



REPORT DWD INSTITUTIONAL AUDIT DISSEMINATION WORKSHOP

Organized by:

**Department of Women Development (DWD)
Ministry of Women Children and Social Welfare (MWCSW)
Government of Nepal**

August 2008

CB-GEEOW
TA 4767-NEP

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Institutional Audit of DWD – Dissemination Workshop

I. INTRODUCTION

A half day Institutional Audit – Dissemination Workshop was organized and held on August 19, 2008, where 75 representatives from line ministries, donor agencies, ADB/ I/NGO, National Bank and MWCSW participated. The workshop was chaired by Mr. Punya Prasad Neupane, Secretary of MWCSW and facilitated by Mr. Prithu Raj Tiwari, Section Officer of DWD (Annex A).

1.1 Opening Remarks

Mr. Punya Prasad Neupane, Secretary, MWCSW formally opened/ inaugurated the workshop and highlighted the CBGEEOW capacity building programs and activities. He briefly outlined the Capacity Building for Gender Equality and Empowerment of Women (CBGEEOW) Project and its managing organization World Education Australia (WEAL). He added that the preparation of Institutional Audit Report is one of the major activities of CBGEEOW project.

Moreover, Mr. Neupane clearly defined “being part of the mainstream to mean having equitable access to society’s resources including socially valued goods, opportunities, and rewards. Additionally, it is an equal participation in influencing what is valued, in shaping development directions and choices, and distributing opportunities.

He remarked that the workshop was designed to disseminate the major findings and recommendations of the institutional audit of DWD and to share the DWD programs, achievements and strategies with donors and other stakeholders.

Mr. Neupane expressed the hope that this workshop would have useful impression in fulfilling the efforts of DWD on gender mainstreaming in all the development projects and programs at district level as a gender focal agency (GFA).

1.1 Welcome Address

Mr. Ratna Kaji Bajracharya, Director General of DWD, gave the welcome remarks and acknowledged the participants’ representation of different government, donor, I/NGO and the growing body of experience, knowledge and expertise on how the gender mainstreaming can fit with the realities of the development programs and projects in Nepal. He began his welcome address by setting the context for the workshop and added that it was a wonderful opportunity for DWD to host such an event. He highlighted the issues of addressing gender mainstreaming (GM) and that Government of Nepal is fully committed to adopting GM in its successive development plans and annual plans. He highlighted the need to be clear about how to integrate GM in all the development plans and programs to achieve results and to bring about positive change. He also expressed that DWD had put considerable efforts into advocacy and lobbying but the result was not as successful as anticipated. (Annex B). He highlighted the three major objectives of the workshop:

15. To share the major findings and recommendations of the Institutional Audit of DWD
16. To share DWD’s key activities, achievements and strategy
17. To seek suggestions and support for advancing DWD’s Gender Focal Agency function further.

1.2 Background and Rational of Institutional Audit Dissemination Workshop

The DWD Institutional Audit Dissemination Workshop was organized with the aims of sharing the outcomes of the Institutional Audit with those who had participated in the audit process by sharing their views and ideas, and of seeking their cooperation and support for DWD to implement the recommendations through lobby, advocacy, and cooperation and coordination.

II TECHNICAL SESSION

2.1 Major Findings and Recommendations of Institutional Audit

Dr. CL Claridge, Team Leader / Institutional Development Specialist (CB-GEEOW), firstly mentioned the excellent work done by DWD in women's empowerment and other areas, and said the aim of the audit was to find ways and means to support DWD to implement the new mandate, ie the mandate given to WDO by Cabinet in July 2003 to act as the Gender Focal Agency. She then shared major findings and recommendations of the DWD IA conducted by the consultant team of CBGEEOW Project. The audit's major findings and recommendations were presented under four themes, common to most institutional audits; external environment, institutional motivation, institutional capacity- core resources and institutional – program and process management.

In conclusion Dr Claridge pointed out the IA provided a reference point for developing the capacity of DWD and WDO for assisting their transformation into facilitators, coordinators, monitors and evaluators as required by the Gender and Child Rights Mainstreaming Guidelines of WDO that were approved by Cabinet. She also stressed that it would be difficult for DWD to implement many of the audit recommendations effectively without an explicit Allocation of Business and that both DWD and MWCSW need to have a clear mandate explicitly mentioned in their Allocation of Business as a matter of urgency. Finally she mentioned that irrespective of the mandate clarifications needed, capacity building for DWD staff was essential for effective implementation of GEEOW in 15 districts. (Annex C).



The Institutional Audit report published by ADB was distributed to all participants to provide them the full findings and recommendations.

2.2 Programs, Achievements and Strategies of DWD

Mr. Ratna Kaji Bajracharya, Director General of DWD presented the current programs of DWD and shared constraints and challenges.

Mr. Bajracharya made it clear to all the participants who were the target group of its women development programs and outlined the existing status of DWD and WDOs offices. He provided a short briefing on the three dimensions such as gender mainstreaming, women's empowerment and social inclusion. He elaborated DWD identified seven priority areas for the implementation of women development program in all the 75 district of Nepal. Within the framework of three dimensions and seven priority areas, the DWD is seeking the support from donor agencies for a future plan and possible areas of support mainly on i) program expansion ii) enabling DWD and WDOFs to mainstreaming gender in decentralized planning through institutional capacity development, and iii) develop women's federation into viable institutions (Annex D).



During the workshop the participants actively participated and provided comments and feedback for DWD and WDO particularly focusing on gender mainstreaming issues.

2.3 Discussion following presentations

After the presentation sessions, the floor was opened for questions and clarifications and for further comments. Fifteen participants from different organizations raised questions. Most questions were related to DWD's presentation with some questions of clarification on the IA presentation. Ms Shanta Laxmi Shrestha, Deputy Team Leader / Institutional Development Specialist (CB-GEEOW), responded to the questions of clarification on IA presentation.



Questions and responses related to the IA:

1. Why didn't the IA address the social/cultural dimension of DWD as they are equally important for gender mainstreaming along with technical aspect. The presentation gives the impression the IA focused only on the technical aspect.

Response: Ms Shanta requested the participants to go through the report, as the team has analyzed the social / cultural aspect of DWD to the full extent possible.

2. The question related to whether the IA had considered and assessed the devolution aspect

Response: Ms Shanta responded by saying the Gender and Child-Rights Mainstreaming guidelines, itself is an attempt by government of devolution, therefore, the IA focused its assessment on its implementation. No further assessment of devolution was made.

3. Does the IA feel the need for gender audits of other ministries?

Response: This question was raised by the GFP from Ministry of Education and Sports. Ms Shanta responded that it was essential for regular Gender Audits to be undertaken of each ministry to mainstream gender in an effective and progressive manner. Additionally she requested the GFPs to conduct a gender audit of their ministry as part of the annual program. She thanked participants for their questions.

Questions and responses related to DWD program presentation:

Mr Keshab P. Regmi, Director of DWD, who is also the Director of CB-GEEOW responded to queries raised by participants. Some responses were provided by a fellow participant, Under Secretary, MWCSW.

Participants actively participated and gave comments and feedback for DWD and WDO particularly focusing on gender mainstreaming issues. Among many questions raised and comments given, the important ones related to:

1. How are you going to address the issue of insufficient human resources (indicated in the IA report) while you have proposed more and more additional projects and activities?
2. Is DWD in the process of following the IAs sole mandate recommendation? DWD's presentation does not indicate this.
3. Are you going to do more implementation again against the new mandate of playing the role of facilitator, coordinator and monitor?
4. Clarity of role on social mobilization by the WDo and others (Local Development Office)?

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5. How about the program related with children, senior citizens and physically challenged people as the Ministry is the ministry of three portfolios?
 6. Conceptual clarity on gender mainstreaming.
 7. Target group of DWD?
 8. Child-friendly local government.
 9. Entrepreneurship development
 10. Women federation
 11. Working male and women empowerment and status
 12. Role of women in decision making as a result of DWD work.
 13. Use of existing capacities of WDO
 14. Strengthening M&E to include gender.
 15. Need to focus on increasing women capacity in decision making.

III. CLOSING SESSION

3.1 ADB Remarks

Ms. Suman Subba, ADB Gender and Social Development Advisor (Consultant) shared ADB's gender and social inclusion policy. She expressed the view that gender mainstreaming at policy as well as sector level should be strengthened vertically and horizontally. Ms Subba stressed that the GEEOW project was a unique/special program of ADB.

She said the Institutional Audit Report was a valuable document for ADB, emphasizing the importance of implementation of the IA recommendations. She asked the Ministry and DWD to study the recommendations and prepare an action plan for implementation. This document would be very important for ADB's future cooperation.

3.2 Vote of Thanks

Mr Bajracharya, DG, DWD thanked participants for their comments and suggestions and wished for cooperation in further strengthening DWD in the field of gender mainstreaming. He also thanked CB-GEEOW team for supporting this workshop technically and financially.

3.3 Closing Remarks

Mr. Punya P. Neupane delivered his closing remarks acknowledging the IA report as a valuable document for the ministry to use in action. He appreciated the recommendations and said some of the initiatives have already been taken for example, a one time relaxation of the Civil Service Regulation for taking Public Service Commission (PSC) examination for women Development Program Staff regularization.

He also gave assurance to initiate very shortly the process of incorporating GFA role in the allocation of business as recommended in the IA. Additionally he gave assurance to implement the recommendations to the possible extent by studying the report further in new context and by preparing a road map. He also gave assurance to assist DWD in moving towards the new mandate.

He also said the HRDP has to be institutionalized with the assistance of the CBGEEOW team. Admitting that the present job description is too general, he asked WDO to begin the process of writing specific Job Descriptions in line with the mandate by incorporating Gender Mainstreaming responsibility and the Gender Focal Agency role in a changing context including accountability and line of command/authority. These job descriptions should be written in line with the mandate so that departure from the traditional role will be easier.

He stressed, departure from the present, though painful is essential in order to be a specialized technical agency in gender. Mr Neupane said we need to understand the issues thoroughly in new context in order to mainstream gender equality and to play the Gender Focal Agency role. He also asked Mr. Mahendra Thapa, Director, DWD, who is a member of the "task force" to begin the process of Job Description revision by asking each staff person to write what had been doing and what they need to do.

He also stressed the importance of the "GFA role" at all levels - Ministry, DWD, and WDO, for acting proactively. He stressed the need of redefining role of each. He also stressed the important role of Gender Focal Points in mainstreaming as they are an integral part of the process.

He appealed funding partners and stakeholders to support the Ministry and DWD in capacitating in the field of GFA. He called for active partnership and collaborative action for building the Ministry into the GM technical agency. He clearly stated that in order to implement the GFA role we need to develop specialize technical expertise / capability of the DWD staff and the Ministry as well. Because women are not gender expert /specialist by birth. So that MWCSW and DWD is seeking or welcome the active participation of donors and other stakeholders to create more and more gender expert/ specialist.

Emphasizing the institutionalization of gender mainstreaming / equality building on every sector, he remarked that the global commitment for gender equality and women's empowerment has been further reinforced in the Millennium Declaration, and the effective monitoring and evaluation from the gender perspective is vital to achieve the commitment. Referring to the Millennium goal of women development, he explained that it is important to monitor following elements for gender related and women focused activities: i) constraint in implementation, ii) analyze cause for constraints, and iii) identify necessary strategies etc.

Mr. Neupane, once again gave assurance to all the participants that MWCSW highly acknowledged IA findings and was fully committed to implementing the MWCSW and DWD capacity building program according to the IA recommendations as far as possible. For this preliminary action will be done together with CBGEEOW and GEEOW project.

Finally, Mr. Neupane hoped that the workshop would have a positive impact at the gender mainstreaming/ equality program in the future. He also thanked all the participants and facilitators for their valuable contribution to making the workshop successful. He concluded his remarks saying that "gender equality is the treatment of men and women as equal human beings". And equality does not mean being same that is "women do not want to be same as men but they want to be equal as men."

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Annex A: List of Participants

August 19, 2008

S.N	Name	Organization	Designation
1	Mr. Punya Prasad Neupane	Ministry of Women Children and social Welfare	Secretary
2	Mr. Mahendra Prasad Shrestha	Ministry of women Children and social Welfare	Joint Secretary
3	Mr.Ratna Kaji Bajracharya	Department of Women Development	Director General
4	Ms Suman Subba	Asian Development Bank, Nepal Resident Mission	Gender and Social Development Advisor
5	Mr. Chij Kumar Shreatha	World Education Nepal	Country Director
6	Mr. Laxmi Kunwar	JICA	Project Officer
7	Mr.Anant Rijal	UNIFEM	Senior Program Officer
8	Mr. Mahendra K. Thapa	Department of Women Development	Director
9	Mr.Rameshwor Dangal	GEEOW	Project Manager
10	Mr.Keshav Prasad Regmi	Department of Women Development	Director
11	Ms Shanta Bhatrai	Department of Women Development	Under secretary
12	Ms Indira Ojha	GEEOW	Women Development Officer
13	Mr. Hem Kumar Gnyawali	GEEOW	Under Secretary (Account)
14	Ms Dev Kumari Khatri	GEEOW	Women Development Officer
15	Ms Sabina Chitrakar	Office of the Auditor General	Audit officer
16	Dr. CL Claridge	CBGEEOW	Team Leader
17	Ms. Shanta Laxmi Shrestha	CBGEEOW	Deputy Team Leader
18	Ms Nirmala Adhikari	CBGEEOW	Project Management Specialist
19	Mr.Upendra Gautam	CBGEEOW	Procurement Specialist
20	Ms Urmila Simkhada	CBGEEOW	Gender Planning Specialist
21	Mr. Surya P. Acharya	Ministry of Local Development	Under secretary
22	Mr. Laxman Sharma	Department of Women Development	Section Officer
23	Mr. Surya Nath Koirala	Ministry of Local Development	Under secretary
24	Mr. Kashi raj Subedi	Department of Women Development	Ad. Assistant
25	Ms Sharada Bashyal	GEEOW	Women Development Officer
26	Ms Shulochana Shrestha	FAO/ CLDP	Gender Specialist
27	Ms Gita Adhikari	DWD/GEEOW	M&E and MIS Specialist
28	Mr. Suman Shrestha	World Education Nepal	Adm. & Fin. Officer
29	Ms Anjana Shrestha	Nepal Police- WCSC Section	Inspector
30	Mr.Milan Rai	Nepal Rastra Bank	Asst. Director
31	Mr.Ram Bahadur Chand	Central Children Welfare Board	Admin Officer
32	Mr.Shivaji Upadhyaya	CBGEEOW- former PMS	PMS
33	Mr. Prithu Raj Tiwari	Department of Women Development	Section Officer
34	Mr.Indra Kumar Gurung	WAVE	Chair person
35	Ms. Neerala Tiwari	WAVE	Program Coordinator
36	Mr. Upendra Adhikari	Ministry of women Children and social Welfare	Under Secretary
37	Ms. Kalpana Shrestha	Ministry of women Children and social Welfare	Section Officer
38	Ms. Aabha Shrestha	Ministry of women Children and social Welfare	Section Officer
39	Ms Tulsa Sedhai	Ministry of Peace and Rehabilitation	Section Officer
40	Mr. Durga Bhakta Raithor	Ministry of women Children and social Welfare	Under secretary (Account)
41	Mr. Ratna Kumar Shrestha	GEEOW	Financial Management Specialist
42	Mr. Pawan Regmi	Department of Women Development	Adm. Assistant
43	Ms. Indu Pant	CARE Nepal	Gender Advisor
44	Ms Meena Kattell	Department of Women Development	Women Development Officer
45	Ms Renuka Pandey	Ministry of Education and Sports	Section Officer
46	Mr. Radha Kumar Shrestha	Ministry of women Children and social Welfare	Under secretary
47	Ms Khima Langwa	National Planning Commission	Planning Officer
48	Ms Polita Thapa	Forum for Women Law Development (FWLD)	Program Officer
49	Mr. Nirman Kumar Karki	Ministry of women Children and social Welfare	Section Officer
50	Mr. Bhoj Raj Shrestha	Department of Women Development	Section Officer
51	Mr. Sundar K.C	Department of Women Development	Ad. Assistant
52	Mr. Yamendra Upadhyaya	Ministry of Water Resources	Section Officer
53	Mr. Guna Raj	Department of Women Development	Section Officer
54	Ms. Devi Ghimire	Department of Women Development	Section Officer
55	Mr. Laxmi Prasad Tripathi	Ministry of women Children and social Welfare	
56	Mr. Surendra Subedi	Ministry of Agriculture and Cooperative	Under Secretary
57	Ms. Durga Rayamajhi	Financial Comptroller General Office	Deputy Financial Comptroller General
58	Ms. Anita Adhikari	Department of Women Development	Women Development Officer
59	Ms. Indira Thapa	Plan Nepal	Project Officer
60	Ms. Radhika Aryal	Ministry of Labour and Transport Management	Section Officer

S.N	Name	Organization	Designation
61	Ms. Maya Lohani	Women Development Office, Jumla	Women Development Officer
62	Ms. Shushila Sharma	Department of Women Development /GEEOW	Women Development Officer
63	Mr. Bhaskar Lala	CBGEEOW	Former Procurement Specialist
64	Ms Sudha Pant	UNFPA	Project Officer
65	Ms Manmaya Pangen	Department of Women Development	Section Officer
66	Mr. M. Dhahal	Department of Women Development	Office Assistant
67	Mr. Yadav Acharya	Department of Women Development	Office Assistant
68	Mr. Uttam Shrestha	Ministry of women Children and social Welfare	Office Assistant
69	Mr. Kamal Mani Acharya	Department of Women Development	Under Secretary Account
70	Mr. Hridaya Nayayan Chaudhari	Department of Women Development	Computer Operator
71	Mr. Khila Nath Baskota	GEEOW	Accountant
72	Mr. Dharma R. Shrestha	Central Children Welfare Board	Executive Director
73	Ms. Tika Sanjyal	GEEOW	Women Worker
74	Mr. Padma Bdr.Tamang	Metro post (Sandhyakalin)	Trainer
75	Ms Indira Pokhrel	GEEOW	Chief Women Worker
76	Mr. Ramesh Sunwar	Department of Women Development	Office Assistant
77	Mr. Rupiz Gautam	Metro post (Sandhyakalin)	Trainer

Annex B: Schedule

Ministry of Women, Children and Social Welfare (MOWCSW)
Department of Women Development (DWD)

“DWD Institutional Audit Dissemination Workshop”

Objectives:

1. To share findings and recommendations of the Institutional Audit of the DWD
2. To share DWD key activities, achievements and strategy
3. To seek suggestions, and support for advancing Gender Focal Agency function further

Participants: Ministries, Donor Agencies, ADB, I/NGOs and MOWCSW

Venue: Yak Palace, Pulchowk, Lalitpur

Date: 19 August, 2008

Time: 08.00 – 13.00

Programme:


08:00- 09:05	Registrations Breakfast
09:00 - 09:05	Chief guest Chair, Mr. Punya P. Neupane, Secretary, Ministry of Women, Children and Social Welfare
09:05- 09:20	Welcome remarks and workshop highlights Mr. Ratna Kaji Bajracharya, Director General, DWD
09:20 - 09: 30	Introductions to participants
09: 30- 10:00	Major findings and recommendations of Institutional Audit, Dr. CL Claridge, CBGEEOW/ WEAL
10:00 - 10:45	Major Programmes, achievements and forward looking strategies of DWD, Mr. Ratna Kaji Bajracharya, Director General, DWD
10:45- 11:00	Coffee break
11:00- 12: 15	Exploring the possible areas of support Open floor discussion
12.15 - 12:45	Remarks ADB representative MOWCSW Chief Guest
12:45 – 13:00	Remarks, DWD Concluding remarks by the Chair
13:00- 14: 00	Lunch

Annex C: Major Findings and Recommendations of Institutional Audit Presentation

Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Audit

Major Findings and Recommendations




Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

New Mandate

- Refers to the Cabinet decision 21 July 2003 that designated WDO as GFA in the districts

In principle the new mandate:


- Requires WDO to act as **facilitator and coordinator** at district level for issues concerning women and gender equality, rather than implementer of programs
- WDO will:
 - Plan, monitor, coordinate, and evaluate the implementation of gender-related projects;
 - Network with NGOs and other stakeholders working for women's rights; and
 - Establish and develop WDO as the central information unit for matters relating to women



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GCRM Guidelines


- Refers to the guidelines approved by Cabinet 16 Sept 2004 for use by WDO in implementing their new mandate



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Audit Structure
Four Themes


- External Environment**
- Institutional Motivation**
- Institutional Capacity - core resources**
- Institutional Capacity - program and process management**



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

External Environment
Major Findings


- Strong support for gender equality and mainstreaming in Nepal**
- Women more aware of their rights now**
- NPC recognizes WDOs as local GFPs**
- MWCSW has triple portfolio**
- NPC and Government lack a proper gender policy**
- 'Gender' not clearly understood**



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

External Environment
Major Recommendations


- MWCSW emphasize advocacy for improving socio-cultural and political environment**
- MWCSW place greater emphasis on implementing NPA**
- MWCSW and DWD/WDO need to be clear on their understanding on gender and mainstreaming**
- MWCSW and DWD need to enhance clarity amongst stakeholders**



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Motivation
Major Findings


- Many stakeholders unaware of new GM mandate
- Mandate not included in Allocation of Business 2000 of MWCSW and DWD
- Participation of WDO as GFA in district planning not mandatory
- WDOFs multiple responsibilities make it difficult to focus on GM
- DWD & WDO have no gender section to focus on GM



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Motivation
Major Recommendations


- Revised organizational structure of DWD and WDO to make GM effective
- DWD request MWCSW for formal allocation of GM mandate
- Separate gender in the GCRM Guidelines
- WDO have mandatory participation as GFA in district planning
- WDOFs have support in transition from DWD, MWCSW and donors



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Capacity - Core Resources
Major Findings


- DWD has qualified officials, structures and procedures, guidelines and manuals
- Clear division of responsibility
- WDO committed
- Majority of DWD and WDO staff still needs knowledge and skills on gender and women's rights
- DWD - no HRDP or PDP or training centre
- Not possible for DWD/WDO to move immediately to new sole mandate



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Capacity - Core Resources
Major Findings (continued)


- Women not sufficiently represented in positions of authority in DWD at the centre
- Women comprise 84% of temporary staff
- WDOFs feel they have inadequate GM skills and knowledge
- WDOs understaffed and without admin personnel
- WDOs - limited infrastructure, facilities and technology



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Capacity - Core Resources
Major Recommendations

- MWCSW lobby for change to Civil Service Act and for one time relaxation of Civil Service Regulation
- MWCSW work with MOGA to develop an attractive voluntary retirement scheme
- DWD with MWCSW develop HRD and training policy with mandatory gender and development induction
- DWD develop HRDP and PDP and set up HRD section



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NEP

Institutional Capacity - Core Resources
Major Recommendations (continued)


- Women Development Training Centre designated official service provider of DWD or be part of MWCSW
- DWD support training for developing a continuous learning environment
- DWD and WDO promote gender equality and empowerment of female staff
- DWD create admin staff position at WDO



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NFP

Institutional Capacity - Program and Process Management
Major Findings


- Job descriptions exist for most staff - not updated regularly
- WDOFs desire greater involvement in DWD planning process
- WDOs hindered in gender mainstreaming by planning process



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NFP

Institutional Capacity - Program and Process Management
Major Findings (continued)


- DWD's monitoring and evaluation not include adequate gender perspective
- Delays in fund release make difficult for WDOs to manage activities
- DWOFs have too many tasks



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NFP

Institutional Capacity - Program and Process Management
Major Recommendations


- Greater role of WDO, as the GFA, in enforcing GM in VDC and DDC planning
- All staff provided revised JD with specific instructions
- Staff performance evaluations include contributions to gender equality



Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NFP

Institutional Capacity - Program and Process Management
Major Recommendations (continued)


- DWD and WDO monitoring systems focus on gender data
- DWD review and upgrade its coordination and communication mechanisms
- DWD establish feedback processes
- WDO increase coordination and communication with stakeholders



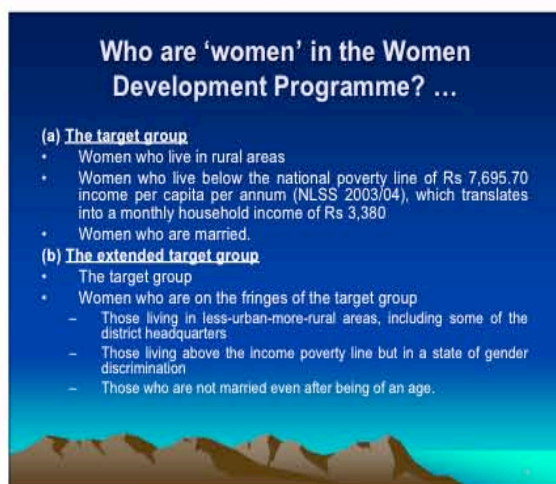
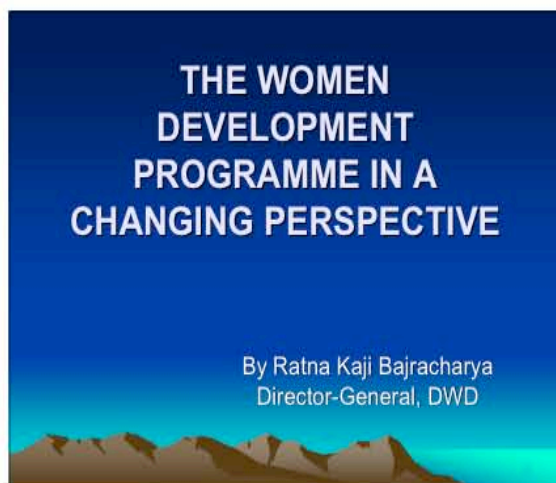
Capacity Building for Gender Equality and Empowerment of Women ADB TA 4767-NFP

Conclusion

- Difficult for DWD to implement many of the audit recommendations effectively without explicit Allocation of Business
- IA provides reference point for developing the capacity of DWD and WDO
- Capacity building for DWD staff is essential for effective implementation of GEEOW project in 15 districts



Annex D: Programs, Achievements and Strategies of DWD Presentation



...What makes the 'programme' in the Women Development Programme?...

(c) Common interventions

- Organise women into neighbourly groups of 4-7 members and start mobilising savings
- Federate neighbourly groups into ward-level [inter-group] committees
- Impart basic training of 7 days' duration to group members
- Impart gender training of 3 days' duration to husbands and wives together
- Carry out need-based activities, including those related to earning a livelihood
- Mobilise revolving funds
- Federate ward-level [inter-group] committees into VDC-level co-operative
- Take the back seat and support women-led initiatives.

Coverage

(as of mid July 2007)

In Terms of	Target	Achievement	Percentage
Districts	75	75	100
VDCs	3,915	1,707	44
Municipalities	-	32	55
VDC wards	35,235	13,582	39
Group members	3,053,821	343,249	11

What has been achieved? In quantitative terms

Indicator	Target	Achievement	Percentage
Social inclusion			
[Membership in groups following the composition of the population]			
Proportion of Dalit membership (GSEA, 2005)	13.00	13.01	
Proportion of Janajati membership (GSEA, 2005)	36.00	33.53	
Proportion of other membership	51.00	53.46	
Economic security			
[Savings per member being sufficient for meeting two months' family consumption]			
	Rs 6,760	Rs 1,407	21
Institutionalisation			
•VDC-level federations			
–Firmed	3,915	-	30
–In the making	-	752	-
•Ward-level committees	35,235	442	-
		5,120	18

In qualitative terms

- Increased self-confidence among group members due to basic training, and opportunities to participate in meetings and other activities
- Development of leadership due to opportunity to lead ward- and VDC-level federations
- Increased access to service-providers as a result of service linkages
- Creation of livelihood opportunities as a result of skill training, entrepreneurship development, and mobilisation of savings and revolving funds
- Creation of social capital as a result of group membership
- Increased social status of women as a result of men's involvement and community affiliation
- Reduced gender discrimination at family level as a result of gender training involving men and women
- Reduced vulnerability and violence against women and children as a result of para-legal support, life skills for adolescent girls and a level of economic security
- Some Dalit members in leadership positions of ward- and VDC-level federations
- Some group members included in the closed list of candidates for the Constitutional Assembly
- Sustainability of achievement as a result of institutional development.

New initiatives...

- **Facilitation of gender mainstreaming in decentralised planning and review**
 - Advocacy of gender issues
 - Co-ordination in agency activities
 - Networking among stakeholders
 - Voluntary listing of NGOs
 - Capacity development of gender focal points in the network.

...New initiatives...

- **Social inclusion**
 - Targeted interventions
 - One of the indicators of evaluation
 - Inclusion-friendly leadership development.

...New initiatives...

- **Piloting of conditional cash transfer in a bid to reach out to the most disadvantaged**
 - ADB TA 4759 (February 2006 – June 2008)
 - 4 districts (Bajhang, Jumla, Rautahat and Mahottari)
 - 1,000 households
 - Regular programme, 2064/065
 - 9 districts
 - 850 households

...New initiatives...

- **Ongoing assistance...**
 - ADB Gender Equality and Empowerment of Women Project (November 2006 – November 2011)
 - 15 districts (Baitadi, Bajhang, Bajura, Doti, Achham, Kalikot, Jumla, Mugu, Bara, Rautahat, Sarlahi, Mahottari, Dhanusha, Sindhuli and Ramechhap)
 - 82 VDCs
 - 100,000 households

...New initiatives...

- **Ongoing assistance...**
 - ADB TA 4767 (November 2006 – November 2008)
 - Unicef Decentralised Action for Children and Women (January 2008 – December 2010)
 - 23 districts (Panchthar, Sunsari, Saptari, Udayapur, Parsa, Kavrepalanchok, Chitwan, Nawalparasi, Tanahun, Kaski, Kapilbastu, Dang, Achham, Dadeldhura, Humla, Bajhang, Bajura, Mugu, Jumla, Kalikot, Dolpa, Jajarkot and Rukum)
 - 172 VDCs
 - 99,000 households

...New initiatives...

- **Ongoing assistance...**
 - UNFPA Population and Reproductive Health Integrated Project (January 2008 – December 2010)
 - 6 districts (Saptari, Mahottari, Rautahat, Kapilbastu, Dang and Dadeldhura)
 - SNV Biodiversity Sector Programme for the Siwaliks and Terai (January 2007 – December 2009)
 - 8 districts (Chitwan, Makwanpur, Parsa, Bara, Rautahat, Sarlahi, Dhanusha and Mahottari)

...New initiatives...

- **Ongoing assistance...**
 - Save the Children, Norway Chaupadi Elimination Project (January 2007 – December 2009)
 - 1 district (Achham)
 - 19 VDCs
 - ADB JFPR TA 9110 Strengthening Decentralised Support for Vulnerable and Conflict-affected Families and Children (February 2008 – January 2012)
 - 5 districts (Achham, Bardiya, Banke, Rukum and Rolpa)
 - 30 VDCs
 - 4,000 households

...New initiatives...

- **Forthcoming assistance**
 - JICA Gender Mainstreaming and Social Inclusion Project (January 2009 – December 2013)
 - 2-3 districts

Future plan and possible areas of co-operation

- Increase coverage from the current 11 per cent to at least 50 per cent of the extended target group
 - Expand the number of VDCs
 - Expand the number of wards
 - Increase group membership
- Restructure DWD and Women Development Offices and develop the institutional capacity, especially for mainstreaming gender issues in decentralised planning and review
 - Review the present strength
 - Develop central and field staff, especially mainstreaming focal points
 - Redefine the role of the field staff and social mobilisers.
- Develop women's federations into viable institutions with an expanded role in both social and economic spheres of community life
 - Develop leadership and management
 - Increase the amount of revolving funds from Rs 100,000 to Rs 500,000 per federation
 - Develop physical facilities for common use by members, including buildings, collection centres and processing units.

Future plan and possible areas of co-operation

- Increase coverage from the current 11 per cent to at least 50 per cent of the extended target group;
- Restructure DWD and Women Development Offices and develop the institutional capacity, especially for mainstreaming gender issues in decentralised planning and review;
- Develop women's federations into viable institutions with an expanded role in both social and economic spheres of community life.

Thanks for being with me !