize its local and external resources from local and external donors and show the tangible results at the rights-holders level.

2.1.5 Impacts of COVID-19 in Nepal's development and human rights sector

The first half of the year of 2020 and beyond is/will be exceptionally affected with the covid-19 (spread of novelcorona virus) and its economic and social impacts in Nepal and whole globe. The current pandemic COVID-2019 has created a big humanitarian and socio-economic crisis in Nepal and globally. All the government mechanisms from central to local level are actively working to contain the spread of the virus but it looks very difficult due to influx of more than 1.5 million returnee migrant workers from India and abroad entered to Nepal by June 2020. As per the analysis of economists and multinational donors (World Bank, IMF reports), the impact of this pandemic is more than the World War I and II. The prediction is that this will badly affect the socio-economic and political context, globally until at least two years directly and impacts may remain for another three to five years in the least developed countries like Nepal due to lack of its resources (mainly from the remittances) and capacity to respond timely.

Around 4.3 million Nepalese are outside the country as migrant workers. The main source of economy (with 30% contribution in GDP) of the country is remittance income from abroad migrants. As per media reports, 10 % abroad migrant worker already returned in the country after this pandemic and most of abroad migrant worker are losing their job in the destination countries too or having wages cut.

From the positive context perspectives, the returnee migrants can involve in agriculture, small scale enterprises, and construction field as laborers, which will contribute for sustainable development, peace and harmony in the family and nation. Government can implement mega projects (subject to soft loans or grants are available from multilateral donors) to create the jobs and grab this development opportunity. In addition, online businesses can enhance in all sectors specially, in education, health, banking, etc. However, these positive aspects will not be fulfilled until GoN is strategic and proactively work on this. However, due to internal conflicts of ruling parties, government and party both are not functioning well. Fortunately, some trade like food, medicine and grocery are doing good and remittance has not yet reduced due to increase in foreign exchange gain. However, if covid continues in 2021 too due to delay in accessing vaccines, Nepal will face a big economic crisis due to return of many migrant youth workers. This will create social problem and unbalance peace and harmony in the families, societies and country that may lead to unemployment, distress and human rights violations to women and girls, children. Corruption has increased in the name of covid response, and government already reduced and will reduce more budget for social sectors like education, health, access to justice etc. Main donor countries, private companies and individual donors will reduce or stop the funding for the development and humanitarian support via I/NGOs due to international economic crisis and unemployment. Depression, rape, suicide, child marriages and GBV have been increased substantially and will increase more, and access to justice system will not be in place adequately. Women and girls are more prone to violence than ever. Due to food insufficiency and unemployment, people may take negative coping mechanism such as robbery, murder, trafficking, entertainment sector, labor exploitation, property selling, etc.

Women and girls are now trapped and might trapped again in future due to covid-19 restrictions at home with their abusers, struggling to access services that are suffering from cuts and restrictions. Nearly 60 per cent of women around the world, work in the informal economy, earning less, saving less, and at greater risk of falling into poverty.

As markets fall and businesses close, public travel restrictions are on for many months, millions of women's informal and formal jobs have been closed. At the same time, as they are losing paid employment, women's unpaid care work has increased exponentially as a result of school closures and the increased needs of older people. These situations are combining as never before to defeat women's rights and deny women's opportunities. Teenage girls and boys out of school may never return. UN secretary general also warned all concerned to put the women and girls in the center of any planning and programming to response covid for short- and long-term perspectives. (Source: UN Secretary General Statement, 9 April 2020).

Governments and humanitarian organizations are not able to put women and girls at the center of their efforts to recover from COVID-19. Women participation in decision-making

power, target to women and girls in economy enhancement initiatives (cash transfers to credits and loans etc. are not yet approved by GoN) and social safety nets must be ensured and expanded. Gender equality and women's rights are essential to recover faster from this pandemic and to building a better future for all.

Global slavery Index report 2018, 1.73 lakh Nepal is under the modern form of slavery with 71% women. 24.9 % are in forced labor and 15.4% are forced for marriage/child marriage. CSOs are claiming that Child marriages will increase very high if covid-19 impact continues. Entertainment sector of Nepal has 17% are girls and majority have worst form of child labor. Access to health services related to covid, general health and reproductive and sexual health services like safer motherhood, safe abortion, and contraception is already low. Covid will badly impact the health of women, girls and children including increasing high change of infection of covid and other general diseases. Basic rights to health of women and girls will be compromised including accessing sexual reproductive health and rights including increasing rate of maternal and child mortality. Women rights CSOs like LACC needs to re-focus on their priorities for health rights of women and girls too. Sudurpashchim province and province-5 have many freed bonded labors including *haliya*, *kamaiya* and *kamlaris*, and landless Dalits, who will face additional poverty and violations of their basic human rights due to covid impact. Therefore promoting, protecting, respecting and fulfilment of the human rights of these groups are crucial challenges for all the development actors including women rights CSOs like LACC. The above contexts demands the need of re-focusing of the priorities of development actors like LACC for economic, social, civil and political rights to be relevant actor in the post corona era too beyond focus to access to justice for women and girls, and advocacy for rights of women, girls and sexual minorities.

Impact of covid in A2J sector:

This sector is not identified as essential services. Due to the nature of judicial processes, such as in-person participation in proceedings, the formal justice systems are not equipped to effectively function in the context of a 'shut down'. Already weakened justice system [as law enforcement agencies including court, local judicial committees and other justice mechanism] of Nepal is already unable in 2020 and will likely be unable to respond effectively, further compounding mistrust in the justice system in 2021 too if covid situation continues.

The pandemic and government's responses to it are having an unprecedented impact on the effective functioning of justice systems. Courts are closing, reducing or adjusting their operations, which can negatively impact the provision of timely and fair hearings, contribute to increased case backlogs, and lead to increased length of judicial and administrative proceedings. Certain groups, including women and children at risk of violence may be at particular risk. Government has focused on the health response, taking measures such as requiring non-essential workers to work from home to reduce the risk of spread of the virus. Due to the nature of judicial processes, such as in-person participation in proceedings, the formal justice systems are not equipped to effectively function in the context of a 'shut down'. Already weakened justice system [as law enforcement agencies including court,

local judicial committees and other justice mechanism] of Nepal will likely be unable to respond effectively, further compounding mistrust in the justice system.

As the government adopts emergency measures to address the crisis, they must continue to uphold the rule of law, protect and respect international standards and basic principles of legality, and the rights to access justice and due process. Emergency powers must be in line with constitutional (where applicable) and national legal frameworks, as well as international human rights obligations. Limitations on human rights and fundamental freedoms should be proportionate, non-discriminatory, time bound, strictly related to the containment of the contagion, and subject to review. Legal safeguards and oversight mechanisms must be in place to ensure that any derogation or restrictions/limitations of rights does not continue indefinitely, and that states protect and ensure human dignity and the rights of all people.

As per the LACC's own rapid survey on the impact of women and girls working in Adult Entertainment Sector (AES) carried out in also evident that *"during the lockdown period, justice mechanisms have not prioritized cases of GBV and access to justice hence further reducing avenues available to women ESWs for legal recourse"*.

2.1.6 Context of funding trends and future crisis:

The future funding trends of bilateral, private and individual donors of the developed countries will be impacted badly due to their own situation and priorities to cope the multifaceted impacts of Covid-19. However, positive side is that due to severe impact of covid-19 in Nepal, there is still greater possibilities of good funding support from few less impacted developed countries in Asia, Australia, Canada and Scandinavian counties including some faith based and humanity groups for social, economic development and protection of human rights during 2020-21 too. At the same time funding scenario from 2022 from developed countries and individual donors to Nepal will be as usual once their economy gets better. Government is also now promoting any foreign donors and INGOs supporting Nepal for livelihood, health, education sectors. Reducing funding will directly impact in claiming human rights of the women, girls and marginalized people. This demands for direct funding from foreign donors and private/corporate foundations due to government compliances. Secondly, the competition in fund raising is extremely high in Nepal due to presence of many I/NGOs. CSOs like LACC needs to think proactively and strategically in implementing its strategies for fund raising and diversifying resource mobilization from foreign donors as well as local donors and contributors too for sustainability.

2.1.7 Operational Space for Civil Society Organizations (CSOs) in Nepal:

As the Constitution of Nepal, every citizen has freedom to express opinion, assemble peaceably, form union and association, move and reside in any part of Nepal. Social Organizations Registration Act 2034 gives space to register and work as non-governmental organization, which is regulated by the Ministry of Home Affairs. Social Welfare Council (SWC) is an authentic government body to regulate the activities of NGOs from central level. National Planning Commission (NPC) has clearly recognized and foreseen the roles of CSOs and their role in promotion of social, economic, cultural, political and civic rights of marginalized and vulnerable groups in the development sector. The recent 15th National Development Plan has a goal to mobilize NGOs and INGOs for social and economic development by managing and ensuring accountability and transparency (*Source: serial no. 10.12, page no.375*).

CSOs have been playing vital roles for the development of Nepal. However, they have been facing many challenges such as accountability and transparency, mainstreaming of information management, blames for working in intangible interventions (awareness, advocacy, lobbying, networking, etc.), tangible results comparing to investments. This is because of CSOs being not able to document and highlight their contribution to Nepal's development and economy with their good models. This is also due to government's inability to monitor and punish those few CSOs (national and international, private sector promoted), who are unaccountable, and have political and other unconstitutional agenda. CSOs are working in all level of government structures i.e. federal, provincial and local. Still, there are some role confusion among the 3 tiers of government regarding management of CSOs. The very good aspect is the elected representatives in local, provincial levels are very positive and supportive to cooperate CSOs to uplift the social and economic condition of their citizens. Despite of this, there are more administrative hurdles and demands imposed by the federal government and push for more and more hardware projects and less software projects, which is not the case with sub-national governments.

Moreover, general perceptions towards NGOs/INGOs are not healthy and issues related transparency and impact of investments are questioned. NGOs therefore are compelled to coordinate and get approval from different level governments instead of one door system. Similarly, I/NGOs are also not able to showcase their good model development works and investments by showing clear relevance and contribution to national development plan in the face of government, political, media stakeholders, and general public. This kind of controlling practices and policies of government agencies has restricted rights or civic space of civil societies, grassroots civil groups and their freedom to inform and empower poor and vulnerable groups for basic human rights, people's issues, accessing government entitlements and services for them, and sometime having their critical approach to government's service delivery and policies. Human Rights CSOs like LACC also consider these new contexts of civic space while working with their rights holders, moral and legal duty bearers, and CSOs networks nationally and globally. Similarly, few NGOs have been persuaded by the authorities for the property details of board members and organizational properties demanded.

3. Organizational Review, Gaps and Lesson Learned:

3.1 Review of Strength, Weaknesses, Opportunities and Threats (SWOT Analysis)

<p>Strengths:</p> <ul style="list-style-type: none"> ❖ Dedicated, experienced and capable human resource including trained pool of legal experts/lawyers ❖ Bylaws, Policies (HR, Financial, admin), strategic plan and operational guidelines, good governance tools in place ❖ Board members and staffs from diversified field. ❖ Continuously leading as a most recognized legal service providing and women rights organization since its establishment at central to district level and exists even beyond external support. ❖ Working experience with by/multi-lateral donors e.g. EU, UNWOMEN, UNDP, USAID, DANIDA, DED, several INGOs e.g. OSF, Amplify Change ❖ Effective consortium/networking and partnership with Governments, I/NGOs, CSOs, ❖ Own office and good and gender friendly working environment facilities, expanded branch offices in 11 districts ❖ National/International access/recognition, National, district, grass-root level network ❖ Teamwork/participatory decision making via regular meetings ❖ Awarded with national and international awards e.g. N- Peace award, Search for Common Ground and AusAID awards, Millennium milestone maker including recognition by National Women Commission and Ministry of Women, Children and Senior Citizen ❖ Goal and vision driven (continued legal aid even without donor support) ❖ Diversifying areas of interventions e.g. on SRHR 	<p>Weakness:</p> <ul style="list-style-type: none"> ❖ Insufficient opportunities for additional capacity building of staffs as per fast changing working contexts ❖ Inadequate implementation of M&E system ❖ Inadequate reviews and learning platforms for staffs including reflections of annual planning and budgeting ❖ Inadequate performance review processes of staff by organization and monitoring/mentoring by managers ❖ Inadequate communication work for proper dissemination of the results and IT support for case documentation. ❖ Less focus to adopt of latest information and communication technologies, social media for visibility ❖ Less competitive in comparison with other like-minded NGOs ❖ No focus on economic empowerment support for survivors ❖ No phase out strategy of projects in place ❖ Lack of IT knowledge of employees including districts e.g. video conference, Skype, database, etc. ❖ Need to improve communication gap among staffs ❖ Need to maintain professionalism and personal behavior within and outside of the organization ❖ Lack of long-term provision of organizational emergency funds for legal cases
<p>Opportunities</p> <ul style="list-style-type: none"> ❖ Elected representatives and local governments are very positive for the rights of citizens and active in local level. ❖ Decentralization of program and projects at local level and easy to reach vulnerable people. ❖ Women rights is prioritized in national and international levels such as new constitution, SDG, CEDAW, UPR, Beijing +20 and various national action plans ❖ Enactment and amendment of gender friendly laws and policies in line with new constitution ❖ Different amendment acts are in process related to women's human rights and GBVs ❖ Legal cases are referred to LACC by government and NGOs ❖ Engagement as well as collaboration with high level committees like in ministries, women commission, justice system coordination committee ❖ National and international legal frameworks for human rights and women rights 	<p>Threats/Challenges</p> <ul style="list-style-type: none"> ❖ Lack of core funding from donors or own ❖ Less priority to free legal aid by government and donors ❖ Governments give less focus on civil cases- causing overburden to CSOs like LACC for legal aid service ❖ Hardware focused development work as pushed by GoN ❖ Donors do not provide overhead cost and no advocacy of CSOs for this, and promotes corruption ❖ Over control of government to NGO's work ❖ Security of staffs while dealing with perpetrators. ❖ Sustainability of services ❖ Donors are changing their priorities for economic development and COVID-19. ❖ Lengthy court and administrative procedures causing delays in timely decision ❖ Less coordination of interventions by other donors and NGOs- promotes duplication ❖ Limited funding (difficulties to continue working and establish office at districts) ❖ Bad Rumors – e.g. LACC takes money for case representations of its clients, unethical competitive environment ❖ Huge competition in raising funds for LACC programs/projects ❖ Lack of legal identity documents/vital registration of rights-holders ❖ Over expectation of people from NGOs e.g. allowance, service delivery, need to be changed ❖ New forms of cyber-crime and violence ❖ Weak implementation of policies ❖ LGBTI issues are still not well addressed

4. Stakeholders Analysis and their roles and support:

- **Friends (Supporters) with roles and contribution**
 - INGOs promoting Human Rights e.g. International Alert, OSF, Winrock International:
roles and support: technical, funding, capacity building and international issues-based networking and solidarity support
 - Donors e.g. EU, FCDO (foreign and common-wealth development office-UK, for DFID/UKAID), UN agencies, OSF, Amplify Change, World Bank, USAID etc.:
roles and support: technical, capacity building and funding support
 - Government agencies- police, courts, local governments, provincial governments, parliamentarians and their committees, national women commission, Ministry of law justice and parliamentary affairs, ministry of women national judicial academy, legal aid committees, judicial committees, National Human Rights Institutions- NHRC, women and Dalit commissions:
roles and support: partnerships, collaborations, coordination, funding/matching support in some interventions, and issue-based networking and solidarity.
 - CSOs/networks e.g. Nepal Bar Association, Women Human Rights Defenders, Women Security Pressure Group, National Network Against Girls Trafficking (NNAGT), ATTWIN, Sathi, CWIN, Maiti Nepal, FWLD, Civil Society Citizenship Network, Paralegal committees, Accountability Watch Committee (AWC), Legal Aid Network:
roles and support: joint work and collaborations, issue-based advocacy and networking at national and international level, leveraging resources and matching cost including referral services for survivors, technical support and capacity building support, moral support and solidarity
 - Private sector actors: National Business Initiative (NBI), women led businesses and networks e.g. FWEAN:
roles and support: funding support, promoting gender equality and social inclusion in businesses, funding support and solidarity
 - Academia: Nepal Law Campus (TU), Kathmandu School Law, National Law College, Professors/experts in justice sector:
roles and support: collaborations for evidence generation, research and advocacy, technical capacity building and networking and advocacy with global academia, interns support

- Media and journalists: Federations of Nepalese Journalist (FNJ), SancharikaSamuha (a professional group of 1200 women journalists), MAG media, Mahila Khabar, Radio Sagarmatha, Katipur FM, NTV:
roles and support: support in fact finding and reporting of HR violation cases, collaborations, networking and advocacy with CSOs, making government and all duty bearers accountable and promoting transparency
- **Neutral actors:**
 - Neutral policy makers and political parties on the issues of gender equality, human rights, and women and girls' rights
 - Political leaders- some political leaders who doesn't support progressive and human rights issues
 - General public having less concerns on such issues**Strategies:** work closely with these actors and promote transparency and continuous engagement
- **Challengers of the women and girls' rights and human rights**
 - Human Rights perpetrators/violators
 - People and institutions that promote corruptions and don't follow rule of law
 - Actors and individuals who believes economic, social, cultural, civic and political rights are not exercised by women, girls and marginalized communities
 - Groups promoting patriarchy and feudalism e.g. hardcore faith-based leaders, men and women, agencies and formal and informal institutional perpetuate stereotypes
 - Political leaders against human rights and property rights, equality
 - Service providers/duty bearers against soft (value-based) issues, human rights, empowerment and capacity building issues
 - Corrupted officials
 - General public and elites promoting patriarchy and against women's freedom especially women/men/boys having stereotypes mindsets**Strategies:**engage with them strategically with long term intervention approaches and use of multi-facet approaches, sensitization and education, promote transparency and models, social harmony and conflict sensitivity approach e.g. do-no-harm approach

5. Vision, Mission, Values and Goals

5.1 Vision:

Creation of an equitable and just society

5.2 Mission:

LACC is an active civil society organization in establishing rule of law, non-discriminatory society, and upholding rights and dignity of women and children, gender and sexual minorities, differentlyabled people and marginalized communities through promotion of access to justice, women empowerment and protection of women/human rights.

5.3 Values & Principles of LACC

Key Values:

- ✓ Good Governance
- ✓ Social Service oriented /Voluntarism
- ✓ Participatory &team leadership
- ✓ Professional commitment
- ✓ Democratic
- ✓ Decentralized approach
- ✓ Partnership, Collaboration and Networking
- ✓ Non-partisan
- ✓ Respect for Human Dignity and Rights
- ✓ Rights based commitment
- ✓ Integrity & Ethical
- ✓ Gender Equality and Social Inclusiveness
- ✓ Innovative and growth mindset perspectives

Guiding Principles

- ✓ **Equitable Society:** LACC activities will be geared towards contributing to establishment of equitable society by addressing prevailing issues of gender, caste and ethnicity, race and religions discriminations
- ✓ **Human Rights-based Approach:** LACC strategies and interventions will be focused and contribute towards protection, promotion and fulfilment of basic human rights of women, men, girls and boys, andgender and sexual minority persons from marginalized communities by making legal duty bearers and moral duty bearers accountable.

- ✓ **Protection of Rights of Specific Groups:** LACC programs and strategies strive to protect and promote rights of women and children from Dalits, people with disabilities, indigenous/janajatis, Madhesi, sexual minorities during peaceful and humanitarian crisis time.
- ✓ **Elimination of Gender-based Violence:** LACC strongly believes that GBV is a human right violation and stands for reducing all forms of GBV to protect the rights of women, girls and children and sexual minorities.
- ✓ **Economic Empowerment and Life Skills:** LACC firmly believes that without economic empowerment and life-skills of women and girls, we can't address immediate survival needs of helpless survivor women and children and thereby ensure access to justice and rights for women and children.
- ✓ **Transparent and Accountable:** LACC will maintain transparency of its policies, programs, operations and budget to the stakeholders at all levels and be accountable to its interventions and results.
- ✓ **Political Non- alignment:** LACC firmly believes that its strategies, policies and programs are designed and implemented without any alignment or influence of political parties or their principles at any levels of operations.
- ✓ **Promotion of sustainable peace:** LACC strongly believes that women and children can play important role in promoting the culture of peace and equality. With this backdrop, LACC will design and implement activities related to promotion of roles of women and children in peace, social harmony and equality as a part of its conflict sensitivity approach.
- ✓ **Protection of human rights during emergencies and disasters:** LACC strongly believes that during different natural and human-made disasters, the most affected population are women and children from marginalized communities. During earthquake time of 2015 or current context of corona virus crisis of 2020 or post-corona era, to be a relevant and accountable actor, LACC always advocates for the protection of women and children, and vulnerable communities from the perspectives of human rights, their meaningful participation, and access to state services and provisions.

5.4 Overall Strategic Goal

Respect, protect, and promote human rights and dignified life of women, children, differently abled people, and sexual minority persons from marginalized communities

5.5 Strategic Objectives

1. Promote access to justice of women, and children, differently abled people, gender and sexual minorities, and marginalized communities through providing legal services, organizing advocacy, and linkages with duty bearers
2. Respect, protect, and promote social, economic, civic and political rights of women, children, differently abled people, gender and sexual minorities, and marginalized communities through awareness, empowerment, support services for model development, and advocacy and networking initiatives with like-minded stakeholders
3. Enhance critical understanding, advocacy, and mainstreaming of environment and climate change for resilient development to reduce its impact in the lives of women and children
4. Strengthen LACC as a responsible, accountable, and recognized national level resourceful CSO for the protection and promotion of legal, social, economic, environmental, civil and political rights of women, children, differently-abled people, gender and sexual minorities, and marginalized communities in partnership with other CSOs and actors.

5.6 Strategic Themes and Thematic Priorities

❖ **Access to Justice (SDG-16)**

Key Priorities Areas:

- Access to justice to GBV survivors
- Prevention and Response (legal aid) to GBV survivors
- Legal Awareness and Empowerment
- Research and Policy Advocacy
- Transitional Justice

❖ **Human Rights of Women and Children, Gender and Sexual Minorities, Differently Abled People (SDG Goal-5)**

Key Priority Areas

- Women and girls' human rights
- Sexual and Reproductive Health and Rights (SRHR)
- Anti-Human Trafficking
- Labor and migrant workers' rights
- Legal identity and citizenship rights
- Meaningful participation of women in decision making

❖ **Environmental Impact on Women and Girls (SDG Goal-13)**

Key Priority Areas

- Capacity building on impacts of environment, climate change, disaster in the lives of women and girls, and marginalized groups
- GESI responsive disaster risk reduction
- Evidence-based research and policy advocacy for gender responsive DRR and emergency response
- Women and girls in Disaster Risk Reduction (DRR)
- Women and girls in Disaster/Pandemic/Emergency Response

❖ **Organizational Development of LACC for accountable and resource organization (SDG Goal-16)**

Key Priority Areas

- Establishing and implementing Monitoring, Evaluation, Accountability and Learning (MEAL) system and procedures for programs and organization as a learning and accountable organization
- Visibility and branding/profiling of LACC and its impacts
- Capacity building of staffs and board members
- Resource Mobilization and Sustainability (internal and external)
- Standard Operating Procedures (SOPs) for safety, security and risk management including financial risks
- Strengthening Partnership and networking with like-minded CSOs

5.7 Mainstreaming (cross-cutting) issues to all strategic themes

- ❖ Gender Equality and Social Inclusion
- ❖ Climate and Environmental Resiliency
- ❖ Conflict Sensitivity in programming and implementation
- ❖ Protection of human rights during peace time and emergencies

5.8 Targeted Groups & Geographical Focus

5.8.1 Primary and Secondary Target Groups

Primary targeted rights holders	Secondary target groups (moral and legal duty bearers)
❖ Women, girls from marginalized communities, and differently abled people, affected by violations of human rights, gender-based violence, violence against women, gender and caste-based discrimination and deprived of social, economic, cultural, civic and political and environmental rights	❖ Govt. officials from judicial and quasi-judicial bodies, law enforcement agencies such as police (women police cell), lawyers, judges, schoolteachers, para-legal workers at all tiers of governments
❖ Returnee migrant women and youth affected by human rights violations	❖ Men and boys, faith-based leaders and traditional healers, religious and community leaders
❖ Women and Girls and marginalized communities affected by human conflict, crisis, natural disasters, and climate change impact	❖ Policy makers and parliamentarians; Govt. officials from ministries, and departments of federal and provincial levels; Officials of local governments and line agencies;
❖ Persons and groups from sexual minority groups (LGBTIQ) affected by human rights violence, and deprived of social, economic and environmental rights, and human crisis, conflicts and disasters	❖ Representatives from likeminded CSOs networks, UN, donors, INGOs, media, academia, political parties
❖ Women and men human rights defenders (HRDs) and human rights CSOs from marginalized communities	❖ Activists and HRDs, s/heroes, champions, artists, celebrities at all levels

5.8.2 Geographical focus

- **National Level (mainly for policy advocacy, networking and solidarity)**
- **Provincial Level**
 - i. Province no 2 and Sudurpashchim Province- 1stpriority
 - ii. Lumbini Province no 5, Bagmati and Province no-1 –2nd priority
 - iii. Gandaki and Karnali Provinces- 3rdpriority
- **Local Level:** according to provincial priority

Network: Strategic Objectives, Outcome Indicators and Key Program Interventions/ Activities

Access to Justice (SDG Goal-16)	Protect Human Rights of Women and Girls, Sexual Minorities (SDG Goal-5)	Reduce Environmental Impact on Women and Girls (SDG Goal-13)	Organizational Development as accountable and resource CSO (SDG Goal-16)
Strategic Objective:1:	Strategic Objective:2	Strategic Objective:3	Strategic Objective:4
Access to justice of women, differently abled people, sexual minorities, and marginalized communities through services, organizing linkages with duty	Respect, protect, and promote social, economic, civic and political rights of women, children, differently abled people, gender and sexual minorities, and marginalized communities through awareness, empowerment, support services for model development, and advocacy and networking initiatives with like-minded stakeholders	Enhance critical understanding, advocacy, and mainstreaming of environment and climate change for resilient development to reduce its impact in the lives of marginalized women and girls	Strengthen LACC as a responsible, accountable, and recognized national level resourceful CSO for the protection and promotion of legal, social, economic, environmental, civil and political rights of women, children, differently abled people, gender and sexual minorities, and marginalized communities in partnership with other CSOs and actors.
Reporting and of cases of human rights violation Workers receiving justice Policies/laws enacted, and amended and implementation of laws Accessing referral	<p>2.1 Increased meaningful participation of targeted groups decision making structures and election mechanism like legal aid committees, judiciary, CSOs etc.</p> <p>2.2 Improved decent work conditions of workers</p> <p>2.3 Reduced cases of GBV, discrimination and human trafficking</p> <p>2.4 Increased critical mass and networking of women and other marginalized groups for promotion of HR.</p> <p>3. No of policies amended and effective implementation related to Human Trafficking and Legal Identity and Citizenship, women rights</p>	<p>3.1 Identified the field of intervention through research and analysis</p> <p>3.2 No. of community people and activists, CSOs made aware on climate change and how it affects to marginalized including women and children</p> <p>3.3 Initiated advocacy intervention based on research for gender responsive DRR</p>	<p>4.1 Improved performance of staffs and board members</p> <p>4.2 updated MEAL policies and systems in place and implemented</p> <p>4.3 LACC is perceived, and recognized as resource organization for A2J, human rights and accountable CSO</p>
Services and Study Building of stakeholders Capacity and Networking Mobilization and	<p>1. Research and Study</p> <p>2. Capacity building of stakeholders</p> <p>3. Policy Advocacy and Networking</p> <p>4. Community Mobilization and awareness on human rights</p> <p>5. Access and linkages of rights-holders to government services</p>	<p>1. Enhance critical understanding, advocacy, and mainstreaming of environment and climate change for resilient development to reduce its impact in the lives of women and children</p>	<p>1. Organizational development (strengthening governance, policies and MEAL systems)</p> <p>2. Capacity building of staffs and board members</p> <p>3. Improving organizational working environment (physical and emotional)</p>

		<p>6. Economic empowerment of rights-holders linking and accessing services from govt and non govt service delivery actors</p>	<p>3. Capacity building of stakeholders 4. Policy Advocacy and Networking 5. Community Mobilization and awareness on human rights 6. Access and linkages of rights-holders to government services</p>	<p>5. Networking and Fund raising</p>
Major Activities	<p>Legal services:</p> <ul style="list-style-type: none"> - Legal Aid, - Community and Court Mediation, - Para legal services, - Transitional Justice (TJ) services 	<p>Policy Advocacy:</p> <ul style="list-style-type: none"> - Development of policy briefs and position papers for the advocacy on issues of women and girls - Policy advocacy on GBV - Capacity building on GBV, - Policy Advocacy on Gender Based Discriminations (GBD), - Policy advocacy and Economic, Social and Cultural Rights (ESCRs) of women and girls - Advocacy on Sexual and Reproductive Health and Rights (SRHR) and women and girls' rights - Advocacy and campaign on rights to participation in decision making processes - Policy Advocacy on Caste Based Discriminations (CBD) - Policy Advocacy on Customary practices and social norms against Human Rights 	<p>Research and Policy Advocacy:</p> <ul style="list-style-type: none"> - Study and research on the impact of women, and children due to environment and climate change - Policy briefs and position papers for advocacy - Policy advocacy and campaigns on women and environment - Networking and collaborations with like-minded actors 	<p>Organizational policy updates and development:</p> <ul style="list-style-type: none"> - Development of LACC strategic plan, advocacy plan and fund-raising strategy - Thematic program strategies on Legal aid, RNA, Organization and Management (O&M) development - Update LACC financial, admin policies in line with new context - Local partnership guideline - MEAL systems and procedures and implementation - Communication Guideline for advocacy and visibility of LACC works - Fund raising and mobilization guideline/strategy - Develop service provider satisfaction assessment mechanism and implement
	<p>Research and study on access to justice to women and girls</p>	<p>Social mobilization and local advocacy for access to social and economic, civil and political rights/entitlements/services for women and girls e.g. services related to education, SRHR services, health, WASH, livelihood</p>	<p>Assessment of social , educational, health and other services with given standards and norms</p>	<p>Organizational capacity gap assessment of staffs and board members</p>
	<p>Advocacy on Access to Justice (A2J)</p> <ul style="list-style-type: none"> - Public interest litigations (PILs) - Campaigns for access to justice, and TJ - Media mobilization 	<ul style="list-style-type: none"> - Policy advocacy on anti-human trafficking laws and their effective implementation - Referral services for trafficked persons - Media mobilization 	<ul style="list-style-type: none"> - Media mobilization 	<p>Strengthening Work Environment:</p> <ul style="list-style-type: none"> -Improving covid adaptative IT infrastructures and office assets/equipment -Psychosocial support to staffs

				-Staffs Insurance and risk management measures
	Capacity building of stakeholders on legal aid and access to justice:	Capacity building of stakeholders on social, economic, civil and political rights of women, girls and sexual minorities	Capacity building of stakeholders on critical understanding of impact of climate/environment on women and girls	Capacity building of staffs on: -thematic, organizational and financial and procurement, Human Resources, Staff development and Organizational Development
	Referral services: Linkages, networking and coordination with like-minded organizations for health, psychosocial counselling, social support, security, shelter, food/economic empowerment services within the shelters/rehab centers to survivors	Legal empowerment: - School advocacy to girls' rights on behavior reaction changes with age, sexual harassment, Menstruation Hygiene and Management, Martial provisions reactions, Dowry, pregnant conditions and child caring	- Linkages and coordination and networking with climate and environment resource organization like Prakriti Resource Centre	Appointment of focal person with gender-based rights with socio-economic development and empowerment
	Community Awareness: - Women empowerment - Mobile camps - IEC materials development	Economic empowerment support to survivors of GBV and other human rights violation: -Promoting access of economic rights to survivors - Livelihood and enterprise start up supports (seed money, training, equipment, loans) to the most vulnerable victims of GBV and CBD, trafficking, poverty	-Women cooperative development for livelihood and entrepreneur development -Feminist leadership and capacity development program -Pressure group formation and mobilization	
		-Studies and research related to the social-economic situations and impact of current policies on women and girls	- Policy advocacy on thematic issues	

5.10 Working Approaches/Strategies

LACC is a human rights organization and policy advocacy organization. That's why it needs to adopt various strategic approach while working range of human rights eco-system actors or stakeholders to influence at all levels. Below are few key approaches that are essential for all types of interventions and initiatives of LACC while working right-holders level and policy advocacy level.

Programmatic/Thematic Approach: LACC's learning is that the standalone project/intervention/initiative don't bring the synergetic impacts at all levels. It is also needed to address the issues of rights-holders and stakeholders at all levels for

sustainable change through integrated strategies and activities. LACC, therefore, promotes programmatic or thematic approach in each theme as well as promote complementary within three themes. This will also create synergy within various strategies and intervention within the theme and among 3 inter-related themes and contribute each other for great impact at all levels.

Human Rights Based Approach (HRBA): From the experience and considering new context of the development strategies, LACC perceives that development services and activities should no longer a charity but a fundamental human right of every citizen, mainly to the most marginalized communities. LACC, therefore, adopts right based approach (RBA) as a key approach for its operations, programming, empowerment of the rights-holders and making duty bearers accountable. RBA reduces dependency of rights holders to external agencies, promotes own duty and accountability of the legal and moral duty bearers for sustainable change and dignified life of women, girls and sexual minorities. LACC therefore **empowers** right-holders, **mobilizes** their CSOs and networks for collective advocacy and raising voices, and **conduct strategic advocacy and engagement** with duty bearers to ensure their **accountability** towards the enjoying fundamental rights of the rights-holders.

Partnership, Networking and Collaborative Approach: LACC believes that development problems or violations of human rights can't be solved with efforts of one NGO or few organizations nor it is a responsibility of one or few CSOs or duty bearers. This is a collaborative effort of all concerned stakeholders of the eco-system i.e. rights holders, moral duty bearers and legal duty bearers- that consists of all concerned stakeholders from government, business, CSOs, individuals and community groups. As envisaged in this strategic plan and as RBA organization, LACC works closely with duty bearers (government agencies), right holders, and like-minded organizations and networks in the sector of human rights, access to justice, climate change and resilient development human rights. These are complex sectors, where LACC can contribute little but if it works together with other actors, the impact is achieved faster, bigger and sustained too. LACC involves these stakeholders in all phases of its programming from needs assessment, design, and implementation till sustainability of the programs /results.

Men and boys Engagement Approach: LACC's approach for sustainable change believes that without critical awareness and sensitization of men and boys on the barriers faced by women and girls, laws and social norms as an issue of family or society; the gender equality, rights of women and girls, and sexual and reproductive health and rights (SRHR) can't be achieved and

sustained. So, LACC therefore always focus both men and boys as a key stakeholders or moral duty bearers as one of the key strategies for societal change in all phases of the interventions related to women's social and economic empowerment, advocacy work and access to justice. LACC has witnessed some success cases, where men are the most important change agents and supporters to create women friendly inclusive home and society.

Evidence Based Strategic Advocacy Approach: LACC uses proven evidences of the positive impacts of its development model interventions from the community, fact finding mission and context analysis and research of problems, and policy gaps in its advocacy plans for great impact and faster result. LACC conducts strategic advocacy focusing three aspects of the advocacy from CSO and human rights i.e. a) policy making/reform, b) policy implementation, and c) policy monitoring. LACC believes that without evidences, the advocacy will be not be strategic advocacy, convincing for duty bearers and don't bring the desired positive results. This helps to replicate the best practices and most importantly to reform the existing polices and their effective implementation.

Gender Equity and Social Inclusion with focus to inter-sectionality approach: LACC always promotes inclusion of women and men, and socially and economically excluded marginalized communities such as Dalits, ethnic minorities, Madhesi, people with disabilities and sexual minorities in its all phases of program cycle. Additionally, from this strategic period onward, LACC will also focus with extra efforts on inter-sectionality approach to target the most marginalized women, girls among the marginalized groups e.g. from socio-economically vulnerable, sexual minorities, people with disabilities. This promotes diversity among target groups, so that, the most vulnerable section of the society will be benefitted from the LACC programs.

Conflict Sensitive Approach/Do No Harm

Human rights programs are always highly prone to increase conflict among project stakeholders while addressing power dynamics between rights-holders and duty bearers. RBA is a peaceful approach to development and claiming rights. So, LACC is always sensitive to potential conflicts from all phases of program cycle and plans mitigating measures and strategies to reduce potential conflicts by promoting Do-No-Harm approach, promote social harmony, peaceful approach, and non-discriminatory approach among target groups.

5.11 Key potential risk analysis and mitigating measures

Political instability->apply conflict sensitivity approach, transparent and PR with stakeholders, compliant in line with government, flexible in planning

Covid/Pandemic and Climate and other disasters-> strengthening work environment, data protection, use of digital means, advance planning, virtual meeting, SOPs for emergencies

Shrinking civic space-> evidenced based work, advocacy, effective collaboration and transparency with local and all tiers of government, media mobilization, improve public relation and visibility, work via networks, improve compliance and accountability

Shrinking funding landscape->promote pro-bono services by lawyers, collaborate with 3 tiers of govts, promote case sponsorship approach, local fund-raising campaign, volunteer mobilization

Lack of required capacity for future trend-> capacity building and promote learning on new concepts of program and organizational development, financial and donor compliances

Risks as HRDs->self-defense training, ensure SOPs for safety and security, staff's insurance, prevention from organizational system hack, use of digital technology



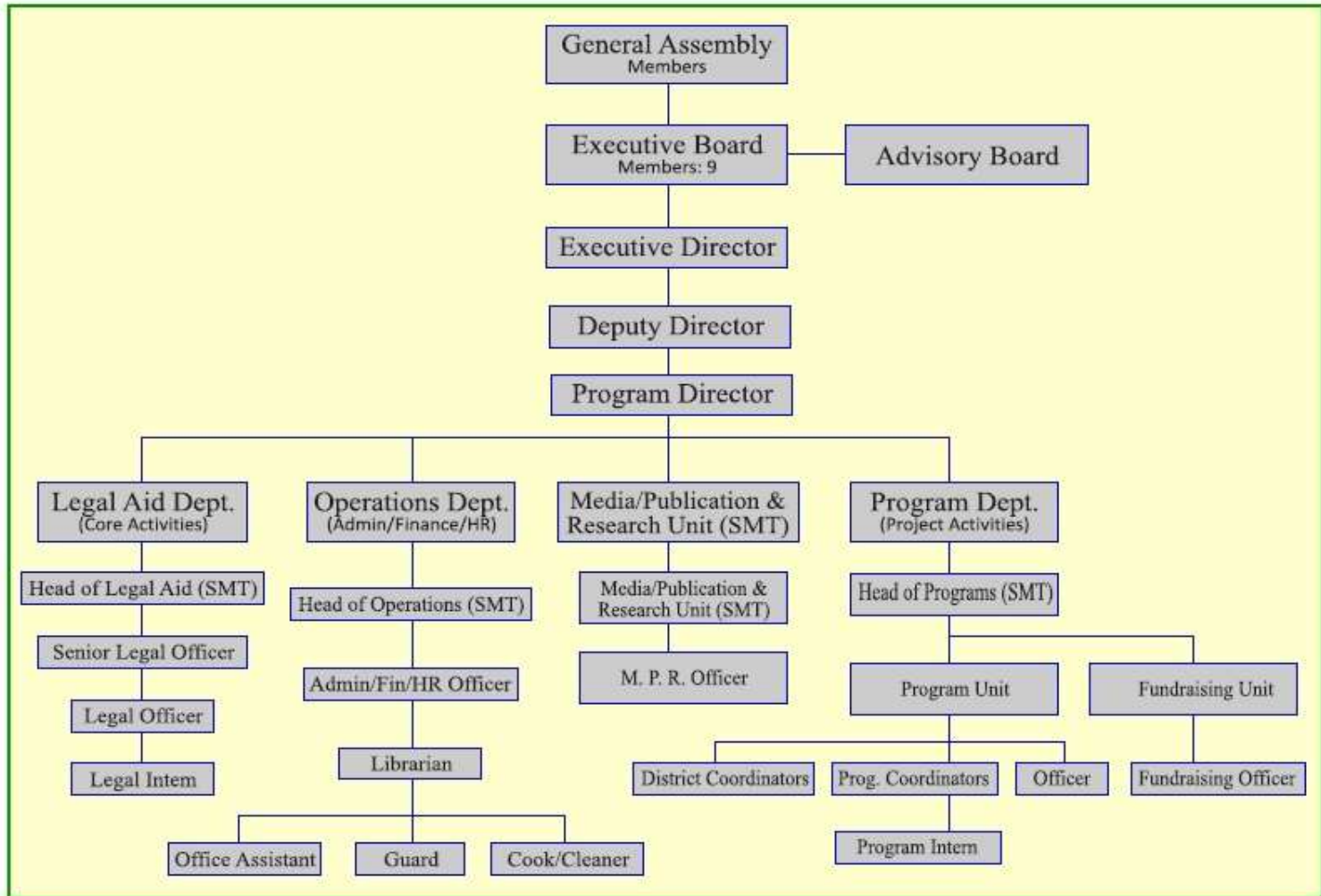
6. Organizational Governance and Policies and Systems

S.N.	Policy Name	Date of endorsement
1	Statute of Legal Aid and Consultancy Centre	2050
2	Human Resource Policy	2018
3	Accounting Manual and procedure	2014
4	Financial Policy	2020
5	Code of Conduct	22, December 2017
6	Safeguarding (Anti sexual and Unlawful policy) Policy	2019
7	Membership guideline	2075
8	Gender Equality and Social Inclusion (GESI) Policy	2018
9	Anti Corruption and Whistle Blowing Policy	2019
10	Conflict of Interest (COI) Policy	2018
11	Safety and Security Policy	2019
12	Mediation Procedure	2074

7. Organizational Chart/ Organogram -



Legal Aid & Consultancy Centre (LACC)
Organisational Structure - 2018



8. Strategic Budget Summary

Budget heads	LACC Budget	Budget from Project (Amplify)	Budget from Project (Winrock)	Budget from Project (OSF)	Budget from Project (NWC)	Budget from Project (UNW)	Budget from Project (UNDP)	Total Budget
	NRS	NRS	NRS	NRS	NRS	NRS		NRS
1 Personnel								
1.1 Salaries to organizational staffs /programe staff	4,050,000.00	4,065,000.00	1,562,605.00	2,039,283.00	1,479,000.00	3,912,000.00	630,000.00	17,737,888.00
1.2 Annual benefits PF and gratuity	742,300.00	745,114.00	286,431.00	-	-	-	109,980.00	1,883,825.00
1.3 Annual benefits -Dashain allowance	337,500.00	338,750.00	111,462.00	-	-	-	49,980.00	837,692.00
1.4 Accidental Insurance	30,000.00	-	-	-	-	-	-	30,000.00
1.5 Staff training	50,000.00	-	-	157,750.00	-	-	123,500.00	331,250.00
Sub Total -1	5,209,800.00	5,148,864.00	1,960,498.00	2,197,033.00	1,479,000.00	3,912,000.00	913,460.00	20,820,655.00
2 Administrative Expenses								
2.1 Advertisement and Publications	150,000.00	200,000.00	214,000.00	100,000.00	-	720,000.00	390,000.00	1,774,000.00
2.2 Renewal Charges	50,000.00	-	-	-	-	-	-	50,000.00
2.3 General Assembly Expenses	100,000.00	-	-	-	-	-	-	100,000.00
2.4 Board Meeting Allowance	200,000.00	-	-	-	-	-	-	200,000.00
2.5 Books and Periodicals/Newspapers and Magazines	100,000.00	-	-	-	-	-	-	100,000.00
2.6 Repairs and maintenance of equipment, tools and computers	80,000.00	-	-	-	-	-	-	80,000.00
Sub Total -2	680,000.00	200,000.00	214,000.00	100,000.00	-	720,000.00	390,000.00	2,304,000.00
3 Office Expenses								
3.1 Office Rent(Dist Office)	-	-	-	-	-	-	-	-
3.3 E-Mail & Internet, Telephone	150,000.00	-	-	-	-	-	-	150,000.00
3.4 Water and Electricity	180,000.00	-	-	-	-	-	-	180,000.00
3.5 Utilities and local traspotation	180,000.00	271,236.00	225,126.00	207,000.00	180,000.00	1,493,765.42	-	2,557,127.42
3.6 Office Supplies/Materials	150,000.00	-	76,434.00	-	-	-	-	226,434.00
Sub Total -3	660,000.00	271,236.00	301,560.00	207,000.00	180,000.00	1,493,765.42	-	3,113,561.42
4 Other external services								
4.1 Remuneration to auditor	100,000.00	-	-	-	-	-	-	100,000.00
4.2 Banking costs	50,000.00	-	-	-	-	-	-	50,000.00
4.3 Consultancy/Fundraising cost	200,000.00	-	-	-	-	-	-	200,000.00
4.4 Evaluation internal/ External Evaluation(SWC)	100,000.00	200,000.00	-	110,000.00	-	-	-	410,000.00
4.5 Seminars, conferences and exchange activities	50,000.00	-	-	-	-	-	-	50,000.00
4.6 Other Organization Development costs	100,000.00	-	-	-	-	-	-	100,000.00
Sub Total -4	600,000.00	200,000.00	-	110,000.00	-	-	-	910,000.00
5 Programme cost								
5.1 Legal Aid Services	200,000.00	-	-	100,000.00	-	-	440,000.00	740,000.00
5.2 Awareness through Radio and social media	50,000.00	200,000.00	-	-	-	-	1,300,000.00	1,550,000.00
5.3 Coordinaion meeting and other program cost	50,000.00	4,824,725.00	2,521,753.00	826,250.00	-	20,619,506.00	340,000.00	29,182,234.00
Sub Total -5	300,000.00	5,024,725.00	2,521,753.00	926,250.00	120,000.00	20,619,506.00	2,080,000.00	31,472,234.00
Total Annual Budget	7,449,800.00	10,844,825.00	4,997,811.00	3,540,283.00	1,779,000.00	26,745,271.42	3,383,460.00	58,620,450.42

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