Training on Gender Mainstreaming for Government Officers

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COUNTRY : NEPAL

MINISTRY : MINISTRY OF LOCAL DEVELOPMENT

DESIGNATION : UNDER SECRETARY

NAME : Babu Ram GAUTAM

RUSSIA
CHINA
INDIA
KAZAKHSTAN
MONGOLIA
IRAN
SAUDI ARABIA
INDONESIA
AUSTRALIA
Indian Ocean
Arabian Sea
Philippine Sea
Bay of Bengal
Moscow
Perm'
Yekaterinburg
Nizhniy Novgorod
Kazan'
Ryazan'
Samara
Chelyabinsk
Omsk
Novosibirsk
Krasnoyarsk
Irkutsk
Lake Baikal
Chita
Tynda
Sea of Okhotsk
Komsomol'sk
Khabarovsk
Vladivostok
Sapporo
Harbin
Shenyang
Beijing
Dalian
Yinchuan
Ürümqi
Dund-Us
Ulaanbaatar
Golmud
Lanzhou
Jinan
Xi'an
Nanjing
Shanghai
Chengdu
Wuhan
Changsha
Nanchang
Guiyang
Fuzhou
Taipei
Kunming
Nanning
Guangzhou
Hong Kong (U.K.)
Macau (PORT.)
Taiwan
Ryukyu Islands (JAPAN)
Okinawa (JAPAN)
Tropic of Cancer
East China Sea
Yellow Sea
Sea of Japan
NORTH KOREA
Pyŏngyang
SOUTH KOREA
Seoul
Pusan
Kitakyūshū
Osaka
Tokyo
JAPAN
Aqmola (Tselinograd)
Qaraghandy
Semey
Atyraū
Aral Sea
Lake Balkhash
Almaty
Bishkek
KYRGYZSTAN
Nukus
UZBEKISTAN
Tashkent
TAJIKISTAN
Dushanbe
Kashi
TURKMENISTAN
Ashgabat
Baku
Tbilisi
GEORGIA
ARMENIA
AZER.
Yerevan
Caspian Sea
Black Sea
Ankara
TURKEY
Volgograd
Rostov
Kharkiv
UKRAINE
Donets'k
Tabrīz
Mashhad
Tehrān
Herāt
AFGHANISTAN
Kabul
Islāmābād
Lahore
PAKISTAN
New Delhi
Āgra
Kanpur
Lhasa
NEPAL
Kathmandu
BHUTAN
Thimphu
BANGLADESH
Dhaka
Calcutta
Mandalay
BURMA
Rangoon
Bassein
Moulmein
Chiang Mai
Vientiane
LAOS
Hanoi
Haiphong
Vinh
Da Nang
Paracel Islands
THAILAND
Bangkok
Phuket
CAMB.
Phnom Penh
VIETNAM
Cam Ranh
Ho Chi Minh City
Spratly Islands
South China Sea
Gulf of Thailand
Andaman Islands (INDIA)
Andaman Sea
Nicobar Islands (INDIA)
Songkhla
Bandar Seri Begawan
BRUNEI
MALAYSIA
Kuala Lumpur
Kuching
Singapore
SINGAPORE
Pontianak
Banda Aceh
Medan
Padang
Palembang
Bengkulu
Jakarta
Java Sea
Surabaya
Ujungpandang
Samarinda
Palu
Celebes Sea
Sulu Sea
Manila
Legaspi
PHILIPPINES
Cebu
Davao
Zamboanga
Manado
Ambon
Sorong
Jayapura
Wewak
PAPUA NEW GUINEA
Banda Sea
Trust Territory of the Pacific Islands (U.S.)
FEDERATED STATES OF MICRONESIA
Northern Mariana Islands (U.S.)
Guam (U.S.)
Port Moresby
Kupang
Darwin
Wyndham
Cairns
Dampier
Christmas Island (Austl.)
Cocos (Keeling) Islands (Austl.)
Ashmore and Cartier Islands (Austl.)
Tropic of Capricorn
Equator
Bombay
Hyderābād
Vishākhapatnam
Nāgpur
Ahmadābād
Karāchi
Bangalore
Madras
Jaffna
SRI LANKA
Colombo
MALDIVES
Male
Lakshadweep (INDIA)
Socotra (YEMEN)
Muscat
OMAN
Abu Dhabi
U.A.E.
Doha
QATAR
Manama
BAHRAIN
Riyadh
Kuwait
KUWAIT
Al Basrah
Abādān
Kermān
Bandar-e 'Abbās
Persian Gulf
Baghdad
IRAQ
Damascus
SYRIA
Beirut
LEB.
Amman
JORDAN
Jerusalem
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Med. Sea
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EGYPT
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Jiddah
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Sanaa
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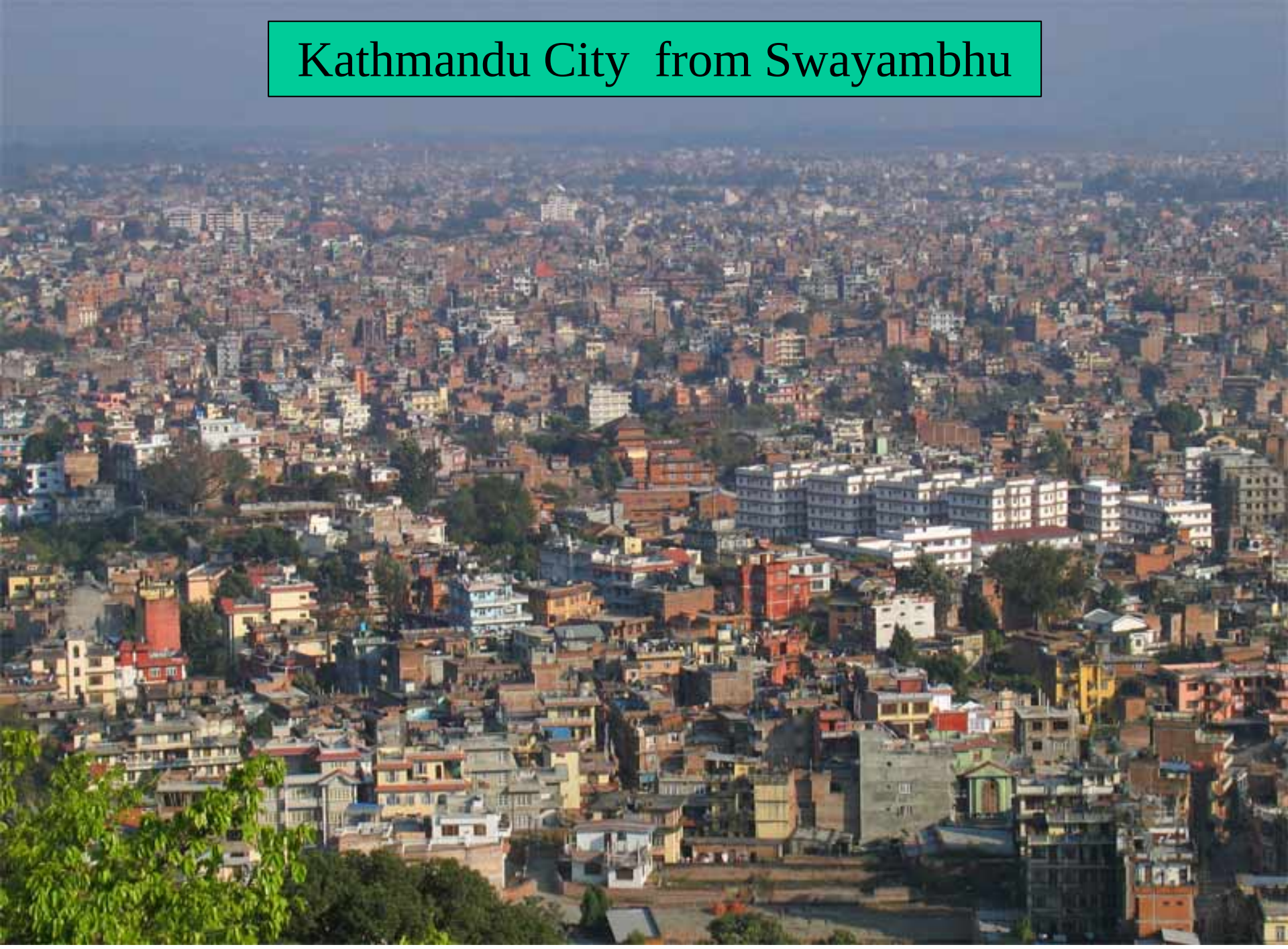
Aden
Asmara
ERITREA
Port Sudan
Khartoum
SUDAN
Djibouti
DJIBOUTI
Berbera
Baidoa
Mogadishu
SOMALIA
Addis Ababa
ETHIOPIA
Nairobi
KENYA
Kampala
UGANDA
Chisimayu
Mombasa
Dar es Salaam
TANZANIA
Mbeya
Victoria
SEYCHELLES
British Indian Ocean Territory (U.K.)
Mtwara
Moroni
COMOROS
Antsiranana
MALAWI
Lilongwe
Nacala
MOZAMBIQUE
Beira
Maputo
Antananarivo
MADAGASCAR
Toliara
Port Louis
MAURITIUS
Reunion (FR.)
Scale 1:60,000,000
Miller Cylindrical Projection
0 500 1000 Kilometers
0 500 1000 Nautical Miles
Boundary representation is not necessarily authoritative.
3

Kathmandu City from Swayambhu



Country Report: First Part

Location

- Nepal is situated between India and China
- Land-lucked country.

Area

- 1,47181 Sq. Km.
- 77% of land is covered with snow, rocks, barren mountains and sloppy Hills
- 23% of land is Plain and arable.
- Earth quake pronge zone
- More than 92 languages are spoken .

Topography and Climate

1.3.1 Temperature and Altitude

Ecological Region	Area Covered	Altitude	Temp.
Himalayan	15%	4877 m-8848 m	Below freezing point - 12^0C
Hill	68%	600m- 4877m	2^0C- 27^0C
Terai	17%	70m- 600m	7^0C- 40^0C

- Mt. Everest - 8848 m and 8 highest peaks out of 14 of the world
- Kechana Kalan -70 m
- Kathmandu -1300 m

8848m.
Mount Everest

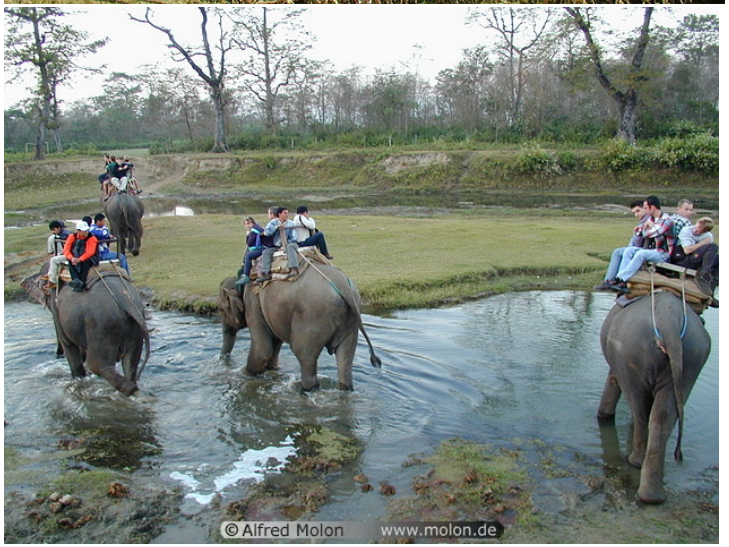
Religion

S.N.	Religion	National Census				
		1961	*1971*	*1981*	*1991*	*2001*
1	Hindu	87.69	89.39	89.50	86.51	80.61
2	Buddhist	9.25	7.50	5.32	7.78	10.74
3	Islam	2.98	3.04	2.66	3.53	4.20
4	Kirat	-	-	-	1.72	3.60
5	Christian	-	0.02	0.03	0.17	0.45
6	Jain	0.01	0.05	0.06	0.04	0.02
7	Other	-	-	2.43	0.14	0.38
8	Unidentified	0.06	-	-	0.10	-
	Total	100.00	100.00	100.00	100.00?	100.00

Source: Central Bureau of Statistics

General Description

- **National Language** : Nepali
- **Population** : About 232 million, 85.8% living in rural and 14.2% in urban area (census 2001)
- **Per Capita Income** : US$ 370
- **Life Expectancy** : 61 Yrs
- **Literacy** : 53.74%(census 2001)
- **Population Growth Rate**: 2.25%
- **People Living Below Poverty Line**: 31+%



History

- King Prithvi Narayan Shah unified Nepal
- 104 years of Rana Regime
- Democracy at 1951
- Panchayat System 1962 (Local Panchayats as Local Authorities)

History

- Restoration of Democracy 1990
- Second people's movement 2007
- Federal Democratic Republic in 2008 May

The Interim constitution of Nepal 2007

- Product of 2nd people's movement
- Power from King to political parties
- Seven parties' alliance but now 25 parties
- (Constituent assembly)CA Election 601 members in CA
- Women CA members are 32.2% .
- New constitution will be made by June 2010

Administrative Division and Local Bodies

- 5 Development Regions
- Local bodies(LBs)- District Development Committees(DDCs), Municipalities(Muni..) and Village Development Committees(VDCs)
- DDCs-75,Municipalities-58 and VDCs 3915

Country Report: Second Part

- Policy and Legal Provisions on Gender Mainstreaming.
- Institutional Mechanism
- Programs and Projects.
- Organizational Chart
- Job Description of my Position.
- Major Issues.
- Three Major Challenges
- Useful knowledge and skills gained through the seminar.
- Action Plan on mainstreaming gender in Nepal.

Policy and Legal Provisions on Gender Mainstreaming

- Government of Nepal is committed to gender mainstreaming and equitable development as envisaged in international conventions, treaties and declarations.
- Since the inception of the Sixth Plan (1980-85), the Government of Nepal has focused its efforts on the development of women.
- The subsequent plans have also focused on the issues of women empowerment, gender equality and equity. Together with the relevant reforms on acts and policies to conform to the government's commitment to the implementation of provisions for women development, women empowerment and gender related conventions and declarations of the United Nations, as well as provisions of South Asian Association for Regional Cooperation(SAARC).

Policy and Legal Provisions …….

- **The Interim Constitution of Nepal** is main document to ensure the rights of women and it is ensured that at least 33 percent seats are reserved for women of all levels of posts .
- Recently published **Reservation Act** has also ensured the posts for women in political field as well as Civil Service, Police and Army.
- **The vision of Interim Plan** is to build a just, gender inclusive

  and equitable country by ensuring the fundamental and equal rights of women. **The objective of Interim Plan** is to build an equitable and gender inclusive society by ensuring equal rights of women of all castes, creed and regions in the social, political and economic aspects of national development
- **Local Self Governance Act 1999** and **Local Self Governance Rules 2000** are basic laws in which the women s' participation in development process is ensured in local level projects. At least 30 percent of total number of user group members should be women while implementing the projects in VDCs, Municipalities and DDCs.
- *According to LSGA **some seats are reserved** for women in Boards* and Councils of VDCs, Municipalities and DDCs.

Policy and Legal Provisions….

- VDC Grant Operation Guidelines, Social Protection Programme Guidelines Minimum Condition and Performance Measures Guidelines are also gender friendly policies which are being implemented by Government of Nepal.
- According to VDC Grant Operation guidelines, at least 15 percent of total budget must be spent for women and disadvantaged groups , there is open space to spend more budget of VDC Grant as per the decision of VDC Council.
- Local Bodies Gender Budget Audit Guideline 2008 has been published recently and it has given the direction and indicators in this regard.

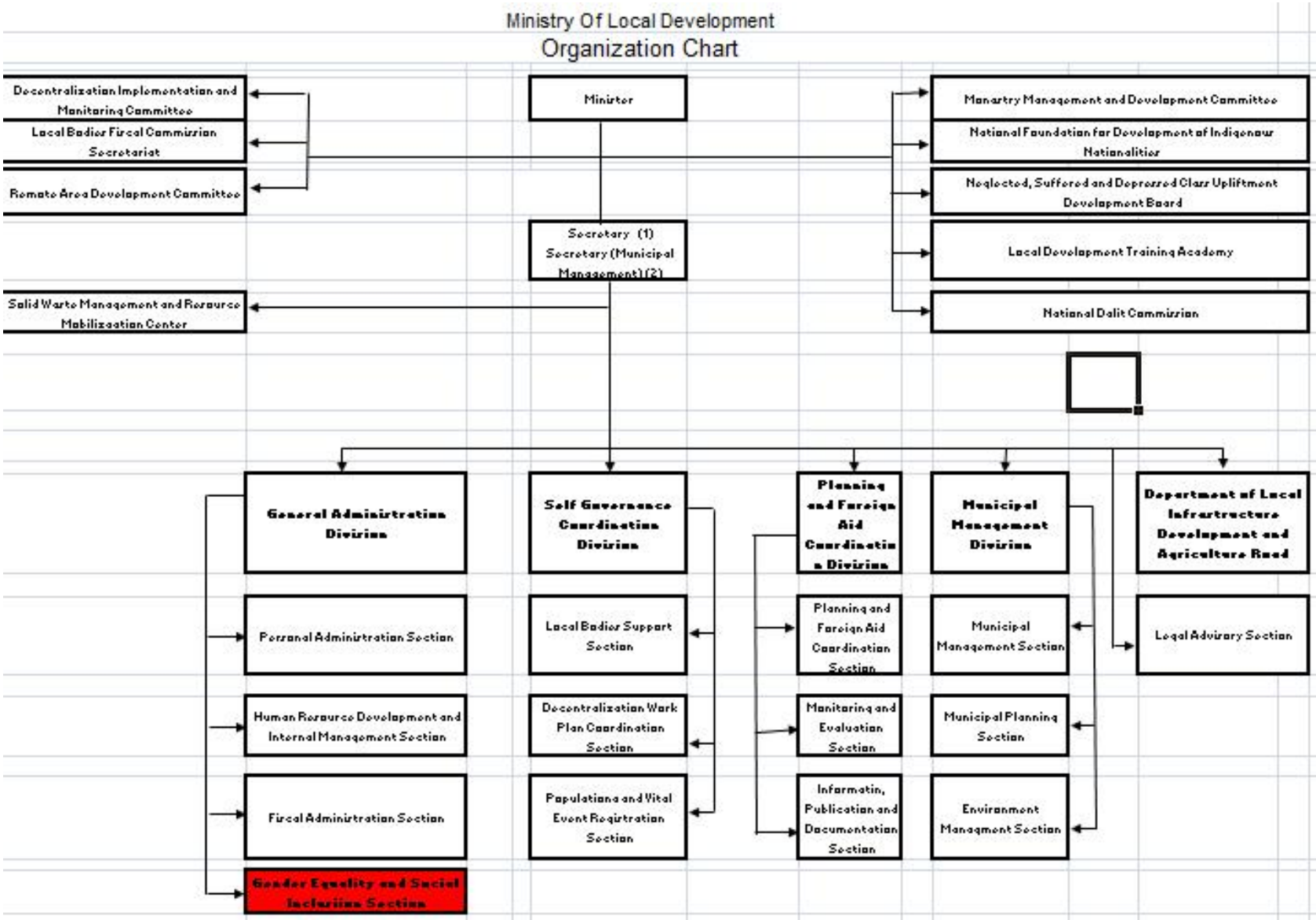
Institutional Mechanism Gender Mainstreaming

- Committee for women rights in Constituent Assembly.
- National Planning Commission.
- Women Development Commission.
- Ministry of Women, Children and Social Welfare (lead ministry)
- Ministry of Local Development.
- Different divisions, sections in Ministries.
- Provision focal Points/persons in different Ministries and departments.
- Department of Women Development.
- **75** women development offices in **75** districts and some units .
- **Local Governments: 75** District Development Committees, **58** Municipalities and **3915** Village Development Committees.
- Government of Japan/JICA ,United Nationas Agencies, World Bank , Asian Development Bank, other bilateral and multilateral donors and NGOs working for the gender equality movement in Nepal.
- Designated focal persons in different ministries and departments are assisting to implement and monitor the women development programs at central level.

Programs and Projects

- National Work Plan based on Beijing Declaration.
- Various targeted programs regarding women rights and gender equality, all are based on the national work plans and in line with the commitments of the government.
- 75 Women Development Offices are implementing the projects . Government of Nepal (GoN) allocates regular budget annually for the activities.
- NGOs are also launching the programs to enhance the capacity of women of all castes and ethnicities at local level through **social mobilization process**.
- Gender analysis and audit have been carried out for some line ministries' programs. In the planning and execution of local development, women's participation has been made mandatory.
- GEMSIP (Gender Mainstreaming and Social Inclusion Project) funded by JICA has been started .
- GEMSIP: Jointly Implementation by Ministry of Local development and Ministry of Women ,Children and Social welfare

Organizational Chart



Job Description

- Work as a chief of Gender Equality and Social Inclusion (GESI Section) section in Ministry of Local Development.
- Enhancing Gender Mainstreaming and Social Inclusion (GM/SI) understanding in the Ministry of Local Development, Different Ministries, DDCs, Municipalities and VDCs.
- Conduct meetings, facilitate to implement the activities of GESI
- Work as a focal person of GEMSIP project on behalf of Ministry of Local Development.
- Conducting GM/SI appraisal and audit in particular programs and areas
- Assist the DDCs, Municipalities and VDCs for formulating GM/SI responsive development plan
- Conducting GM/SI monitoring
- Assist and Guide for developing “GM/SI operational manual”
- Making the functioning GM/SI networking among Government and Donor Agencies etc.

Three Major Issues Regarding Gender

- **Women are performing the reproductive role:** Women's involvement in household business like cooking and looking after the children.
- **Gender based discrimination:** Inequality between men and women and gender discrimination prevails in the society from family to the national level.
- **Socio-cultural based discrimination** like Chaupadi superstitious believes.

Three Major Challenges

- Women trafficking still exists.
- Feminization of poverty(women headed families are poorer).
- Use of women labor for income generating activities is not yet a reality.

Useful knowledge and skills gained through the seminar

- Concept on gender mainstreaming .
- Situation of women through discussion and presentation by lecturers.
- United Nations System, Economic and Social Council(ECOSOC), International conventions and forums
- Gender Mainstreaming policies in Japan
- Gender statistics in Japan.
- Reproductive health and gender.
- Gender mainstreaming in different fields health, labor, welfare administration, education, environment, agriculture etc.
- Practical experiences through field visits.
- Contribution of Kitakyushu Forum of Asian Women (KFAW) in Gender Mainstreaming.

Action Plan on mainstreaming gender in Nepal

- Title of Action Plan: Capacity Development of Women's Groups on Gender mainstreaming in Gender Mainstreaming and Social Inclusion Project (GEMSIP) Districts (Morang and Syanja)
- Objective : Capacity of women's group is enhanced for gender mainstreaming.
- Activities

❖ Conduct training needs assessment

❖ Development of training manual

❖ Trainings in following topics

➢ International Convention for Elimination of All Kinds of Discrimination Against Women (CEDAW) and international conventions , treaties and instruments.

➢ Gender Mainstreaming Policies in Japan and Nepal

➢ Situation of women in world and Nepal.

Action Plan on mainstreaming gender in Nepal

Activities conti…..

- Duties and responsibilities of different ministries, commissions and department and local governments regarding gender mainstreaming in Nepal.
- Gender budgeting and auditing in selected programs
- Gender statistics
- Reproductive health
- Gender responsive plan formulation at central and local level.
- Gender mainstreaming in politics, labor, health, local development, civil service etc.
- Monitoring and evaluation .

- **Expected outcomes :** Access and control to Resources and decision making of women is enhanced.

Namaskar

Thanks (Arigato gozaimasu)