

# **FINAL REPORT**

## **NEPAL: Country Gender Profile**

**March 2007**

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## 1. Basic Profiles

### 1.1. Socio-Economic Profile

#### Economic Indicators (Sources: 1, 2, 3 & 4)

| GNP/Capita (US\$) | Growth rate of real GDP | GDP Implicit Deflator | Gini Index    | Aid/GNP         |
|-------------------|-------------------------|-----------------------|---------------|-----------------|
| \$223 (1995/96)   | 5.45 (1995/96)          | 100(1994/95)          | .34 (1995/96) | 4.4% (1996/97)* |
| \$322 (2005/06)   | 8.4 (2005/06)           | 166.21(2004/05)       | .41 (2003/04) | 10% (2004/05)*  |

\* Grant only

#### Demographic Indicators (Sources: 1, 5, 6 & 9)

|      | Total Population (in millions) | % of female population | % of urban population | Population growth rate | Total fertility rate | Life expectancy |      |
|------|--------------------------------|------------------------|-----------------------|------------------------|----------------------|-----------------|------|
|      |                                |                        |                       |                        |                      | Female          | Male |
| 1991 | 18.5                           | 50.1%                  | 9%                    | 2.08                   | 5.5                  | 53.4            | 55.9 |
| 2001 | 22.7                           | 50.05%                 | 14%                   | 2.25                   | 4.1                  | 61              | 60.8 |

#### Public Sector Expenditures to Sectors (Rs. in '000) (Sources: 3, 4 & 7)

|                                       | Health  | Education | Women, Children & Social Welfare | Defense  | Total Budget Allocation |
|---------------------------------------|---------|-----------|----------------------------------|----------|-------------------------|
| 2006                                  | 9303968 | 22768248  | 424545                           | 10360070 | 143912300               |
| Proportion of the total allocation    | 6.5%    | 15.8%     | 0.3%                             | 7%       |                         |
| Proportion of the total GDP (2005/06) | 1.3%    | 3.6%      | 0.07%*                           | 1.8%*    | 21.48%                  |

\*Estimated

#### Industry/GDP (Source: 1)

|         | Agriculture, Fisheries & Forestry | Industry related | Service related |
|---------|-----------------------------------|------------------|-----------------|
| 1994/95 | 40.8%                             | 20.8%            | 38.4%           |
| 2003/04 | 38.7%                             | 18.6%            | 42.8%           |

#### Labor Force Participation (Sources: 6 & 8)

| Total | Total number | Unemployment rate | Minimum wage | Female | % of total | Unemployment rate | Minimum wage |
|-------|--------------|-------------------|--------------|--------|------------|-------------------|--------------|
| 1991  | 7339589      | NA                | NA           |        | 45.2       | NA                | NA           |
| 2001  | 9900196      | 8.1               | NA           |        | 43.8       | 9.2               | NA           |

#### Proportion of Workers (Source: 8)

| Male | Agriculture, Fisheries & Forestry | Industry related | Service related | Female | Agriculture, Fisheries & Forestry | Industry related* | Service related |
|------|-----------------------------------|------------------|-----------------|--------|-----------------------------------|-------------------|-----------------|
| 1991 | 74.9%                             | 3.4%             | 19.8%           |        | 90.5%                             | 1.2%              | 7.6%            |
| 2001 | 60.3%                             | 12.5%            | 24.9%           |        | 72.8%                             | 9.7%              | 14.9%           |

Note: \*There is a significant increase in women's participation in manufacturing from 1.16 in 1991 to 9.67 in 2001.

\*\*The total does not result in 100% due to some data falling under the categories of "others" and "industry not stated".

#### **References:**

1. Central Bureau of Statistics. (2005). Statistical Year Book 2005.
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7. Ministry of Finance. (2006). Economic Survey: Fiscal Year (2005/2006).
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## 1.2 Status of Women

### Women in Decision Making

(Sources: 1, 2 & 3)

|      | Members of Parliament | Ministries |      | Managers | Technicians | Civil Service (Gazetted Posts) |
|------|-----------------------|------------|------|----------|-------------|--------------------------------|
| 1990 | 6%                    | -          | 1991 | 17%      | 22%         |                                |
| 2005 | 5.9%                  | 7.4%       | 2001 | 18%      | 24%         | 5.1% (2003)                    |

### Law for Women (the latest ones only)

|   |  |
|---|--|
| Gender Equality Bill  | Passed on 28 September 2006  |
|   | Highlights of the above Bill: <ol style="list-style-type: none"> <li>1. Marital rape included within the definition of rape and also as a ground for divorce.</li> <li>2. Women entitled to use the movable and immovable property freely without the consent of male members of the family that required before.</li> <li>3. Intention to Rape includes all forms of sexual harassment such as physical, verbal, written, gestural, etc., as against only physical stated before.</li> <li>4. Daughter is included within the definition of family under the Act relating to land.</li> </ol> |
| 11 <sup>th</sup> Amendment of the Civil Code – the so-called “Women’s Bill” | Passed in 2002   |
|   | Highlights of the above Bill: <ol style="list-style-type: none"> <li>1. Provided equal inheritance rights to unmarried daughters as sons.</li> <li>2. Sanctioned rights to abortion under certain conditions.</li> <li>3. Raised the ‘age of consent’ for marriage from 16 to 20 for girls and 18 to 21 for boys</li> <li>4. Brought changes in unequal terms of divorce.</li> </ol>   |
| Bills to Combat Violence Against Women                                      |  |
| Bill on Domestic Violence   |  |
| Bill on Human Trafficking Control   |  |
| Local Self Governance Act, 1999   | Reservation for women - 20% in the Ward membership in Local Government and mandatory nomination of women in Village Development Committee and District Development Committee.  |

### Ratification and Signature of International Law for Women

|  |      |  |
|--|------|--|
| Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) | 1991 | Nepal ratified CEDAW only after ten years of its tabling in the UN; by the Interim Government immediately after 1990's political change to Multiparty Democracy from the former Party less Panchayat System. |
| Convention on the Rights of the Child (CRC)  | 1992 | Includes rights of the girl child.   |

### National Policy on WID/GAD

| Five Year Plan         | Year      | Policy Approach  |
|------------------------|-----------|--|
| Sixth Five Year Plan   | 1980-85   | The Sixth Plan adopts the policy of enhancing the efficiency of women recognizing the role of women in development.  |
| Seventh Five Year Plan | 1985-90   | The Seventh Plan adopts the policy of enhancing efficiency and productivity of women through participatory approach.   |
| Eighth Five Year Plan  | 1992-97   | The Eighth Plan adopts the policy of ensuring equitable distribution of development benefits by bringing women into the mainstream of development.                                     |
| Ninth Five Year Plan   | 1997-2002 | The Ninth Plan adopts the policy of mainstreaming gender, reducing gender inequality, and empowerment of women   |
| Tenth Five Year Plan   | 2003-2008 | The Tenth Plan adopts the policy of mainstreaming gender, reducing gender inequality and empowerment of women; and recognizing gender equality as a key indicator of poverty analysis. |

### National Action Plans on Gender Equality

|  |      |
|--|------|
| Women Services Coordination Committee, National Social Services Coordination Council: <b><u>Plan of Action for Women in Development</u></b>  | 1982 |
| Ministry of Women and Social Welfare: <b><u>“Gender Equality and the Empowerment of Women” National Plan of Action (NPA) for Beijing Platform for Action</u></b>                       | 1998 |
| Ministry of Women, Children & Social Welfare: <b><u>“National Plan of Action On Convention on The Elimination of All Forms of Discrimination Against Women (CEDAW)”</u></b>            | 2003 |
| Ministry of Women, Children & Social Welfare: <b><u>“National Plan of Action On Gender Equality and Women Empowerment. Revised version of NPA for Beijing Platform for Action”</u></b> | 2004 |

### **National Machineries and Governmental Organizations**

| <b>Machineries/Organizations</b>             | <b>Year of Establishment</b> |
|--|------------------------------|
| Ministry of Women, Children & Social Welfare | 1995                         |
| National Commission for Women                | 2002                         |

### **References:**

1. UNDP. (2005). Human Development Report 2005.
2. Acharya, M. (2003). "Changing Gender Status – Achievements and Challenges", Population Monograph of Nepal, Vol. II. Kathmandu: Central Bureau of Statistics.
3. Central Bureau of Statistics. (2004). Women in Nepal: Some Statistical Facts.

## 1.3 Health Profile

### Expansion of Health Services

(Sources: 1, 2, 3, 4 & 5)

|      | No. of skilled human resources | No. of trained midwife & women health volunteers* | No. of health service centres** | No. of hospital beds | Public expenditure on health (% of GDP) |
|------|--------------------------------|---|---------------------------------|----------------------|---|
| 1997 | 73572                          | 55109   | 4340                            | 3904                 | 2.5% (during 9 <sup>th</sup> Plan)      |
| 2005 | 90847                          | 62546 (2004)                                      | 4401                            | 6900 (approx.)       | 1.3% (2006)                             |

\* Majority of women receive health services from these health workers.

\*\* Expansion of health service centres shows very slow progress from 1997 to 2005, which is contributed to the armed insurgency in the country.

### Child Health (Source: 5 & 6)

|      | Mortality rate |       |      | % of the vaccinated (age 12-23 months) |           |                 |
|------|----------------|-------|------|--|-----------|-----------------|
|      | Infant         | Child |      | BCG                                    | DPT 1+2+3 | Fully immunized |
| 1991 | 107            | 158   | 1996 | 73%                                    | 51%       | 36%             |
| 2001 | 64             | 91    | 2001 | 83%                                    | 71%       | 60%             |
| 2005 | -              | -     | 2005 | 92%                                    | 80%       | NA              |

### Family Planning

(Sources: 2, 5, 7 & 8)

|      | Contraceptive prevalence rate | Births attendance rate   |                             |                          |        | Maternal mortality rate | Age at first marriage of women | Total fertility rate |
|------|-------------------------------|--------------------------|-----------------------------|--------------------------|--------|-------------------------|--------------------------------|----------------------|
|      |                               | Trained health personnel | Traditional birth attendant | Relative, friend & other | No one |                         |                                |                      |
| 1991 | 30% (1997)                    | NA                       | NA                          | NA                       | NA     | 515                     | 18.1                           | 5.1                  |
| 2001 | 37%                           | 13%                      | 23%                         | 55%                      | 9%     | 415 (2002)              | 19.5                           | 4.1                  |
| 2005 | 42%                           | 20%                      | NA                          | NA                       | NA     | NA                      | NA                             |                      |

### HIV/AIDS

(Source: 5)

| % age 15-49 | Women (No. of age 15-49) |
|-------------|--------------------------|
| 0.5%        | 23,000                   |

### Nutrition

(Source: 7)

| % of children with low birth weight * | Oral re-hydration therapy use rate |                  |
|---------------------------------------|------------------------------------|------------------|
|                                       | ORS packets                        | Increased fluids |
| 21%                                   | 32%                                | 27%              |

\* In the absence of birth weight; mothers' assessment of the size of the baby at birth is taken as the proxy for birth weight.



**Community Health Services**

(Source: 9 &amp; 10)

|      | Access to safe water/piped to house |       |       | Access to adequate sanitation with sewerage |       |      |
|------|-------------------------------------|-------|-------|---|-------|------|
| 1996 | 32.8%                               | Urban | 46.4% | 9%  | Urban | 52%  |
|      |                                     | Rural | 5.4%  |   | Rural | 5.8% |
| 2004 | 43.9%                               | Urban | 53.3% | 12%   | Urban | 54%  |
|      |                                     | Rural | 6.7%  |   | Rural | 3.7% |

**Expansion of Drinking Water and Sanitation**

(Source: 5)

|  | 2001/02 | 2002/03 | 2003/04 | 2004/05 | % change over 2003/04 |
|--|---------|---------|---------|---------|-----------------------|
| Population with access to drinking water (%) | 71.6    | 72.8    | 73.5    | 75.5    | 2.7                   |
| Households with sanitation facility (%)      | 20.0    | 26.2    | 39.0    | 46.2    | 18.5                  |

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2. Acharya, M. (2003). "Changing Gender Status – Achievements and Challenges", Population Monograph of Nepal, Vol. II. Kathmandu: Central Bureau of Statistics.
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9. Central Bureau of Statistics. Nepal Living Standards Survey Report 1996.
10. Central Bureau of Statistics. Nepal Living Standards Survey 2003/04.

## 1.4 Education Profile

### Commitment to Education

(Sources: 1, 2 & 4)

| Education system |                | Public expenditure on education (as % of) |                              |
|------------------|----------------|---|------------------------------|
| Compulsory       | Primary        | GDP                                       | Total government expenditure |
| Primary          | Up to Class IV | 2.6% (during 9 <sup>th</sup> Plan)        | 14% (2000)                   |
|                  |                | 3.6% (2006)                               | 15.8% (2006)                 |

### Adult Literacy Rate (Source: 5)

|      | Male/Female Difference | Female | Male  |
|------|------------------------|--------|-------|
| 1991 | 29.5%                  | 25%    | 54.5% |
| 2001 | 22.6%                  | 42.5%  | 65.1% |

### Net Enrolment Ratio (Source: 6))

|      | Primary level |       | Lower Secondary level |       | Secondary level |       |
|------|---------------|-------|-----------------------|-------|-----------------|-------|
|      | Female        | Male  | Female                | Male  | Female          | Male  |
| 2000 | 75.1%         | 86.9% | 33.7%                 | 45%   | 20.9%           | 30.2% |
| 2005 | 83.4%         | 90.1% | 43.1%                 | 49.8% | 29.2%           | 35.5% |

### Female Ratio of Higher education (Sources: 3 & 4)

|            |
|------------|
|            |
| 24% (1998) |
| 26% (2000) |

### Female Ratio of Higher Education (Source: 6)

| Tribhuvan University (2005) | Education | Agriculture | Engineering | Medicine * | Science and Technology |
|-----------------------------|-----------|-------------|-------------|------------|------------------------|
| Certificate Level           | 42%       | 20% (2003)  | 9%          | 91%        | 15.5%                  |
| Bachelor Level              | 31%       | 19%         | 17.5%       | 34%        | 17%                    |
| Master Level                | 18%       | 9.5%        | 10%         | 29%        | 16%                    |

\* Includes nursing

| Kathmandu University (2005) | Education  | Agriculture | Engineering | Medicine | Science and Technology |
|-----------------------------|------------|-------------|-------------|----------|------------------------|
| Certificate Level           | NA         | NA          | NA          | 36%      | 30%                    |
| Bachelor Level              | NA         | NA          | 15%         | 44.5%    | 39%                    |
| Master Level                | 32% (2003) | NA          | 0.0%        | 24%      | 45%                    |

| Mahendra Sanskrit University (2005) | Education | Agriculture | Engineering | Medicine, Science and Technology |
|-------------------------------------|-----------|-------------|-------------|----------------------------------|
|-------------------------------------|-----------|-------------|-------------|----------------------------------|

|                   |       |    |    |    |
|-------------------|-------|----|----|----|
| Certificate Level | 9%    | NA | NA | NA |
| Bachelor Level    | 17.5% | NA | NA | NA |
| Master Level      | 10%   | NA | NA | NA |

| <b>Pokhara University<br/>(2005)</b> | Education | Agriculture | Engineering | Medicine | Science<br>and<br>Technology |
|--------------------------------------|-----------|-------------|-------------|----------|------------------------------|
| Certificate Level                    | NA        | NA          | NA          | NA       | NA                           |
| Bachelor Level                       | NA        | NA          | 18%         | 45%      | 34%                          |
| Master Level                         | NA        | NA          | 15%         | NA       | 36%                          |

| <b>Purbanchal University<br/>(2005)</b> | Education | Agriculture | Engineering | Medicine | Science<br>and<br>Technology |
|---|-----------|-------------|-------------|----------|------------------------------|
| Certificate Level                       | NA        | NA          | NA          | NA       | NA                           |
| Bachelor Level                          | 28%       | 36%         | 17%         | 77%      | 25%                          |
| Master Level                            | 14%       | 0.0%        | NA          | NA       | 10%                          |

### References:

1. Central Bureau of Statistics. Statistical Year Book 2005.
2. Ministry of Finance. (2006). Budget Speech of Fiscal Year 2006-07.
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## 2. General Situation of Women in Nepal

### 2-1 General Situation

1. 'Feminization of poverty' and 'feminization of agriculture' prevail in Nepal.
2. Women's engagement in manufacturing is becoming informalized and there is feminization of the informal sector.
3. Social and economic exclusion and violence against women still remain salient features of gender discrimination in Nepal and these are aggravated during the armed insurgency.

#### Introduction

According to the Census 2001, women comprise 50.05% percent of the total population of Nepal (i. e., 23,151,423). Nonetheless, women in Nepal are not homogeneous. Because of ecological and socio-cultural diversity, intersectionalities affect the constraints and opportunities of women in terms of the ecology (Mountain, Hill and *Terai* Plain), class, caste/ethnicity, religion, locale of residence (urban/rural) and the development region. Notwithstanding this diversity, the treatment of "women as a category of gender" by existing Patriarchal institutions (family, community, larger society and the State) play a pivotal role in the general status of the "exclusion of women" and the present status of their under developed human capability.

The historical and the present practices of gender discrimination and social exclusion of women are manifested in following outcomes.

#### Feminization of Poverty

- ✚ Nepal Living Standard Survey (2004) showed still 31% of Nepalese fall below the poverty line.
- ✚ Firstly and fore mostly, the brunt of poverty falls disproportionately on women and girls resulting in human deprivation, in terms of access to food and nutrition, access to education, access to other human development opportunities and excessive work burden.
- ✚ Furthermore, even if a household does not fall below the poverty line but is in the poverty threshold, the share of women and girls in intra-household resource distribution is very low resulting in human deprivation poverty status, depicted by:
  - *Infant mortality rate (40.2 for girls as against 27.8 for boys); under 5 mortality rate (112.4 for girls as against 104.8 for boys); maternal mortality rate (415/100000 live birth); and the fertility rate as 4.1.* (Bista, 2003; MOH, 2001; MOPE, 2006).
- ✚ The assessment of the Tenth Plan rightly indicates that the decline in poverty (from 42% to 31%) has not been even, in terms of outcomes on different groups

and regions. Women in general and women from Mid and Far West regions in particular remained excluded from access to services and economic opportunities (NPC, 2006).

✚ A large proportion of female-headed households fall below the poverty line as compared to the male-headed households due to gender discrimination in access to and control over productive resources and other economic and political opportunities.

- *While analyzing the poverty situation in relation to the sex of the household head, it is very important to view how you define the head of the household. In a recent SAARC poverty profile<sup>1</sup>, section in Nepal reports that poverty in female-headed households in 2003/04 has reduced by 43% compared to that of 1995/96. So, it concludes, **“Unlike the general belief, poverty apparently seems to be not affected by gender disparities; rather the opposite seems to be true when poverty levels of male and female headed households are taken into account (p. 52)”**.*
- *The analysis and conclusion of this kind has the danger of misleading the policy. Before concluding, further disaggregated analysis of those female-headed households (FHHs) is necessary in terms of “de jure FHH” and “de facto FHH”.*
- *The above analysis should have made it clear that in those households where women are “de facto FHH” due to migration of their men folks for employment and the poverty has reduced due to incoming remittance in those households rather than concluding as poverty is not affected by gender disparities. The Overview Chapter of the same profile states that, “This measure of relative poverty among female and male headed households fails to capture the characteristic features of gender-related economic disparities such as lack of control over or access to productive physical assets, credit (other than micro-credit), and income earning opportunities (p. 6)”.*
- *In fact, the poverty has increased in the FHHs of the poorest consumption quintile from 1995/96 to 2003/04; where “de jure FHH” prevail.*
- *Expert analysis show that female headed households show lower literacy and educational status, smaller size of land holding, high dependency ratio and lack of access to information media (Acharya, 2003).*

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<sup>1</sup> SAARC Regional Poverty Profile 2005: Poverty Reduction in South Asia through Productive Employment. (2007). Kathmandu: SAARC Secretariat.

- ✚ There is a huge income-gap between men and women both in terms of opportunities for employment/income generation and in the proportion of earned income; resulting in women to remain in poverty status.
  - *Female comprise 31% of all paid workers as against 69% male (CBS, 2001a).*
  - *The ratio of estimated female to male earned income is 0.51 and the estimated earned income (PPP US\$) is 949 for female as against 1,868 for male (UNDP, 2005).*
- ✚ Women remain poor due to the lack of access to and control over productive resources.
  - *During Census 2001, only 17% of the households reported that female in their families have ownership on the house, land and the livestock.*
  - *Among those who reported of female ownership, 10.8% reported of female ownership of the land, 7.6% reported of the female ownership of livestock and 5.5% reported of the female ownership of the house.*
- ✚ Poverty also instigates male emigration resulting in the burden of agriculture and household maintenance upon women and with a very high chance of family disruption due to the absence of male from the family for a long duration.
  - *Census 2001, which revealed that the proportion of male migrants was much larger (89%) than the proportion of female migrants (11%).*
  - *Among migrants 85% of male migrants reported employment as the main reason for migration as against 36% of female migrants reporting employment as the reason for their migration (Acharya, 2003).*
  - *A larger proportion of women (76%) than men (50%) are engaged in agriculture, household based extended economic activities and the household maintenance work (CBS, 2001b).*
- ✚ **In spite of “poverty having a woman’s face”, the national accounting fails to disaggregate poverty by gender both in quantitative and qualitative terms. The Nepal Living Standard Surveys (1996 and 2003/4) have measured “adequacy of consumption” in items like food, housing, clothing, schooling and total income. ‘Less than adequate’ is taken as an indicator of self-reported ‘poverty’. However, in the absence of measuring poverty assuming individual-as-a-unit-of-analysis as against household-as-a-unit-of-analysis, it becomes difficult to pin-point the exact extent of self-reported “feminization of poverty”. This results in difficulty targeting poverty reduction.**

The state of the “feminization of poverty” becomes both a cause and a consequence of the persisting (vicious cycle of) poverty, which necessitates the breaking of the vicious cycle of the feminization of poverty.

### **Feminization of Agriculture**

- ✚ Feminization of agriculture in Nepal is characterized by increasing trend of women in the agricultural labor force and majority of women engaging in agriculture.
  - *Experts state that Nepalese agriculture is characterized by a heavy involvement of women as agricultural labour force (55 to 82%) (Lohani & K. C., 2001).*
  - *Among South Asian countries women’s involvement in agriculture is highest in Nepal (90%) (Human Development in South Asia 2002).*
  - *According to 1991 Census, women comprised 40.38% of economically active population and 90.5% of them were engaged in agriculture. During Census 2001 the proportion of economically active women comprised of 48.9% (CBS, 2004a; Figure 8, p. 54) showing an increase of 8.5% within a decade of which 73% were engaged in agriculture as against only 60% of economically active men engaged in agriculture.*
  - *During 1991 Census women comprised of 45% of the agricultural labor force while in Census 2001 they are found to comprise 48% of the agricultural labor force (Acharya, 2003).*
  - *Hence, the proportion of women in the agricultural labor force has increased in the decade and still majority of Nepalese women are engaged in agriculture.*
  - *Among those engaged in agriculture, 94% comprise of rural women (Acharya, 2003).*
- ✚ Women’s participation is more than that of men’s in all most all agricultural activities (Lohani & K. C., 2001).
  - *In livestock raising women’s contribution is very significant. They are found to contribute 70% of the labor in livestock raising (ICIMOD, 1998).*
- ✚ Historically the out migration of men from the rural areas has feminized the agriculture system. In addition, the present conflict situation and the exodus of men from villages have contributed on women having to take the sole responsibility of agricultural production.
  - *They are involved in labor intensive and natural resources based farming system.*
  - *Hence the brunt of environment degradation also falls heavily upon women.*

- ✚ “Feminization of agriculture” is again characterized by “own consumption” production with “below subsistence” productivity.
  - *About 60% of the agricultural households have reported that the agricultural produces are not sufficient to feed the household. Of which, an overwhelming 35% reported that the farm produces are insufficient for 7-12 months of the year (CBS, 2004-b).*

### **Globalization, Feminization and Informalization of Manufacturing**

- ✚ As a manifestation of the liberalization and globalization of the Nepalese economy, feminization and informalization of manufacturing has become most visible since late 1980s.
  - *Nepalese carpets and pushmina shawls became Nepal’s niche products for export.*
  - *Nepal also became a part of the global Multi-Fiber Treaty receiving garment quota from Western countries especially the USA.*
  - *During 1980s and 1990s, manufacturing of garment, carpet and pushmina shawls got to its height.*
  - *The manufacturing industries became ‘feminized’ due to the demand for dexterity of hands and preference of submissive attitudes of (female) workers.*
  - *These industries instigated the migration of young rural women to the Capital City on a massive scale.*
  - *Nevertheless, after the market saturation in carpet and pushmina shawls; and the termination of garment quotas; these young women got out of work.*
  - *They were left high and dry without compensation and/ or alternative employment opportunity. They could neither go back home to their villages where there is no economic opportunity; nor could they make their living in the cities.*
  - *Many of these young women seem to retort to prostitution and flesh trade (ActionAid Nepal, 2004) and an extensive research is needed to substantiate the extent of this happening. UNDP/South Asia Regional Office is commissioning a research about the whereabouts of these young women who are out of job due to the termination of the garment quota.*
- ✚ Globalization of the economy has opened up export opportunities in other forms of manufacturing; many of which are feminized and informalized within Nepal.
- ✚ Semi finished export garments are also brought into Nepal from India for the labor-intensive and eye-straining handwork in lacing and embroidery. Nepalese



brokers contract these garments out on home-based piece-work basis to young women.

- ✚ A study conducted in mapping the home-based workers in Nepal has found that:
  - *More women (61%) than men (39%) are found to be home-based workers. In some manufacturing establishments women comprise as high as 80% of workers who are home based informal sector workers.*
  - *Almost 60% of these women worked for 5 to 6 days per week and more than a third worked for 5 to 8 hours a day and many of them in poorly lit and insufficiently ventilated workplace.*
  - *An overwhelming majority is unaware about organizing and networking and they lack legal protection.*
  - *Gender discriminatory practices are found in terms of women's product pricing and women's wage rate in comparison to men (Homenet/UNIFEM, 2004).*
- ✚ The impact of globalization in Nepal is also manifested through the 'movement of natural persons' migrating for foreign employment and about one-tenth of them is women.
  - *11% of the total remittance donors are women (NLSS, 2004).*
  - *Nevertheless, due to gender discrimination the migration process is difficult for women in comparison to men both in the country of origin and the country of destination (UNIFEM/NIDS, 2006).*
  - *Heeding to the existing gender discriminatory situation, the Labor and Employment Policy, 2005, has stipulated the commitment of the State to internalize international commitments and standards of promoting gender equality in all employment and labor rights related matters (MOLT, 2005).*

## **Issues of Access and Control over Productive Resources, Exclusion and Violence Against Women**

### **Access to and Control over Productive Resources**

- ✚ As a result of the patriarchal structure of the family, the State and the legal system, women lack access to and control over productive resources such as land, forest, credit, technology and enterprises.
  - *During Census 2001, only a total of 17% of the households reported that women in their families have some asset ownership.*
  - *Among those who reported, 10.8% of households reported that women in their families own land, 5.5% of households reported that women in the*

*families own the house and 7% households reported that women also own livestock.*

- *In the area of micro-credit, in consideration to the government's Policy of "one credit per one (poor) family", MFIs have not been able to reach to 66% (2/3<sup>rd</sup>) of the poor households (Sharma, 2004).*
- *In the area of the community forestry critiques argue that women-only groups are too little in number (less than 5%), too little in the forest area covered, and of poor quality forest (Rai & Buchy, 2004).*
- *Although, households operating small-scale non-agricultural activities by type of activity were enumerated in Population Census 2001, gender disaggregation about the ownership of these enterprises was not done.*
- *Similarly, in Census of Manufacturing Establishments (2001/2002), neither the ownership nor the sex disaggregation of the ownership is enumerated. This lack of gender-disaggregated data about the ownership of enterprises limits information about women's access to and control over productive resources.*

### **Exclusion of Women from the Political Participation and Decision/Policy Making**

- ✚ Women comprise less than 10% at all levels of the political leadership.
  - *The Constitution 1990 provided only 5% candidature of women for the Lower House election and 5% nomination for the Upper House.*
  - *The Local Governance Act 1999 provisioned the representation of just one woman at the Ward level membership of the Village Development Committee; and mandated only one woman to represent in the district level Committees and Councils.*
  - *Although, this resulted in bringing more than 39,000 women in local political bodies; they remained voiceless in an overwhelmingly male-dominated and Patriarchal politics.*
- ✚ The political exclusion leads to women being excluded from development agenda setting and the decision making in the distribution of the State's resources.
- ✚ Furthermore, women remain an extreme minority in civil service, technical and managerial positions in the State apparatus (please see above, Section 1.2 Status of Women; table under the heading "Women in Decision Making").
- ✚ In June 2006 immediately after its reinstatement the Lower House of the Parliament declared its policy of '33% representation of women'. It is yet to be

seen how this policy is going to be materialized as the operational plan of action is not yet formulated.

- ✚ With a positive note for including the women's right in place in the Constitution, the women's movement is currently (February 2007) asserting for at least 33% representation.
- ✚ The advocacy for women's representation is for executive, legislative, judicial and at all levels and forms of State structures through affirmative actions and reservations including the 'reservation of constituency for women' instead of reserving candidature for the Constituent Assembly.

In the Interim Parliament formed in January 2007, women comprise 18.5% of the total Parliamentarians. Compared to the past the proportion of women in the Parliament is significantly high. Deviating from the past and present pattern of other political parties, the Maoist Party has nominated 40% women in the Interim Parliament.

Source: Parliament of Nepal

## **Violence Against Women**

- ✚ Subhuman behaviour towards women is manifested through violence against women. Nepalese women in general and rural women in particular are vulnerable to the violence against women both the domestic violence and the public violence.
  - *Domestic violence is manifested as wife battering, neglect and physical abuse of the girl child, female infanticide, early marriage, dowry related violence, sexual abuse in the household, polygamy and the marital rape.*
  - *Violence in public arena is manifested in rape, sexual abuse and sexual harassment in the workplace, trafficking in women and girls, forced prostitution and traditional harmful practices such as Dewki, Badi, Jhuma and the witchcraft.*
  - *Sexual harassment at the workplace found that 43% of women faced sexual harassment in the workplace but could not complain due to lack of provision for grievances (FWLD, 2003).*
  - *It is estimated that 5,000 to 7,000 girls/women of 10 to 20 years of age are trafficked every year and 75% of them are below 18 years age. Majority of the trafficking victims are sold for forced prostitution (Gautam, 2002; Ghimire 2003).*
- ✚ Recognizing the need to combat violence against women, Domestic Violence and the Human Trafficking Control Bill were endorsed by the Lower House of the

Parliament in 2002. It was under discussion in the Upper House when the Parliament was dissolved in May 21, 2002; and the Bills remain hung.

✚ During ten-year armed conflict, violation of women manifested in various ways.

- *Women's bodies have become the battleground in the present state of armed Maoist insurgency and counter insurgency with incidences of rape, forced pregnancy, ostracization, sexual assault and murder.*
- *Women and young girls have become victims of violence from both the warring factions (i. e., insurgents and security personnel) and the third party who take advantage of the prevailing security lapse (Bhadra, Shrestha & Thapa, 2003).*

- Recognizing the rampancy of the violence against women, the Interim Constitution (2007) has spelled out under the Women's Right that physical, mental or any other form of violence against women shall be legally punishable.
- In the Needs Assessment of MDG 3: Promotion of Gender Equality and Women Empowerment, cost has been estimated to end violence against women; which is stated as NRs. 139.5 million for 2005, NRs. 738.5 million for 2010, NRs. 1,361.6 million for 2015 (GON/UNDP, 2006)

### **Armed Conflict and Impact on Women**

✚ A decade (1996-2006) of the armed conflict in Nepal has impacted women in a very peculiar and intense ways.

- *Mothers are found to suffer from 'fetal bereavement' due to the death and disappearance of their children, resulting in physical, psychological and emotional distress.*
- *Widows are singled with the responsibilities of running the household and family single-handedly, the loss of the income source and singled to vulnerability of sexual violence without the protection of the husband.*
- *Adolescent girls have lost their educational opportunities, victimized in terms of sexual violation and trafficking.*
- *Women in general especially in rural areas are displaced or they are left back home with the sole responsibility of the household management and the agricultural production due to the exodus of male members of the family.*
- *Young women participate in armed insurgency but within the insurgency the gender role is traditional with women cadres assuming the stereotypical gender role of food management, mending the clothing, singing and dancing, soliciting donations and recruitment, and carrying loads. These young cadres*

*envisage continuation of gender conflict even if their movement becomes successful and the class conflict ends (Bhadra, Shrestha & Thapa, 2003).*

- + The saying “battles are fought over women’s bodies” holds its truth also in the context of Nepalese armed conflict.

### **Value of Women and their Freedom of Choice**

- + Nepalese society is son-preferring. The birth of a daughter is neither celebrated nor is her death lamented much. Sayings go, “the birth of a daughter is a fatality” (5f]/Lsf] hGd xf/]sf] sd{) and “the death of a daughter saves her from a bad marriage” (5f]/L d/L 7'nf] 3/ k/L).
- + The above sentiments about girls/women and lack of their value are manifested in real life in the following ways:
  - o *In 2002, the infant mortality rate for girls was 40.2 and for boys it was 27.8. Similarly, the under-five mortality rate for girls was 112.4 and for boys it was 104.8 (MOHP, 2006, table 3.5, p. 39).*
- + Even if girls survive their infancy and childhood, they are married off at an early age. In patrilocal system of marriage, daughters are generally not considered a full-fledged member of the family they born into.
- + Even in the family where she is married to, she does not have dignity and human rights if she does not enter into the family with adequate wealth in the form of dowry.
- + Hindu Ideology of purity of women’s sexuality dictates that parents earn ‘dharma’ (blessings from the God) if they marry off their daughters while they are still virgin to the extent of them being married off before puberty. Other religions such as Muslim and Buddhist that prevail in Nepal are also not better than the Hindu when it comes to the ideology of women’s sexuality.
- + “Marriage is the destiny in women’s life but the choice is not theirs”.
  - o *33.5% of girls 15-19 years of age are married as against only 11.8% of boys of the same age.*
  - o *The mean age of marriage for girls is 19.5 years and for boys it is 22.9 years.*
- + The so-called high caste Hindu families prohibit widow remarriage due to the ideology of the purity of sexuality.
  - o *The Population Census 2001 revealed that 4.2% of male remarry as against 2.7% of female.*

- *Females in some non-Hindu ethnic communities remarry after they are widowed but many male remarry even when they have their wives living with them.*
- ✚ Male are polygamous due to choice but female are polyandrous due to coercion.
  - *Even though polygamy is illegal, Census 2001 show that 5.5% of male are living with more than one spouse.*
  - *Female living with more than one spouse is only 0.04% and it is so in polyandrous communities in the Mountains where women are coerced to get into polyandrous marriage.*
  - *An estimated 5, 59,250 women are found living in polygamous marriage. Experts assume that it may be under estimated because the number being estimated by multiplying the number of men in polygamous marriage by 2 (assuming them living with only 2 wives). In fact, many men live with more than two wives.*
- ✚ Women in Nepal have neither the freedom of marital choice nor they have the fertility choice. Many women still go through unwanted pregnancy and childbirth due to lack of choice and decision-making.
  - *During the Demographic and Health Survey in 200 1 (MOH, New Era & ORC Macro, 2002), the total wanted children by women was found to be 2.5; but in reality the total fertility rate of women was 4.1. Women were found to bear 1.6 unwanted babies.*
  - *Men reported their mean ideal number of children to be 2.8 and women reported it be 2.3.*
  - *A vast majority (91.4%) of women wanted to limit childbearing with 3 living children as against only 64.7% of men wanting to limit childbearing.*

## Gender Issues and Women's Rights Incorporated in the Interim Constitution (2007)

In the introduction section along with other forms of discrimination, the Interim Constitution of Nepal (2007) commits to solving the problem of gender discrimination; with following specific provisions.

### + Article 8: Citizenship

- Conferring citizenship to child if father and mother is Nepali citizen
- Women of foreign nationality who has matrimonial relationship with Nepali citizen if she wishes
- A child born by Nepali woman married to foreign national if the child is born and brought up in Nepal and has no citizenship of father's country

### + Article 13: Right to Equality

- No discrimination on the basis of sex
- Special measures could be adopted through enactment of law for protection, empowerment and advancement of women
- Equal remuneration and social security for equal work

### + Article 18: Employment and Social Security Right

- Women shall have right to social security in accordance to the legal provision

### + Article 20: Women's Right

- There shall be no discrimination just because that person is a woman
- Each woman shall have reproductive health and fertility rights
- There shall be no physical, mental or any other form of violence against women and such act shall be legally punishable
- Sons and daughters will have equal inheritance right

### + Article 21 Right to Social Justice

- Women will have right to participate in the State structure based on the principle of proportional inclusion

### + Article 29: Right Against Exploitation

- There shall be no exploitation (of women) in the name of custom, tradition and culture
- Human trafficking and bonded labor is prohibited

### + Article 33: State Obligation

- Adhering to the international norms and values, all forms of discrimination including gender discrimination will be eliminated and the excluded groups including women will be included in the progressive democratic restructuring of the State

### + Article 34: Directive Principles of the State

- The economic exploitation or any form of economic inequality will be prohibited including the one based on gender; and promote equality in the economic benefit distribution

### + Article 35: State Policies



- Policy to make enhanced participation of women in national development by making special provision for their education, health and employment
- Social security policy for single women
- Positive discrimination policy for special arrangement for women
- Policy of special allowances to disable-women
- ✚ Article 63: Formation of the Constituent Assembly
  - Political parties should give minimum 33% of the total candidature to women
- ✚ Article 131: National Human Right Commission
  - Maintain diversity including women during the appointment of Chairperson and Members of the National Human Rights Commission
- ✚ Article 138: Progressive Restructuring of the State
  - To end various forms of discrimination including the 'gender discrimination'; there will be progressive restructuring of the State into inclusive democracy
- ✚ Article 142: Political Parties' Eligibility of Registration for Election
  - Inclusion of women in various levels of executive committees
  - There shall be no gender discrimination in the membership in political parties
- ✚ Article 154: Establishment of Commissions
  - Women's Commission to be established for the protection and promotion of women's rights



## 2-2 Government Policy on Gender

1. Government's development policy on women was initiated in mid-1950s with the initiation of the First Five Year Plan in 1956.
2. During 1980s the policy on women shifted to Women in Development (WID) from the protective approach to a status approach.
3. During 1990s paradigm shift occurred from WID to GAD (Gender and Development) recognizing the importance of analyzing gender relations to address women's development problems.

### Government's Policies on Women

Nepal's policy on women in its development endeavor initiated since its First Five Year Plan (1956-1961). Nevertheless, during that period the State policy on women was formulated with a "welfare approach" focusing on the reproductive role of women as mothers and homemakers.

A shift in the focus on women occurred during mid and late 1970s with Nepal observing the International Women's Year and participating in the First World Conference on Women in 1975; and the subsequent study on the Status of Women in Nepal (1979). Sixth Five Year Plan (1980-85) initiated the WID (Women in Development) policy assigning a separate chapter about the role of women in development, which was followed by the Seventh Five Year Plan (1985-1990) and the Eighth Five Year Plan (1992-1997). Sixth Plan adopted an "efficiency approach" to WID recognizing the productive role of women for the first time in Nepal's planned development. The Seventh Plan adopted a "(equal) participatory approach" along with the efficiency approach and the Eighth Plan adopted an "equity approach" along with a realization of the need to mainstreaming women in development.

A paradigm shift occurred from WID to GAD (gender and development) in Nepal's development policy during the Ninth Five Year Plan (1997-2002), which is given continuation in the Tenth Five Year Plan (2003-2008). These Periodic Plans have adopted the policy of "gender equality" and "women's empowerment" by adopting the strategy of "gender mainstreaming".

### Development Plans and Programmes for Women

**During the Decade of Fifties to Seventies:** Development interventions on women were initiated right from the First Five Year Plan (1956-1961). Women's Training Centre was established in the Ministry of Panchayat and Local Development in 1956 aiming to provide development skills to women. With a central training centre in Kathmandu, regional training centres were established in five development regions. Nevertheless, during those decades only the reproductive role of women was recognized and training for women dwelled upon basically in homemaking and child craft.

**During the Decade of Eighties:** The recognition of women's productive role especially in agriculture and with the adaptation of the policy of "efficiency approach";

the decade of 1980s was a turning point in addressing the development needs of women. Women also became the targets of agricultural extension mandating women's quota in agricultural development (crop, livestock and irrigation) projects and trainings. Access of women to income generation recommended by the Status of Women in Nepal study (1979) instigated the introduction of two important micro-credit programmes for women. The Small Farmer Development Project of the Agriculture Development Bank initiated "Women's Development" component extending micro-credit for women in 1981. The "Production Credit for Rural Women" (PCRW) was launched in the Ministry of Panchayat and Local Development in 1982. The essentiality of 'women's organization/group' to qualify for micro-credit in these programmes became catalyst for an unprecedented social change in Nepal. Another recommendation of the Status of Women in Nepal study (1979) was the provision of technology to ease women's work-burden. To address this, drinking water projects, smokeless stoves and community forestry were initiated. Although, the community forestry projects resulted in success; projects in smokeless stoves and drinking water did not particularly result in success. It was especially so because women were not involved in research and development, and the dissemination of these projects. Women's literacy campaign and girls' education (scholarship, feeder hostel, free textbooks, etc.) were initiated during this decade.

**During the Decade of Nineties:** Participation of women in 'user group committees' extended to other sectors also apart from the agriculture, community forestry, drinking water and irrigation. There was massive expansion of micro-credit programmes along with formulation of newer savings and credit organizations (SCOs) and savings and credit cooperatives (SCOs). Many development banks emerged that extend credit to women. In agriculture cash cropping especially in horticulture and livestock was extended tied upon with the micro-credit programme. Welfare oriented women's health programmes of 1980s were transformed into right based programmes such as Safer Motherhood programme and Sexual and Reproductive Health programmes.

In order to enhance girls' education scholarships were expanded. The mandate of at least one female teacher was an indication towards structural changes in the field of girls' education. During the 1990s 'gender sensitization' became the key programme in national machineries and sectoral programmes. Legal literacy and advocacy became part and parcel of gender sensitization programmes. To bring women in the decision making positions in the civil service, Civil Service Act was amended in 1999. Coaching classes were initiated for women examinees of the public service commission.

### **During the Advent of the Third Millennium**

Nepal's participation in the Millennium Summit and the adoption of the Millennium Development Goals set some time bound targets related to gender equality and women's empowerment, and women's reproductive health. Goal 3, aimed to 'promote gender equality and empower women' by targeting to achieve 100% enrolment in primary education by 2005, bridging the gender gap at all levels of education by 2015, bridging the gender gap in literacy rate by 2015, monitoring the

share of women in wage employment in the non-agricultural sector and monitoring the proportion of seats held by women in the House of Representatives. Goal 5 aimed to 'improve maternal health' targeting to reduce maternal mortality ratio three-fourths by 2015.

The Advent of the Third Millennium also expedited strategy of gender mainstreaming to achieve the development policy of gender equality and women's empowerment especially after the Beijing +5 in 2000. To institutionalize gender mainstreaming all government agencies established 'gender focal points' in 2002 and all sectoral agencies were required to mainstream gender in their programmes mandating gender sensitivity in their monitoring and evaluation and the requirement of gender disaggregated data base.

Engendering of the national accounting system was initiated with the Population Census 2001. The Tenth Five Year Plan (2003-2008), which is also the Poverty Reduction Strategy Paper (PRSP) identified gender equality as a major indicator of poverty analysis. Gender budget audits have been completed in the Ministries of Agriculture (2002), Health (2002), Education (2002), Local Development (2003) and Women, Children and Social Welfare (2003). Also in place are gender disaggregated indicators; and a monitoring mechanism is being put in place to measure the outcomes in the Ministry of Women, Children & Social Welfare named "Women and Child Info" (2004). A National Plan of Action On Convention on The Elimination of All Forms of Discrimination Against Women (CEDAW) was formulated in 2003. Similarly, the National Plan of Action for Gender Equality and Women Empowerment was revised and approved by the government in September 2004 and gender focal points have been appointed at the district level (i.e., DWDOs). Currently (2006/7) with the aid of Asian Development Bank, a project entitled Capacity Building and Empowerment of Women for Gender Equality (CBEWGE) is in place in the Department of Women Development/Ministry of Women, Children & Social Welfare. This project mainly targets to empower District Women Development Officers (DWDOs) through their capacity development at the district level, as the focal point and the head of the district level functionary for gender equality and women's empowerment.

The 2005 amendment of the Civil Service Act includes a provision for formulating affirmative action policies for women in government service and has exempted the age bar for temporary women staff wishing to apply for positions advertised by the Public Service Commission (PSC). Coaching classes and capacity-building trainings continued to be held to prepare eligible women candidates for PSC and other examinations.

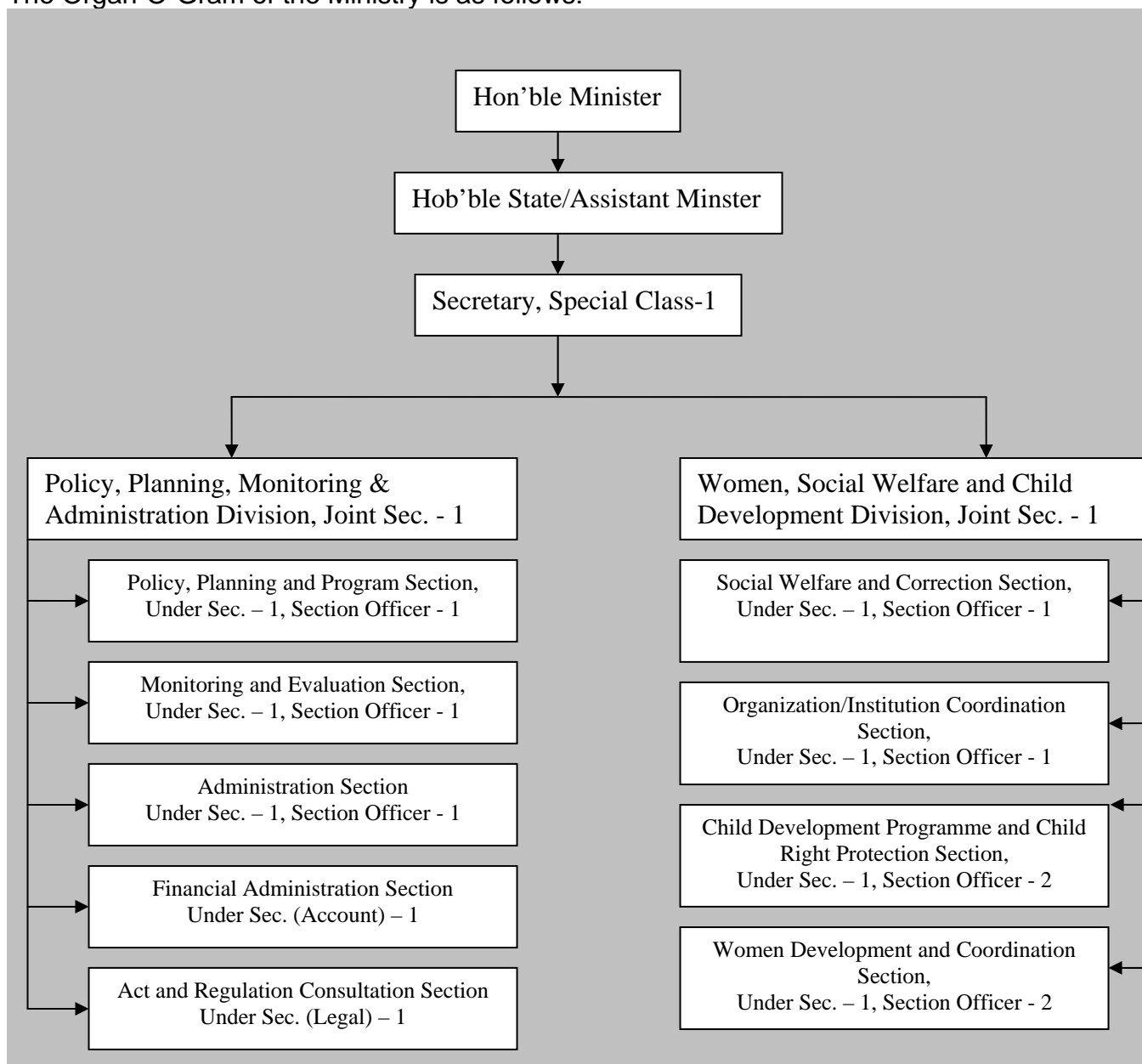
In 2005, the government has introduced a Gender Responsive Budgeting (GRB) framework and has formed a Gender Responsive Budget Committee (GRBC) at the Ministry of Finance (MOF) to institutionalize the GRB initiatives. Similarly, the National Planning Commission (NPC) has formulated a Gender Management System (GMS) and introduced a classification system of programmes/projects using the gender code in 2005/06 (NPC, 2006). In order to achieve MDG3, under the

Millennium Project interventions included in the gender model are, i) Helping transition of girls to work through vocational training programmes and school work programmes; ii) Encouraging political participation through support to female candidates standing for office and support to elected representatives; iii) Ending violence against women through awareness programmes, helplines and short-term housing; and iv) Gender sensitization programmes for elected politicians, judges, bureaucrats, police, strengthening the Ministry of Women, Children & Social Welfare and Gender Focal Points (GON/UNDP, 2006).

### 2-3 National Machinery: Ministry of Women, Children & Social Welfare

The highest level national machinery for the advancement of women in Nepal is the Ministry of Women, Children & Social Welfare, which was established immediately after Beijing Conference in 1995. It was in response to the commitment Nepal made to Beijing Platform for Action – 12 critical areas of concern.

The Organ-O-Gram of the Ministry is as follows:



**The Main Activities of the Ministry of Women, Children & Social Welfare are as follows:**

|                             |  |
|-----------------------------|--|
| <b>Gender Mainstreaming</b> |  |
|                             | Establishment of Gender Information Centre.  |
|                             | Gender analysis of all policies, programmes and the budget of sectoral agencies.   |
|                             | Formulation of the National Plans of Action on CEDAW and BPFA and strengthening sectoral agencies for their implementation.  |
|                             | Facilitation to enhance women's participation in political, administrative and economic sectors from the central level to the village level.   |
| <b>Gender Equality</b>      | Coordination and capacity building of 'Gender Focal Points' in sectoral ministries.  |
|                             | Strengthening of the National Commission for Women with legal provision to improve the present status of gender equality.  |
|                             | Gender sensitization of all concerned and at all levels about women's rights by mobilizing NGOs, CBOs and the civil society.   |
|                             | Revision of discriminatory laws to ensure gender equality on the basis of international commitments.   |
| <b>Women's Empowerment</b>  | Advocacy to bring 20% women in decision making.  |
|                             | Ensuring women's access to employment, entrepreneurial technology and other productive resources; in local level poverty alleviation programmes.   |
|                             | Providing skill training and opportunities for self employment to conflict affected, displaced and singled women through the provision of micro-credit.  |
|                             | Enhancing women's employment by providing incentives to employers who hire women in larger number and combating the violence against women in the workplace; and launching programmes to encourage women for foreign employment. |
|                             | Facilitating women's networking for leadership and skill development training.   |
|                             | Providing scholarships for higher education to girls and young women from excluded groups ( <i>dalit</i> , ethnic and the disadvantaged).  |

Source: Tenth Five Year Plan (2003-2008).

### SWOT Analysis of the Ministry of Women, Children and Social Welfare (2003)

|                    | STRENGTH   | WEAKNESS  | OPPORTUNITY  | THREAT   |
|--------------------|--|---|--|--|
| <b>MACRO LEVEL</b> | <ol style="list-style-type: none"> <li>1. Increased awareness about gender equity/equality</li> <li>2. NPC's commitment to strengthen its M&amp;E system and make M&amp;E gender-sensitive</li> <li>3. Gender sensitivity of some sectoral agencies' M&amp;E system</li> </ol>   | <ol style="list-style-type: none"> <li>1. No M&amp;E mandate in the planning phase</li> <li>2. Lack of targeted macro level national vision for women's empowerment</li> <li>3. Lack of coordination: vertical and horizontal</li> <li>4. Lack of resources               <ul style="list-style-type: none"> <li>- physical</li> <li>- human</li> </ul> </li> <li>5. Low priority given to M &amp; E</li> </ol> | <ol style="list-style-type: none"> <li>1. International focus on women and children (CEDAW, BFPA, CRC)</li> <li>2. Increased donor support on women and children's issues</li> <li>3. Increased gender sensitivity at government level and the civil society</li> <li>4. Under decentralization act mandate for VDCs to spend 25% of its grant on women and child development activities</li> <li>5. To coordinate with district level M &amp; E Committees</li> <li>6. Logical Framework</li> </ol>   | <ol style="list-style-type: none"> <li>1. GOs and NGOs may not cooperate to provide relevant data</li> <li>2. HMG is yet to seek donor cooperation</li> <li>3. Capacity building and HRD of M &amp; E Staffs may not be given priority during resource allocation</li> </ol> |
| <b>MICRO LEVEL</b> | <ol style="list-style-type: none"> <li>1. Ministry's mandate to coordinate, monitor and evaluate the activities of GO, NGO (<u>No. 11 of the Mandate list</u>)</li> <li>2. Existing <u>Coordination and Monitoring Committee</u> under the chairmanship of the Minister and the <u>Action Committee</u> under the chairmanship of the Secretary</li> <li>3. Recently systematized operation and scope (to some extent) as mentioned in its <u>Concept Paper on Monitoring and Evaluation (2001)</u>.</li> <li>4. First set of data on Ministry assisted NGOs' activities published in Section's <u>Annual Report (2002)</u>.</li> <li>5. Set of raw data collected by WDS office from various districts</li> </ol> | <ol style="list-style-type: none"> <li>1. Lowest priority for M&amp;E within the Ministry</li> <li>2. Lack of physical resources</li> <li>3. Lack of trained human resources</li> <li>4. Lack of intra-ministerial coordination</li> <li>5. District WDS offices lack physical and human resources</li> </ol>   | <ol style="list-style-type: none"> <li>1. MGEP's technical assistance to strengthen the M &amp; E Section including consultant and IT support to computerize M&amp;E system</li> <li>2. Decentralization policy of the Ministry to relegate district level M &amp; E to Women Development Section (WDS) office</li> <li>3. National Plan of Actions (NPA) to implement Beijing Platform for Action (BPFA) and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)</li> <li>4. Amended laws</li> <li>5. National Women's Commission</li> <li>6. Participatory M &amp; E</li> </ol> | <ol style="list-style-type: none"> <li>1. Frequent turnover/transfer of personnel</li> <li>2. Lack of follow up of the M &amp; E recommendations by authorities and related agencies</li> </ol>  |

Source: Monitoring & Evaluation Section, Ministry of Women, Children & Social Welfare (2003). Contact person – Mr. Jivnath Pokhrel, Section Officer. (see annotation as follows)

## **Note on the Background and the Context of the SWOT Analysis**

The preceding SWOT analysis was conducted in the Monitoring and Evaluation Section of the Ministry of Women, Children & Social Welfare (MOWCSW) during the “Strengthening of the M&E Section” exercise in 2003. Technical and financial assistance was provided by Mainstreaming Gender Equity Program (MGEP), then a UNDP project. Conceptualizing the MOWCSW as the ‘clearing house of information regarding women and children’, the Section developed a software named “Women-Info” and performed a detailed consultation with other sectoral and administrative agencies. Mechanisms were also developed for feeding the agencies’ data related to indicators of CEDAW, CRC and BPFA into the “Women-Info”. Nevertheless, the exercise was terminated due to lack of funding upon the expiry of support from MGEP.



### 3. Current Situation of Women by Sector

#### 3-1 Education

1. Gender gap persists in the literacy status.
2. As the level of education increases, the proportion of girls' net enrolment decreases and the gender gap increases.
3. Drastic effort is needed to achieve the MDG 2 and MDG3 of achieving 'universal primary education' and 'achieving gender equality in primary education' by 2015.

#### Government Policy and the Budget

The education sector policy "Education for All" of the Tenth Five Year Plan (2003-2008) emphasizes on providing special provision to increase access of educational opportunities to women. In order to achieve this goal, the Plan adopts strategies of innovative programmes for women to access quality education, and inclusive and integrated education system. Furthermore, the working policy of the "women education" provides scholarships to girls. It also emphasizes on making teaching, learning and the evaluation system 'gender sensitive' by conducting periodic 'gender audit' with selected gender sensitive indicators.

**Budget:** The budget allocated for the fiscal year 2006/07 is Rs. 227,68,248,000; which is 15.8% of the total budget.

#### Literacy Education and Non-Formal Education

The target of non-formal education for the Tenth Five Year Plan is to provide non-formal education to 18, 66,000 illiterate adults especially women, *dalit* and indigenous groups. In addition, the goal is to provide post-literacy education to 9, 33,000 neo-literates, out of which 93,300 are to be given skill development training. For non-formal primary education, 200,000 children are to be provided with basic primary education. For piloting the continuous education, 205 community-learning centres are to be established in responsibility of the local agencies (MOES, 2006). The structure of non-formal education was established in 1950 as an administrative unit within the Ministry of Education, which is now established as the Non-Formal Education Centre. The Centre is responsible for providing literacy classes especially for women, adult literacy classes, adult post literacy programmes, child education (1-3 grade) for out-of-school children, non-formal primary education programme, incorporation of reproductive health issues in non-formal education, income generation programme and the community learning centre.

### Literacy Rate (6 years and above)

| Year    | Female | Male | Gender Equality Index | Gender Gap |
|---------|--------|------|-----------------------|------------|
| 1952/54 | 0.7    | 9.5  | 0.07                  | 8.8        |
| 1961    | 1.8    | 16.3 | 0.11                  | 14.5       |
| 1971    | 3.9    | 23.6 | 0.17                  | 19.7       |
| 1981    | 12.3   | 34.0 | 0.35                  | 22         |
| 1991    | 25     | 54.5 | 0.46                  | 29.5       |
| 2001    | 42.5   | 65.1 | 0.65                  | 22.6       |

Source: MOES. (2006). Ministry of Education and Sports: A Glance (2006).

Note: The Gender Equality Index is the proportion of Female Literacy Rate (FLR) in relation to Male Literacy Rate (MLR), i. e.,  $FLR/MLR$ , where the index of perfect gender equality =1.00. Gender Equality Index is also termed as Gender Parity Index.

### Early Childhood Development (ECD) and Pre-School Education (PSE)

Early Childhood Development and Pre-School Education is a new concept and practice in Nepal's education sector. The school based pre-primary classes (PPCs) are managed by either the community schools or by the institutional schools. Age groups 3-4 years old are undertaken in some form of ECD/pre-schooling, which are available for all 75 districts.

### The enrolment of children in ECD/PPC by Social Groups, 2005

| Group        | Total  | Girls  | % of Girls |
|--------------|--------|--------|------------|
| Nepal        | 922557 | 426062 | 46.2       |
| <i>Dalit</i> | 137721 | 64651  | 46.9       |
| Janjati      | 357175 | 167220 | 46.8       |

Source: MOES. (2005). Flash Report 1, 2062 (2005).

ECD/PPCs are judged to be beneficial to women and especially poor women because children are taken care of in institutional facilities while mothers work for living (MOES, 2005).

### Primary, Lower Secondary and Secondary Education

In primary education, the Tenth Plan has envisaged to achieve 90% net enrolment rate; achieve 30% of female teachers' recruitment, providing scholarships to girls and other students from disadvantaged groups, and to provide nutritional food to 450,000 students. The emphasis of the government on achieving the Millennium Development Goals especially in 2005, and the campaign for enrolment of children in primary school resulted in an overwhelming enrolment of children in Grade 1 in 2005. In this process an overwhelming proportion (44%) of under-aged children were enrolled in Grade 1.

The gross intake rate (GIR) for Grade 1 was 148.1% in total with GIR for girls as 149.5% and for boys it was 146.7% (MOES, 2005). In secondary education, the Tenth Plan aim was to achieve 65% gross enrolment in lower secondary level and 45% in secondary level. It was also envisaged to provide scholarships to 50,000 student with priority to be given to girls, *dalit* students and students from other disadvantaged groups.

### Net Enrolment Rate, 2005

| Level           | Total | Girls | Boys | Gender Equity Index |
|-----------------|-------|-------|------|---------------------|
| Primary         | 86.8  | 83.4  | 90.1 | 0.9                 |
| Lower Secondary | 46.5  | 43.1  | 49.8 | 0.9                 |
| Secondary       | 32.4  | 29.2  | 35.5 | 0.8                 |

Source: MOES. (2006). Ministry of Education and Sports: A Glance (2006).

School survival was measured by the system's ability to retain students. The Ministry monitored the survival rate of students in grades 5 (after primary), grade 8 (after lower secondary) and grade 10 (after secondary); and found that the survival rate had betted in 2005 in comparison to 2004. However, the survival rate of students deteriorated as the grade increased and it was higher for boys than girls (see table below).

### Survival of Students by Grades, 2005

| Grade | Total | Girls | Boys |
|-------|-------|-------|------|
| 5     | 79.1  | 75.9  | 82.1 |
| 8     | 64.1  | 59.4  | 68.7 |
| 10    | 41.9  | 38.8  | 45.0 |

Source: MOES. (2005). Flash Report 1, 2062 (2005).

### Higher Secondary and Higher Education

The Higher Secondary Education Council (established in 1989) oversees the activities of higher secondary education (grades 10-12); and the University Grant Commission oversees activities related to higher education in universities. In higher secondary the proportion of female enrolment is 45.5% (MOES, 2006, Annex 18, Table “*Kha*”, p. 25). For detail of enrolment of girls in universities please see Section: 1.4 Education Profile, “Female Ratio of Higher Education”.

### Vocational and Technical Education

Council of Technical Education and Vocational Training (CTEVT) oversees the activities of technical education and vocational training within the Ministry of Education and Sports. The Tenth Plan aimed to provide technical education and vocational training to 7,100 people in regular basis and 23,555 people in short-term basis. Although, the most recent report (2006) does not provide gender disaggregated data (see Annex 19, MOES, 2006), in 1999 the percentage of female trainees was found to be 26% (MOWCSW, 2002, table 3.27, p. 27).

### Female Teacher

While pursuing emphasis on increasing girls' enrolment in schools, considering the fact that presence of female teachers will have positive impact on girls' enrolment; recruitment of at least one female teacher in the primary school was made mandatory in early 1990s. Recently the recruitment of female teacher is viewed also from a gender equity perspective, which creates employment opportunity for women. The Tenth Plan envisaged recruiting 30% female teachers in primary schools. In 2005, the proportion of female teachers was found to be 21% in total schools, with 25% in primary, 12% in lower secondary and 7% in secondary schools. This makes the ministry realize that the

gender gap in school teachers' recruitment is very high and an urgent progress is required for achieving the gender equity in teachers' recruitment (MOES, 2005). Furthermore, the ministry has also realized that there is a trend of capturing only elite women, who do not want to go to schools outside of the urban centres (Personal communication with Dr. Lava Awasthi, Joint Secretary, International Support Coordination Section, Ministry of Education and Sports).

### Female Teachers (1990-2004)

| Levels          | Year |       |       |                  | Average annual increment rate |         |         |
|-----------------|------|-------|-------|------------------|-------------------------------|---------|---------|
|                 | 1990 | 1995  | 2000  | 2004             | 1990-95                       | 1995-00 | 2000-04 |
| Primary         | 9181 | 15885 | 24770 | 30542<br>(30.1%) | 11.6                          | 9.3     | 5.4     |
| Lower Secondary | 1398 | 2285  | 3051  | 4238<br>(16.3%)  | 10.3                          | 6.0     | 8.6     |
| Secondary       | 897  | 1248  | 1490  | 1732<br>(8.6%)   | 6.8                           | 3.6     | 3.8     |

Source: MOES. (2006). Ministry of Education and Sports: A Glance (2006).

### Girls' Scholarships

Sixty eight districts provide 81,196 booster scholarships aimed at *dalit* and other disadvantaged *janjati* children. Fifty four percent of the recipients of this scholarship are girls numbering 43,119 (MOES, 2005). In overall analysis 635,380 girls received primary school scholarships in 2004/05 (NPC, 2006).

### 3-2 Health

1. Infant and child mortality rates are still one of the highest in the world, and that the mortality rate for girls is higher than that of boys in both the categories.
2. Maternal mortality rate is also one of the highest in the world.
3. Reproductive health and Safer motherhood efforts have to be massive and extensive to address the morbidity and the mortality of women related to their reproductive role.

#### Government Policy and the Budget

Although government has adopted national health policy since 1991, it was only in the Second Long Term Health Plan (SLTHP) (1997-2017) that addresses gender disparities in healthcare, assuring gender sensitivity and equitable community access to quality health care services (DOHS, 2006).

#### Targets Related to Women's Health

| <u>Women's Health Indicator</u>  | Status in 2002 | Target of 10 <sup>th</sup> Plan | Target of SLTHP |
|--|----------------|---------------------------------|-----------------|
| Total fertility rate   | 4.1            | 3.5                             | 3.05            |
| Maternal mortality rate per hundred thousand live birth                  | 415            | 300                             | 250             |
| Contraceptive prevalence rate  | 39             | 47                              | 58.2            |
| % of deliveries attended by trained personnel                            | 13             | 18                              | 95              |
| % of pregnant women receiving prenatal service for four times            | 14.3           | 18                              | 80              |
| % of iron-deficiency anaemia among pregnant women                        | NA             | NA                              | 15              |
| % of women of child-bearing age (15-44) who receive tetanus toxoid (TT2) | 45.3           | 50                              | 90              |

Sources: DOHS (2006): Annual Report 2061/62 (2004/2005) and NPC (2003): Tenth Five Year Plan (2003-2008).

The Tenth Five Year Plan states one of its two objectives as to expand the maternal health, reproductive health and the family planning services massively in rural areas in order to manage the high population growth. In order to meet this objective the Plan adopts the strategy of expanding demand-driven and effective family planning services by ensuring poor and voiceless women's access to quality curative and preventative health care services. In addition the Plan emphasizes on protecting maternal and child health by ensuring the health care and immunization of pregnant women and the new born from the district to the village level.

The Tenth Plan midterm assessment in 2006 also emphasizes on achieving the Goal 3 to "Improve maternal health" by reducing MMR by three-quarters to 213 and deliveries attended by health care providers to 60% by 2015. According to this report on the health sector, the recent plans and strategies related to women's health are the National Neonatal Strategy (2004), the Nutrition Strategy (2005), and the Skilled Birth Attendance Policy (2005) (NPC, 2006).

**Budget:** The budget allocated for the fiscal year 2006/07 is Rs. 93, 03,968,000; which is 6.5% of the total budget.

### System and Structure of Health Sector

| Types of Institution   | Total | Mountain | Hill  | Terai |
|--|-------|----------|-------|-------|
| Sub-Health Post  | 3,129 | 383      | 1,600 | 1,146 |
| Health Post  | 697   | 151      | 377   | 169   |
| PHCC/Health Centre   | 186   | 19       | 91    | 78    |
| District Hospital  | 66    | 16       | 36    | 14    |
| District Health Office (D/PHO)   | 75    | 17       | 39    | 20    |
| Zonal Hospital   | 10    | -        | 1     | 9     |
| Regional Hospital  | 1     | -        | 1     | -     |
| Sub-Regional Hospital  | 1     | -        | -     | -     |
| Regional Health Training Centre  | 6     | -        | 3     | 3     |
| Regional TB Centre   | 1     | -        | 1     | -     |
| Central Hospital (Kanti Children Hospital, Sukra Raj<br>Tropical and Infectious Diseases Hospital, Mental<br>Hospital, Paropakar Shree Panch Indra Rajya Laxmi<br>Devi Maternity Hospital, National Academy of Medical<br>Sciences Bir Hospital) | 5     | -        | 5     | -     |
| General Hospital (Patan Hospital)  | 1     | -        | 1     | -     |
| National Health Training Center  | 1     | -        | 1     | -     |
| National Public Health Laboratory  | 1     | -        | 1     | -     |
| National TB Centre   | 1     | -        | 1     | -     |
| BPKIHS, Dharan   | 1     | -        | -     | 1     |
| Sahid Ganga Lal Heart Center   | 1     | -        | 1     | -     |
| BPK Cancer Hospital  | 1     | -        | -     | 1     |

Source: DOHS (2006): Annual Report 2061/62 (2004/2005).

### Existing Gender Differential in Child Mortality

There are many who claim that the right to health (*right to life for that matter*) for women is violated even before they are born due to sex-selective abortion. Notwithstanding this claim, women's right to health service delivery starts from the birth of a female infant and the key indicator of measurement is the mortality of girl children.

| Child's Sex | Neonatal Mortality<br>(within first month of birth) | Post-neonatal Mortality<br>(between infant and neonatal mortality) | Infant Mortality<br>(dying before the first birthday) | Child Mortality<br>(dying between first and the fifth birthday) | Under-five Mortality<br>(dying before the fifth birthday) |
|-------------|---|--|---|---|---|
| Male        | 52.0  | 27.2   | 79.2  | 27.8  | 104.8   |
| Female      | 43.3  | 31.9   | 75.2  | 40.2  | 112.4   |

Source: Ministry of Health. Nepal Demographic and Health Survey 2001, p. 132.

The above table shows a positive correlation between the age of new born girls and their mortality rate, i. e., as the new born girl advances in age there is more chance of her being dead before she reaches five years of age in comparison to boy children. The

death in a higher proportion of new born boys (in comparison to girls) in earlier part of infancy is liable to biological and natural causes; while the death in a higher proportion of new born girls (in comparison to boys) in their childhood is accountable to social causes such as gender biased child-rearing practices and health care utilization.

### Life Expectancy of Women

Nepalese society is a son-preferring society. As indicated above, women's right to life and right to health care services are jeopardized due to gender discrimination. Until 1990s, Nepal was the only country in the world where the life expectancy of women was lower than that of men.

| Life expectancy |        |      |
|-----------------|--------|------|
| Census          | Female | Male |
| 1991            | 53.4   | 55.9 |
| 2001            | 61     | 60.8 |

The above table shows that the life expectancy of women has increased substantially within ten years (by 7.6 years) as against 4.9 years for men. Nevertheless, the existing gap between male life expectancy and female life expectancy is very small. It is only 2.4 months. It indicates that in average, Nepalese women live 2 months and 12 days longer than Nepalese men do.

There are some skeptics who claim that the actual life expectancy of women is not higher than that of men, but it is so in Census 2001 due to the death of overwhelming number of men in the armed conflict especially post mid-1990s. Even adhering to this claim, it cannot be ignored that the life expectancy of women has increased significantly over a decade.

### Present Condition of Women's Reproductive Health and Nutrition

The following table shows that reproductive health services to women are improving over the years but considering the target set by the government (see the table above, **Targets Related to Women's Health**) and the target set in the Millennium Development Goals (stated above), the services need massive enhancement to realize the targeted outcomes.

| Indicators                                | Fiscal Year |         |         |         | Percentage Change over 2003/04 |
|---|-------------|---------|---------|---------|--------------------------------|
|   | 2001/02     | 2002/03 | 2003/04 | 2004/05 |                                |
| Women receiving ANC 1st visit (%)         | -           | 53      | 66      | 69      | 4.5                            |
| Women receiving at least 4 ANC visits (%) | 37.9        | 36.8    | 43.6    | 44.1    |                                |
| Pregnant women receiving iron tablets (%) | 57          | 68      | 88      | 84      | -4.5                           |
| Births by skilled attendants (%)          | 15.0        | 16.1    | 18.0    | 20.2    | 12.2                           |
| Women receiving adequate PNC visits (%)   | 14.4        | 18.8    | 28.3    | 30.4    | 7.4                            |
| Malnourished women (%)                    | 15.4        | 14.0    | 12.8    | 10.5    |                                |

Source: NPC (2006). An Assessment of the Implementation of Tenth Plan/PRSP (2004-2005).

## Family Planning and the Fertility

The following table shows the status of family planning and the perception, behaviour and the choice of women about their fertility. The table depicts that Nepalese women have one of the highest total fertility rate (TFR) in the world, but they are bearing more babies than they actually idealize or want. It may very well be due to the unmet need of the contraceptive demand by women. It may also be due to lack of women's decision making power/choice in fertility planning.

| Level of education | Mean ideal number of children | Fertility rate | Total wanted fertility | Unmet need (%) | Current use (%) | Total demand for family planning (%) |
|--------------------|-------------------------------|----------------|------------------------|----------------|-----------------|--------------------------------------|
| All women          | 2.6                           | 4.1            | 2.5                    | 27.8           | 39.3            | 67.1                                 |
| No education       | 2.8                           | 4.8            | 3.0                    | 28.4           | 36.6            | 65.0                                 |
| Primary            | 2.3                           | 3.2            | 2.0                    | 28.9           | 41.8            | 70.7                                 |
| Some secondary     | 2.1                           | 2.3            | 1.6                    | 24.6           | 48.5            | 73.1                                 |
| SLC and above      | 1.9                           | 2.1            | 1.8                    | 20.5           | 57.2            | 77.6                                 |

Source: MOH/New Era/ORC Macro: Nepal Demographic and Health Survey, 2001.

## Gender and HIV/ AIDS

The prevalence of HIV infections is estimated at 0.5 percent in the 15-49 years age group, with a male-female ratio of 3:1. HIV infected people is estimated to be around 70,000, but the vulnerable groups such as female sex workers and injecting drug users are found to exceed five percent. Nepal is realized to be at the “concentrated epidemic” stage, because of the risks among male seasonal labour migrants (40 percent of those with HIV infection) followed by clients of sex workers especially due to unprotected sex. It is estimated that by the end of the decade, 100,000 to 200,000 young adults will be infected by HIV, and 10,000-15,000 may die of AIDS annually, making it the leading cause of death in the 15 to 49 years age group. The number of children orphaned by HIV/AIDS is about 13,000 (NPC, 2006).

## Grassroots Activities and Personnel for Women's Health Services

As part of the overall sector reforms, the government has been transferring health facilities to local bodies or management committees. The transfer of health institutions slowed down after 2004/05 when a total of 1,303 sub-health posts (out of 3,129), 77 health posts (out of 697) and 32 primary health care centres (out of 186) had been transferred. A non-governmental organization is managing one district hospital (NPC, 2006).

Recognizing the importance of women's participation in promoting health of the people, the government initiated the Female Community Health Volunteer (FCHV) Program in 1988/89. Currently it has expanded to all 75 districts with the service based on population to be served rather than one FCHV per Ward as was done previously; and there are in total 48,164 reported FCHVs actively working all over the country.

The FCHVs are selected by local Mothers' Group members with the help of local health personnel and provided 18 (9+9) days basic training on selected primary health care components. After the completion of basic training, FCHVs are provided with a kit box free of cost consisting of necessary drugs and supplies for conducting clinics. Later all these items are to be replenished locally (DOHS, 2006). In addition to these FCHVs,



maternal and child health workers (MCHW) receiving training in 2004 was 3,190 (MOF, 2006-b). Majority of women in Nepal receive health care services from these female personnel who take their services to women in their door-steps.

### 3-3 Agriculture and Forestry

1. Nepal is marked by the 'feminization of agriculture'.
2. In spite of women engaging in agriculture more than men do, they are devoid of access to and control over productive resources such as land, forest and water.
3. Agricultural extension services targeted to women farmers are judged to be inappropriate and inadequate.

#### **Government Policy and the Budget**

The Agriculture Perspective Plan (APP) (1995) is the core of the sector strategy. The APP envisages diversification and commercialization of agriculture by raising cereal production in the *Teraī* and the output of fruits, high value crops including Non-Timber Forest Products (NTFPs) and livestock in the Hill and Mountain regions. The PRSP/Tenth Plan (2003) renewed commitment to implement the APP. It embraces agriculture growth as the strategy for attaining broad-based growth. Nevertheless, critiques point out that APP has incorporated gender in a very limited way in sub-sectors with limited visions and policies do not explicitly incorporate women's concerns into the program (Lohani & K. C., 2001).

Ministry of Agriculture is currently implementing the National Agricultural Policy-2004; in which emphasis is given to the "empowerment of women" especially women from disadvantaged groups and women from Karnali Zone through targeted programmes (NPC, 2006). This emphasis is on the basis of the working policy of the Tenth Plan (2003) of enhancing women's efficiency in agriculture and livestock enterprises through gender mainstreaming. The Tenth Plan envisages gender equitable outcome of agricultural development interventions ensuring 40% participation of women in overall agricultural activities and 60% participation in vegetable, horticulture and sericulture production activities. Furthermore, it is also envisaged to enhance management capability of women in women's cooperatives and women in farmers' groups (NPC, 2003). Similarly, the Irrigation Policy-2003 emphasizes to empower the powerless including women in "water user associations (WUAs)" (NPC, 2006). The Irrigation Policy-1996 mandates 20% participation of women in WUAs (NPC, 2003).

The forestry sector policy of the Tenth Plan aims to adopt a participatory approach to poverty alleviation by ensuring income generation and employment opportunities on the basis of "gender equality". In the process women's access to the community and leasehold forestry will be enhanced and their management capabilities will be developed. To eliminate the existing gender discrimination, gender sensitization will be institutionalized and women's leadership in the sector will be increased. Policy of gender equality will be adhered to in all forestry sector human resources development and gender sensitization component will be increased quantitatively and enhanced qualitatively in all forestry sector trainings (NPC, 2003). The Ministry of Forestry and Social Conservation (MOFSC) has established a "Gender Equity Working Group" to implement The Vision-2020 (Gautam, 2004).

**Budget:** For the fiscal year 2006/07, the budget allocated in agriculture sector is Rs.3,955,231,000, which is 2.7% of the total budget; in the forestry sector it is Rs.1,972,090,000, which is 1.4% of the total budget; and in the irrigation sector the budget allocated is Rs.3,999,843,000, which is 2.8% of the total budget (MOF, 2006a).

### Access and Control over Productive Resources

Agriculture related productive resources in Nepal are land, livestock, forestry and water. Engendering of the national accounting system in late 1990s resulted in gender-disaggregated enumeration of the land and livestock ownership showing the following outcome.

| Households with some female ownership of assets (in percentage) |       |      |           |
|---|-------|------|-----------|
|   | House | Land | Livestock |
| Female headed household   | 1.99  | 2.99 | 4.6       |
| Male headed household   | 3.53  | 7.85 | 3.0       |
| Total   | 5.5   | 10.8 | 7.6       |

| No. of households reporting female ownership of land, house and livestock, 2001 |                  |                         |              |                   |                  |            |           |                |
|---|------------------|-------------------------|--------------|-------------------|------------------|------------|-----------|----------------|
|   | Total households | Land, house & livestock | House & land | House & livestock | Land & livestock | House only | Land only | Livestock only |
| No. of household  | 4,174,374        | 32,766                  | 161,204      | 3,709             | 39,259           | 32,518     | 219,196   | 226,320        |
| Percent   | 100              | 0.8                     | 3.9          | 0.1               | 0.9              | 0.8        | 5.3       | 5.4            |

**Note:** Households not reporting ownership of female on house, land and livestock = 83%

**Source:** CBS/MWCSW/MGEP, Gender Disaggregated Indicators, Nepal, 2002. (Poster).

Agricultural Census 2001/02 revealed that 8% of the total handholding is owned by women and women own 5.4% of the total cultivated land (CBS, 2004-b). Recognizing their minimal access to and control over landed property and to increase property ownership of women, the Ministry of Finance initiated tax-exemption on land deeds in case of the women buyer since 2004. Realizing a positive outcome of this financial policy, the Budget Statement (2006/2007) asserted this financial pro-action to continue with an increased proportion of tax-exemption.

Women's access to and control over community forestry is an imperative to address rural women's practical gender needs and strategic gender interest. Access to community forestry eases women's work burden and enhances their quality of life; and the control over community forestry ensures gender equality in the ownership and control over natural resources. Women specific forest users' group was first initiated 1990, which has been reported to be increased to 82 groups in 1998. Currently, it is reported to have increased to 674 groups (5%) out of the total 13,360 groups. Although critique argue that women-only groups are too little in number, too little in the area, and of poor quality (Rai & Buchy, 2004), their participation has surely initiated women at leadership positions in forest resources management and decision making (Gautam, 2004).

Access to and control over water resources especially water for irrigation is vital for agricultural production. Women tend to have more control over traditional agriculture and indigenous system of irrigation and men take over the control when agriculture production system is commercialized and when irrigation becomes more capital intensive. The findings of a case study by Pun (2001) are typical of the gender role in agricultural production and irrigation activities, where women lose control over irrigation systematically and structurally such as exclusion of women in the rehabilitation committee, minimal involvement of women in maintenance work, unfavorable distribution of irrigation water to women, hardship of women to participate in field irrigation activities, lack of water rights by women due to lack of land ownership (Pun, 2001).

### **Gender-Based Activities in the Rural Sector**

Nepalese agriculture is characterized as the “feminization of agriculture” by a heavy involvement of women as agricultural labour force (55 to 82%) (Lohani & K. C., 2001). Women’s participation is more than that of men’s in all most all agricultural activities. For crop production, they are responsible for manuring, seeding and transplantation, weeding and irrigation, and harvesting, drying and storage of products. For cash crop production, they have involvement in spices, vegetables, sericulture and ginger (Lohani & K. C., 2001). Livestock keeping is also women’s prime agricultural activity and the largest amount of women’s micro credit money goes for livestock raising. This is indicative of 7.4% of households reporting women’s ownership of livestock during Population Census 2001, where traditionally livestock remains the common household asset/property.

In spite of women toiling so hard in agriculture, it is characterized by “below subsistent” productivity and insufficient even for “own consumption”. About 60% of the agricultural households have reported that the agricultural produces are not sufficient to feed the household. Of which, an overwhelming 35% reported that the farm produces are insufficient for 7-12 months of the year. For which as a coping strategy, 12% retorted to borrowing, 69% relied on income generation within the district, 8% migrated outside of the district, 13% migrated outside of Nepal, and 8% depended on other means (CBS, 2004-b).

The Community Forestry Development Programme in the rural areas has helped increase women’s participation in user committees. The hill and mountain districts (especially community and leasehold forests) have been effective in increasing women’s participation, raising access to forest resources for household use, and for conserving the environment and generating income. Overall, the participation of men and women in leasehold forestry management is similar but they have less control in selling forest products and using the income (NPC, 2006). Experts claim that the involvement of rural women in forestry sector has resulted in the forestry sector becoming more gender aware and becoming a leader to other development sectors in documenting and demonstrating the value of gender equity/equality in development (Gautam, 2004).

Production Credit for Rural Women (PCRW) initiated in 1982 gained momentum during the 1990s with expansion to cover all 75 districts. Supplemented by Micro Credit Project for Women (MCPW) in early 1990s, Jagriti Income Generation, and Women's Empowerment Programme since early 2000s, it is renamed as "Women's Development Programme" encompassing all three programmes by mid-2000s. "Women's Development Programme" (WDP) is in the aegis of Department of Women Development, Ministry of Women, Children & Social Welfare. The micro-credit and micro-enterprise components of this programme carry out cash crop, horticulture and livestock related activities. The community development component carries out activities of agricultural infrastructure development (DWD, 2002). Nevertheless, in a WDP monitoring study in 2005 in three districts revealed, i) that WDP suffered from inadequate budget; ii) District Women Development Offices lacked human resources with adequate knowledge and skills for visionary implementation of WDP; iii) WDP was found to be monopolized by elite women while excluding others especially *dalit* women, iv) imbalances were found in the distribution of service delivery; v) the level of beneficiary satisfaction was found to be moderate to good on a four-point scale; and vi) in the overall analysis Women Development Officers were found to maximize the benefits in spite of limited physical, human and financial resources available in the district (NPC, 2006).

### **Extension Activities for Women**

The Tenth Plan states that the extension training activities will be field-based targeted to women and the disadvantaged groups of farmers. Extension will be geared to enhance their livelihood through knowledge extension and skill development. However, critiques say that women are excluded from extension activities of maintaining grassland, fodder trees and other resource management (Lohani & K. C., 2001). Experts say that traditional extension systems based on single commodity extension often fail to consider agricultural activities which women are involved in a holistic way. Community or rural extension in contrast may cover the broad spectrum of women's activities but do not have the expertise to treat specific agricultural tasks. So, experts recommend harmonizing the agriculture, environment and technology nexus in extension services for women farmers (Lohani & K. C., 2001).

### **Grassroots Activities in Agriculture Sector**

APP has given highest priority to agriculture and rural development and has taken a comprehensive approach for easing constraints, by emphasizing progressive private sector involvement. Private sector involvement will be in input and output marketing, provision of critical public infrastructure and services, and devolution of rural services by mobilization of the private sector and NGOs as partner service providers on a contract basis. Furthermore, public sector extension services will be devolved to local bodies. Transfer of veterinary services to the private sector on cost basis will be done and promotion of cooperatives and contract farming will be done. The involvement of cooperatives will be in commercial milk and vegetable production and marketing.

A new institutional approach under the Agriculture Perspective Plan Support Programme (APPSP) is the District Agricultural Development Fund (DADF) that is now

underway in 20 districts. The selection of APPSP implementation districts is based on the poverty and deprivation index. The DADF has two components, the District Extension Fund (DEF) and Local Initiatives Fund (LIF) (NPC, 2006). The Ministry of Agriculture and Cooperative has recently commissioned “gender mainstreaming” in APPSP.

### 3-4 Economic Activities

1. Gainful employment opportunities for women are very limited and there is a trend of feminization of the informal sector.
2. Majority is self-employed (in their micro-enterprises) and they do this combining with their household chores and the subsistence agriculture.
3. Access of women to technical and vocational training is systematically limited and training offered is gender stereotypical and gender segregated with low market opportunities and remunerative value.

#### Government Policy

The Tenth Plan stipulates its policy of increasing women's participation in employment by providing incentives to employers, combating violence against women at the workplace and facilitating women in foreign employment (NPC, 2003). The Labour and Employment Policy-2006, identifies women's access to employment and self-employment as one of its goals. In order to meet this goal the policy emphasizes on ratification and implementation of international standards to promote gender equality; gender sensitization of co-workers; gender balancing in the labor force; periodic gender audit and gender assessment of all work related sectors; and combating sexual harassment against women at the workplace through legal provision. Furthermore, the policy emphasizes on facilitating and creating enabling environment for women workers such as maternity protection through leave and security, and women-friendly/family-friendly working environment (MOLT, 2006).

#### Present Situation of Women's Employment

The present situation of female workers in paid employment is shown by the following tables, where employment of women in overall sectors is very low in comparison to men and that the employment of women in white collar jobs is much lower than that of men. Male are overwhelmingly involved in economic activities other than agriculture in paid employment, in the industry and the service sectors, while women are overwhelmingly involved in agriculture and extended economic activities (mostly related to agricultural produce processing).

| <b>Employed population by sex and by literacy status and major occupation</b> |                   |                |             |          |
|---|-------------------|----------------|-------------|----------|
|   | All paid work     | White collared | Agriculture | Other    |
| Illiterate female   | 12.4%             | 0.2%           | 2.8%        | 9.3%     |
| Illiterate male   | 30.9%             | 0.9%           | 5.2%        | 24.9%    |
| Literate female   | 18.9%             | 9.3%           | 1.7%        | 7.9%     |
| Literate male   | 38.9%             | 15.3%          | 2.6%        | 21%      |
| <b>Employed population by sex and by literacy status and major industry</b>   |                   |                |             |          |
|   | All paid employed | Agriculture    | Industry    | Services |
| Illiterate female   | 12.4%             | 7.6%           | 2.8%        | 1.9%     |
| Illiterate male   | 30.9%             | 18.9%          | 9.7%        | 6.5%     |
| Literate female   | 18.9%             | 3.1%           | 3.9%        | 11.8%    |
| Literate male   | 38.9%             | 5.3%           | 10%         | 23.1%    |

Source: CBS (2002). Population Census Results in Gender Perspective (Population Census 2001), Vol. I.

| Involvement in economic and non-economic activities by population 10 years and above |             |                                     |                       |             |                      |       |         |
|--|-------------|-------------------------------------|-----------------------|-------------|----------------------|-------|---------|
|  | Agriculture | Eco-activity other than agriculture | Extended eco-activity | Seeking job | Household activities | Study | No work |
| Female   | 57.8%       | 16.5%                               | 11%                   | 0.7%        | 7%                   | 4%    | 2.9%    |
| Male   | 46.7%       | 43.5%                               | 1.8%                  | 2%          | 0.4%                 | 3.8%  | 1.8%    |

Source: CBS/MWCSW/MGEP, Gender Disaggregated Indicators, Nepal, 2002. (Poster).

Among those women who are employed 4% are reported to be employers, 13% reported to be employees, 13% reported to be unpaid family labour and 71% reported to be self-employed (Acharya, 2003).

#### Female Proportion in Labor Force by Occupation (2001)

| Occupation   | Proportion  |
|--|-------------|
| Administrative workers (Legislators, Senior Officials, Managers) | 13.8        |
| Technicians and associate professionals                          | 19.0        |
| <i>Of which</i>  |             |
| Professionals  | 23.3        |
| Technicians and associated professionals                         | 14.4        |
| Clerks and office assistants                                     | 12.8        |
| Service, shop and market sales workers                           | 24.7        |
| Agriculture, forestry and fishery workers                        | 48.1        |
| Production workers   | 44.1        |
| <i>Of which</i>  |             |
| Craft and related workers  | 44.6        |
| Plant and machine operator & assemblers                          | 13.0        |
| Elementary occupation (other than agriculture)                   | 48.6        |
| Not stated/others  | 50.9        |
| <b>Total</b>   | <b>43.2</b> |

Source: Acharya, M. (2003). "Changing Gender Status – Achievements and Challenges", Population Monograph of Nepal, Vol. II. Kathmandu: Central Bureau of Statistics.

The data supports the statement made above that very small number of women are engaged in gainful employment outside of their homes. Among high status managerial and decision making positions women are negligible. As technician and professionals they comprise less than 1/5<sup>th</sup>. In the field of marketing and business they comprise less than 1/4<sup>th</sup>. A substantial proportion of women are employed as unpaid family labor either in agriculture or in male family members' enterprises. Majority is self-employed (in their micro-enterprises) and they do this combining with their household chores and the subsistence agriculture. Hence, to ensure access of women in employment, indicator 11 of the target 4 of the MDG3 is "share of women in wage employment in the non-agricultural sector" (GON/UNDP, 2006).

#### Support for Working Women

As a signatory of many ILO conventions especially conventions on women laborers, Nepal's labor laws and regulations adhere to the issues of women. These are Convention No. 87 that stipulates the right to organize and the freedom of organization and Convention No. 98 stipulates the right to collective bargaining. Nepal's Trade Union



Act-1992 provides right to form trade unions and Labor Act-1991 guarantees laborers' service and job security. Convention No. 100 stipulates the equal remuneration stated as "equal pay for equal work" (for women and men); Convention No. 111 prohibits discrimination in employment and occupation on the basis of sex; Conventions No. 3 & No. 103 ensures protection of motherhood; Conventions No. 89 & No. 171 lay down restrictions on the work at night; Convention No. 127 instructs about the maximum weight; Convention No. 156 stipulates the non-discriminatory treatment about the family responsibility of the laborers. Till 2000 Nepal had ratified Conventions 14, 98, 100, 111, 131, 138 and 144.

Based on these Conventions, Labor Act-1991 and Labor Regulation-34 mandate provision of maternity leave, a day-care centre when the number of women employed is 50; and stipulate release of mothers to nurse their babies, restrict the maximum weight lifting and work at night (GEFONT/ILO, 2000). Nevertheless, consideration of labor issues of women is more from the protective approach rather than a rights-based approach. Many of these women laborer regulations are not practiced due to loopholes and lack of monitoring of the labor policy and legal provisions. For example, employers generally hire women a little short of fifty, so that they do not have to invest in the day care centre to comply with the labor regulation. Women's right to nurse their children and children's right to breast feeding are ignored very easily and no one takes the responsibility of the compliance of the Regulation.

### **Migrant Labor**

Lack of employment opportunities and/or opportunities for adequate remuneration in the country have instigated women to migrate for employment to foreign countries. Because of gender discrimination women migrant workers are found to face many constraints both in-country and the country of destination. It is said that limited data is available on women's foreign labour migration and that data on remittances are not gender disaggregated (UNIFEM/NIDS, 2006). Nevertheless, Nepal Living Standard Survey (2004) reported that 11% of the donors of remittance were women during 2003/04 (CBS, 2004-c). Population Census showed that a total of 82,712 women migrated to foreign countries for employment in 2001. Nevertheless, it is assumed to be much more than that (UNIFEM/NIDS, 2006). Interestingly enough the Department of Labour and Employment Promotion had a record of only 181 women migrated officially for foreign employment since the past two years (CEDAW Monitoring Committee, 2003). It is indicative of the negation of women migrant workers by the government functionary that is responsible for the protection and promotion of migrant women workers' rights.

Majority of migrant women workers work with the private jobs especially as housemaids, due to lack of education and skills for formal sector employment. These women either lost their employment opportunity or had to take a riskier route to destination due the ban on employment as housemaids and/or in informal jobs in the Gulf countries in mid-1990s. This ban got lifted when the Minister of Finance made the announcement during his budget speech in July 2006.

Population Census 2001 showed among migrant women 83% migrated to India; among which 31.5% reported of migrating for work, 1.1% for business, 6.1% for study, and 15.9% for marriage. The highest proportion (45%) reported 'other' reasons for migration. Considering a large number of Nepalese young women and girls working in Indian brothels, it can be an intelligent guess that these are women and girls migrated (voluntary and trafficked) for prostitution. It could be argued that these young women and girls are contributing to the national economy through their flesh-trade, but it would be inhuman to condone their profession considering their rights to the "decent work".

### **Support for Entrepreneurship Development Through Micro-Finance and Vocational Training**

Entrepreneurial support for women actualized only with the advent of micro-credit programmes for women since early 1980s. The Development Banking Act-1995 and the Financial Intermediary Act-1999 instigated various NGOs and non-governmental financial intermediaries to be licensed as "development banks", majority of which cater micro-credit to poor women.

### **Information on Microfinance Institutions (MFIs) Caring to Women**

| Name of the MFI  | Year of Establishment                           | Districts Covered                          | No. of Women Involved                     | Up-to-date Record  |
|--|---|--|---|--|
| Women Development Programme/Small Farmer Development Project | 1981  | 33 districts                               | 88,000 (including men) but majority women | Have established 125 Small Farmer Cooperative Organizations (2003)                               |
| Production Credit for Rural Women                            | 1982  | All 75 Districts                           | 28,641 groups and 2190 committees (2002)  | A total number of 234 cooperative organizations were established (2002)                          |
| Micro Credit Project for Women                               | 1994  | 12 Districts and 5 Municipalities          | 26,000 (2002)                             | -82 SCO transformed into SCC<br>-enabled 27 NGOs to be licensed as financial intermediary by NRB |
| Rural Development Banks                                      | 1996  | 43 districts (in five development regions) | 146,000                                   |  |
| Nirdhan Utthan Bank  | -As NGO in 1993<br>-As Development Bank in 1998 | 10 districts                               | 45,000                                    | -Nirdhan NGO conducts social mobilization<br>-Nirdhan Bank extends microfinance                  |
| Self-Help Development Bank                                   | -As NGO in 1992<br>-As Development Bank in 2002 | 11 districts                               | 29,000                                    |  |
| DEPROSC Development Bank                                     | -As NGO in 1995<br>-As Development Bank in 2001 | 6 districts                                | 10,000                                    |  |
| Neighborhood Development Bank ( <i>Chhimec Bikas Bank</i> )  | -As NGO in 1991<br>-As Development Bank in 2002 | 6 districts                                | 9,000                                     |  |

Sources:

1. Sharma, S. R. (2005). Development of Formal Microfinance Institutions in Nepal and Access of Poor Families. Kathmandu: Centre for Micro Finance, Pvt. Ltd.
2. Department of Women Development (DWD). (2002). Women Development in Nepal: Concept, Institutional Structure, Work Progress and Challenges. Kathmandu: DWD/Ministry of Women, Children & Social Welfare (*Nepali version*).

Apart from the above institutions catering micro-credit to poor women, there are 2,800 registered savings and credit organizations and licensed 40 financial intermediaries

providing micro-credit services to poor women (Sharma, 2005). In spite of the extension and expansion of various micro-finance institutions and organizations, access of women to credit is still marginal (Acharya, 2003). NLSS 2003/04 indicates that only 10.1% of total household loans of the poorest quintile came from banks and other formal sources (CBS, 2004-c). There are still a vast majority of poor women who are excluded from access to micro-credit. Among those women who have accessed micro-credit, have access to some income at their disposal but without actually able to graduate as entrepreneurs towards economic emancipation and/or to get out of the poverty trap. It is so because of the extremely micro sized investment-enterprise they are currently engaged into (Bhadra, 2004).

Not many of the MFIs listed above cater skill development to their clients because of the lack of incentives for investment in training. Government catered programmes such as PCRW and MCPW provide training but they are limited in terms of the vocational marketability and enterprise capability due to lack of fund for the training component. Technical education and vocational training is provided by CTEVT in the education sector with its reach on regional basis, but women are systematically barred due to the minimum educational attainment criteria to be enrolled. Furthermore, the vocations offered are gender stereotypical and gender segregated with women being trained in vocations with low marketable vocations and with low remunerative value.

A large number of private institutions provide vocational and technical training but in the dearth of a centralized system or national machinery, there is no documentation at the national level on the vocational training of women.

### **Informal Sector**

Informalization of women's employment is depicted by the Population Census 2001 data, which shows that 70.6% of the women are self-employed and 12.9% are unpaid family labor. Among women who are employed only 22.4% are employee on the wage basis. This indicates towards informalization of women's economic activities, which result in the exclusion of these women from their labor rights.

Traditionally women have been engaged in home based manufacturing but those products were for home consumption. With the advent of the import of goods from India, China and the third countries, women's home manufacturing ceased to be necessary and cost-effective. They were substituted by imported goods. Nonetheless, with the advent of the market created (for home based produces) within the country and the market created outside of the country due to globalization of the Nepalese products, a large number of women are currently engaged in home based production. This is so due to the convenience for them to combine their reproductive role of childcare and homemaking and the productive role of home based production. Women are found to engage in processing food items and manufacturing goods and related fringe activities such as carpet, cotton garments, rice-paper and rice-paper products, woolen garments/shawls, *Pashima* shawls, *Dhaka* weaves. Although, the home-based employment activities has provided women with opportunities of income generation but the informality of the sector has put women in greater risk of being exploited in terms of their labor rights. It is discovered that in Nepal women comprise 61% of the home-

based workers as against 39% women. In some organizations women comprise 80% of the home based workers. Two thirds of women reported that they use their income mainly for food, which indicates the income (though meager) is so vital for family's survival. Nevertheless, an overwhelming majority is unaware about organizing and networking and they lack legal protection. Gender discriminatory practices are found in terms of women's product pricing and women's wage rate in comparison to men. Realizing the challenges faced by women home based workers and the necessity of addressing this issue a Regional HomeNet for South Asia has been established with a National HomeNet in Bangladesh, India, Nepal, Pakistan and Sri Lanka (HomeNet/UNIFEM, 2004).

#### 4. Ongoing Gender Projects

| Project/Programme                  | Implementing Agency | Donor   | Duration                    | Budget            | Content  |
|------------------------------------|---------------------|---|-----------------------------|-------------------|--|
| Health                             |                     |   |                             |                   |  |
| Nepal Safer Motherhood Programme   | MOHP                | DFID  | 2005 - 2010                 | £20 million       | Safe motherhood  |
| Reproductive Health Care Programme | MOHP                |   | 1997-2006                   | £11.4 million     | Reproductive health  |
| Health Sector Support Programme    | MOHP                | GTZ   | Second Phase<br>2003 - 2007 | 8.5 Million Euro  | Reproductive health component  |
| Nepal Family Health programme      | MOHP                | USAID   | 2004/2005                   | over \$20 million | -Family planning<br>-Maternal & child health<br>-Female Community Health volunteer (FCHV)<br>-HIV/AIDS/STIs components |
| Country support programme          | MOHP                | WHO   | biennium for 2004/2005      | \$ 6.2 million.   | Safe Motherhood component  |
| Nepal Health Sector Program        | MOHP                | World Bank/DFID   | 2004/2005                   | \$ 5.6 million    | -Contraceptive<br>-Deliveries with skilled birth attendance (TBA)<br>- HIV/AIDS  |
| Country Support Programme -5       | MOHP                | UNFPA   | 2002-2006                   | \$970,838         | -Reproductive health service delivery  |
| Country Support Programme -5       | MOHP                | UNFPA   | 2002-2006                   | \$1,090,259       | -Population and Reproductive Health Integrated Project   |
| Education and Training             |                     |   |                             |                   |  |
| Education For All                  | MOES                | Pooling fund: Norway, Finland, Denmark, ADB, UK, World Bank | 2004-2009                   | \$814 million     | -MDG gender component<br>-Female teacher   |

|   |            |   |                                |   |   |
|---|------------|---|--------------------------------|---|---|
| Secondary Education Support Program   | MOES       | Denmark , ADB                           | 2004-2009                      | \$60,000 + \$20,000   | -Female teacher<br>-Toilet<br>-Girls' education   |
| Technical Education   | MOES       | ADB                                     | 2005-2010                      | \$25 million  | -Emphasis on women and gender equity  |
| Higher Education Project  | MOES       | World Bank                              | 2005-2010                      | \$50 mil. Grant<br>\$10 mil. Loan   | -Emphasis on gender equity  |
| <b>Agriculture</b>  |            |   |                                |   |   |
| -Agriculture/Livestock Extension Programme<br>-APP Monitoring, APP Support Program<br>-Crop Diversification Project<br>-Small Irrigation Special Programme (shared 43 percent of the development budget of allocated to the sector) | MOAC       |   | NA                             | Rs.2.52 billion   | - Empowerment of women through targeted programs  |
| Community Livestock Development Project   | MOAC       | ADB                                     | NA                             | \$33million<br>-\$20million by ADB<br>-\$5million by government<br>-\$6.5million by RMDC and MFIs<br>-\$1.5million by beneficiaries | Mandatory gender mainstreaming  |
| <b>Poverty Alleviation</b>  |            |   |                                |   |   |
| Poverty Alleviation Fund  | NPC & MOLD | World Bank (pooled multi-donor funding) | 2004-2007                      | Rs. 508 million in 2006/07 ((73% over the spending in 2004/05)  | -Social inclusion of women<br>-Economic empowerment of women<br>-At least 50% of the CO members has to be women |
| <b>Women and Gender</b>   |            |   |                                |   |   |
| Women Development Programme GEEP  | DWD-MOWCSW | ADB                                     | 2006-2011                      | 15 million as "seed money"  | -Social mobilization<br>-Micro-credit<br>-Pro-women rural infrastructure  |
| Gender & Reproductive Health Initiatives  | DWD-MOWCSW | UNFPA                                   | 2006-2011                      | NA  | Gender equity, gender equality and women's empowerment  |
| Mainstreaming Gender Equity Programme   | MOWCSW     | UNDP USAID                              | 2002-2006 (recently completed) | UNDP-1,789,000<br>USAID-\$242,000   | Gender equity, gender equality and gender mainstreaming   |

## 5. Gender Information Sources

| 5.1 List of Individuals Related to Gender |   |  |
|---|---|--|
| Individuals                               | Affiliation   | Contact Phone No.  |
| Dr. Meena Acharya                         | Sahabhagi   | 4410379/4410963 (off.)<br>4472405/4470035 (Res.)<br><mna@enet.com.np>  |
| Dr. Chandra Bhadra                        | Women's Studies Program<br>Tribhuvan University   | 4225209/4246497 (Off.)<br>5526338 (Res.)<br><bhadrac@hotmail.com>      |
| Dr. Arjoo Deuba                           | SAMANATA  | 4436723/4438032 (Off.)   |
| Ms Durga Ghimire                          | ABC/Nepal   | 6630346 (Off.) 3330333<br>(Res.) Mobile:9851046432                     |
| Ms Saru Joshi                             | UNIFEM  | 4355749/4361827(Res.)<br>4255110 (Off.)<br>Mobile:9851012262           |
| Ms Sapna Malla                            | FWLD  | 4266415/4218201 (Off.)   |
| Dr. Beena Pradhan                         | Free lance  | 5523880/987 (former off.)  |
| Ms Bandana Rana                           | SAATHI  | 5531906 (Res.)<br>Mobile:9851024130                                    |
| Dr. Ava Darshan<br>Shrestha               | SAMANATA  | 5522097 (Res.)<br>4436723/4438032 (Off.)<br>Mobile: 9841210304         |
| Ms Indira Shrestha                        | Sttrii Shakti<br>Currently: Honourable Member<br>of the National Planning<br>Commission | 4423054 (Off.)   |
| Ms Sabitri Singh                          | Former CBS official   | 5522578 (Res.)   |
| Ms Saloni Singh                           | Didi Bahini   | 4722868 (Res.)<br>4226753 (Off.)                                       |
| Ms Sangeeta Thapa                         | UNIFEM  | 4412058/4439824 (Res.)<br>4255110 (Off.)<br>Mobile:9851051305          |
| Dr. Shanta Thapalia                       | LACC  | 5542999/5543111 (Res.)<br>5527334/5523871 (Off.)<br>Mobile: 9851044725 |
| Ms Kanchan Verma<br>Lama                  |   | 5550508 (Res.)<br>5521501 (Off.)<br>Mobile:9851061384                  |
| Dr. Nirmal Pandey                         | -Former Hon'ble Member of<br>NPC<br>-Centre for Policy Research &<br>Analysis (CPRA)    | 4415361 (Res.)<br>4430353 (Off.)<br>Mobile:9851085580                  |
| Dr. Bal Gopal Vaidhya                     | -Former Hon'ble Member of   | 4272451/4270773 (Res.)   |

|  |                 |                        |
|--|-----------------|------------------------|
|  | NPC<br>-New ERA | 4413603/4423176 (Off.) |
|--|-----------------|------------------------|



| <b>5.2 List of Organizations Related to Gender</b>    |   |   |
|---|---|---|
| <b>Organization</b>                                   | <b>Programmed/Activities</b>  | <b>Contact Person and Phone No.</b>                                 |
| ABC/Nepal   | Combating trafficking, Repatriation and rehabilitation of survivors of trafficking        | Ms Durga Ghimire<br>6630346 (Off.)<br>Mobile:9851046432             |
| Beyond Beijing Committee, Kathmandu                   | Gender mainstreaming project, advocacy program for women's empowerment and gender justice | Ms Anjana Shakya<br>5530880 (Off.)                                  |
| Centre for Rural Technology                           | Women in energy and water management program (ENERGIA)                                    | Mr. Ganesh Ram Shrestha<br>4260165 (Off.)                           |
| Didi Bahini   | Women in Health, Education, Environment and Local Resources (WHEEL) program               | Ms Saloni Singh<br>4226753 (Off.)                                   |
| Forum for Women Law and Development (FWLD)            | Legal advocacy and policy support   | Ms Sapna Malla  |
| Legal Aid and Consultancy Centre (LACC)               | Legal advocacy campaign and economic empowerment for gender equality                      | Dr. Shanta Thapalia<br>5527334/5523871 (Off.)<br>Mobile: 9851044725 |
| Local Integrated Development Society                  | Empowering women to minimize gender based and sexual violence in conflict affected areas  | Dr. Khem Karki<br>5548455 (Off.)                                    |
| SAATHI  | Research on violence against women and support for violence survivors                     | Ms Bandana Rana<br>5554560 (Off.)<br>Mobile:9851024130              |
| SAMANATA – Institute for Social & Gender Equality     | Research and advocacy for gender equality   | Dr. Arjoo Deuba<br>4436723/4438032 (Off.)                           |
| Sancharika Samuha (Women Communicators of Nepal)      | Gender issues in the Media – Bimonthly interaction program                                | Ms Babita Basnet<br>5538549 (Off.)                                  |
| Sashaktikaran Samaj Nepal (Empowerment Society Nepal) | Gender sensitive HIV/AIDS program   | Ms Roshani Karmacharya<br>5546601 (Off.)                            |
| Strii Shakti  | Engendering development in Nepal- Training program  | Mr. Ramesh Karki<br>4423054 (Off.)                                  |
| TEWA  | Economic empowerment of women through national fund                                       | Ms Maggie Shah<br>5572654 (Off.)                                    |

|   |   |                                     |
|---|---|-------------------------------------|
|   | support                                     |                                     |
| Women's Studies Program<br>Tribhuvan University | Academic instruction,<br>research, advocacy | Dr. Indira Sharma<br>4225209 (Off.) |

### 5-3 List of Reports and References Related to Gender

| Title   | Author                               | Year       | Publisher  |
|---|--------------------------------------|------------|--|
| <b>Government Policy</b>  |                                      |            |  |
| <u>Engendering Nepalese Civil Service with Specific Reference to Promotion and Entry in Administrative Services.</u>            | Dhungel, Acharya & Regmi             | Not stated | Kathmandu: Ministry of Women, Children & Social Welfare/MGEP/ UNDP.              |
| <u>Implementation Status of the Outcome Document of Beijing Platform for Action</u>   | FWLD                                 | 2003       | Kathmandu: Forum for Women, Law and Development                                  |
| <u>The Special Provisions for Women and Its Effect</u>  | FWLD                                 | 2003       | Kathmandu: Forum for Women, Law and Development                                  |
| <u>Directives for the Behaviour with Trafficked Persons for Minimum Standard of Human Rights(in Nepali Language)</u>            | MOWCSW                               | 2002       | Kathmandu: Ministry of Women, Children & Social Welfare/JIT Project              |
| <u>National Plan of Action On Convention on The Elimination of All Forms of Discrimination Against Women (CEDAW)</u>            | MOWCSW                               | 2003       | Kathmandu: Ministry of Women, Children & Social Welfare                          |
| <u>National Plan of Action On Gender Equality and Women Empowerment.</u> Revised version of NPA for Beijing Platform for Action | MOWCSW                               | 2004       | Kathmandu: Ministry of Women, Children & Social Welfare                          |
| <u>Working Guidelines for Mainstreaming Gender and Child Rights</u> (in Nepali language)  | MOWCSW                               | 2004       | Kathmandu: Ministry of Women, Children & Social Welfare                          |
| <b>Education and Training</b>   |                                      |            |  |
| <u>Main Guideline to Gender Mainstreaming</u>   | LDTA                                 | 2006       | Kathmandu: Local Development Training Academy                                    |
| <u>Gender Assessment in the Education Sector</u>  | MGEP/MWCSW                           | 2002       | Kathmandu: Ministry of Women, Children & Social Welfare                          |
| <b>Economic Activities</b>  |                                      |            |  |
| <u>Plight of Cabin Keepers</u>  | ActionAid                            | 2004       | Kathmandu: ActionAid/Nepal   |
| <b>Armed Conflict</b>   |                                      |            |  |
| <u>“On the Edge: The Impact of the Insurgency on Nepali Women”. In South Asia: Implications of Armed Insurgency on Women.</u>   | Bhadra, C., Shrestha, A. & Thapa, R. | 2003       | Colombo: Regional Centre for Strategic Studies. (In the process of publication). |
| <u>A National Study on Changing</u>   | Rana-Deuba, A.                       | 2005       | Kathmandu: SAMANTA   |

|  |                          |      |  |
|--|--------------------------|------|--|
| <u>Roles of Nepali Women Due to Ongoing Conflict &amp; Its Impact</u>  |                          |      |  |
| <u>Economic Activities</u>   |                          |      |  |
| <u>Foreign Employment for Women: Challenges &amp; Opportunities</u> (A collection of articles published during the media campaign) | Sancharika Samuha/UNIFEM | 2003 | Kathmandu: Sancharika Samuha/UNIFEM/Nepal  |
| <u>Nepali Women Workers in Foreign Lands: Mapping the Migration Process and Contribution to Nepali Economy and Society.</u>        | UNIFEM/Nepal             | 2003 | Study commissioned by UNIFEM//Nepal and study conducted by Nepal Institute of Development Studies (NIDS) |
| <u>Agriculture</u>   |                          |      |  |
| <u>Gender Assessment Study of the Agriculture Sector</u>   | MGEP/MWCSW               | 2002 | Kathmandu: Ministry of Women, Children & Social Welfare  |
| <u>Health</u>  |                          |      |  |
| <u>Gender Assessment in the Health Sector</u>  | MGEP/MWCSW               | 2002 | Kathmandu: Ministry of Women, Children & Social Welfare  |
| <u>Gender Responsive Budget</u>  |                          |      |  |
| <u>Gender Budget Audit: Nepal.</u>   | Acharya, M.              | 2002 | New Delhi: UNIFEM Follow the Money Series.   |
| <u>Gender Budget Audit of the Ministry of Local Development</u>  | MGEP/MWCSW               | 2003 | Kathmandu: Ministry of Women, Children & Social Welfare  |
| <u>Gender Budget Audit of the Ministry of Women, Children &amp; Social Welfare</u>   | MGEP/MWCSW               | 2003 | Kathmandu: Ministry of Women, Children & Social Welfare  |
| <u>The Development Expenditure Flow of the Government for Women Development</u>  | NPC                      | 2005 | Kathmandu: National Planning Commission Secretariat  |

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## 7. Definitions

### 7-1 Technical Terms

**Feminization of Poverty:** Feminization of poverty indicates that more women and girls are poor than men and boys because they bear the brunt of poverty resulting in the human deprivation of food/nutrition, access to education, medical care and adequate clothing, and heavy workload; even in households that lie above the poverty line women and girls remain in human deprivation situation; that (*de facto*) female headed households are poorer than male headed households; and women do not have access to earned income resulting in income poverty.

**Feminization of Agriculture:** Feminization of agriculture is depicted by women comprising a greater proportion of the agricultural labor force; greater proportion of women engaging in agriculture; women performing majority of the agricultural tasks; and women spending majority of their working hours/time in agriculture.

**Informalization and Feminization of Production:** More and more women are engaging in the production outside of the institutionalized production in factories and manufacturing establishments but working at homes where the employers are not obligated to fulfill labor regulations; or they work in production establishments that are not registered hence remain outside of the production establishment laws and regulations, and the mandated labor regulations.

**Migrant Women Workers:** Women who migrate to foreign countries for employment.

**National Machinery:** To comply with the Beijing Platform for Action-1995 identifying the 'establishment of the highest level national machinery for the advancement of women' as one of the 12 critical areas of concern; Ministry of Women, Children & Social Welfare is established (in 1995) as the highest level national machinery for the advancement of women in Nepal.

**Rights Based Approach:** The Vienna Convention (1993) commenced that 'women's rights are human rights' and directed towards women's access to development deliveries are their human rights.

**Unpaid Family worker:** Women work in family farm and/or off-farm enterprises but they do not receive any remuneration for their work.



## 7-2 Indicators

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| <b>Gini index:</b> An index measuring income distribution ranging from 0 to 1.0. A gini-coefficient of zero represents perfect income equality and the gini-coefficient of 1.0 represents perfect inequality.                         |
| <b>Total fertility rate (TFR):</b> Average number of children women of age 15-45 years delivers in their life.  |
| <b>Infant mortality rate:</b> Total number of new born babies among 1000 who die within 12 months of their birth.   |
| <b>Under-five mortality rate:</b> Total number of children among 1000 who die before they complete five years of age.   |
| <b>Maternal mortality ratio:</b> Total number of women among 100,000 who die within three months of giving birth to live children.  |
| <b>Percentage of births attended by trained birth attendant (TBA):</b> Total number of women among 100 who receive attention of trained health personnel such as trained local midwife, nurses, doctors, etc., during child delivery. |
| <b>Oral rehydration therapy (ORT) use rate:</b> The rate of using oral rehydration solution for children under-five among 1000 who suffer from diarrhea.  |
| <b>Net enrolment ratio:</b> Enrolment of girls and boys of specific age cohort in primary (ages 7-11 years), lower secondary (ages 12-14 years) and secondary schools (ages 15-16 years) in a particular year.                        |
| <b>Gross enrolment ratio:</b> Enrolment of girls and boys of all ages in primary, lower secondary and secondary schools in a particular year.   |