

**Country WID Profile**  
**(Nepal)**

December 1999

**Japan International Cooperation Agency**  
**Planning Department**

# Country WID Profile

(Nepal)

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## List of Abbreviations and Acronyms

ABU	-	Ahmadu Bello University
ADB	-	African Development Bank
ADP	-	Agricultural Development Programme
AIDS	-	Acquired Immune deficiency Syndrome
BI	-	Bamako Initiative
BLP	-	Better Life Programme
BPA	-	Beijing Platform of Action
CBN	-	Central Bank of Nigeria
CBO	-	Community Based Organisation
CBPP	-	Contagious Bovine Plueropneumonia
CEDPA-		Centre for Development and Population Activities.
ECOWAS-		Economic Community of West African States.
EU	-	European Union
ECCDE	-	Early Child Care Development Education
DFRRI	-	Director of Food Road & Rural Infrastructure.
FAO	-	Food and Agricultural Organisation
FEAP	-	Family Economic Advancement Programme.
FGM	-	Female Genital Mutilation
FGN	-	Federal Government of Nigeria
FMANR-		Federal Ministry of Agriculture and Natural Resources
FME	-	Federal Ministry of Education
FMOH	-	Federal Ministry of Health
FMWASD-		Federal Ministry of Women Affairs and Social Development
FMWRD-		Federal Ministry of Water and Rural Development
FOS	-	Federal Office of Statistics
FSP	-	Family Support Programme
GADA	-	Gender and Development Action
GDP	-	Gross Domestic Product
GRDP	-	Grazing Reserve Development Programme.
HEB	-	Health Education Branch
HSD	-	Hospital Service Department
HTD		Harmful Traditional Practices
IDC	-	Industrial Development Centre
IRRRG	-	International Reproductive Rights Research Group.

IFAD	-	International Fund for Agriculture Development
ITTA	-	International Institute for Tropical Agriculture
JICA	-	Japan International Co-operation Agency
MCH	-	Maternal/Child Health
NACB	-	Nigerian Agricultural Cooperative Bank.
NACCIMA-		Nigerian Association of Chambers of Commerce Industry, Mines and Agriculture
NAERLS		National Agricultural Extension & Liaison Services
NBP	-	National Borehole Project
NBTC	-	National Board of Technical Commission
NCE	-	National Certificate in Education
NCCE	-	National Commission of Colleges of Education
NCNE	-	National Commission of Nomadic Education
NCWD	-	National Commission of Women Development
NERDC-		National Education Research & Development Council
NERFUND-		National Economic Reconstruction Fund
NGO	-	Non-Governmental Organisation
NIDB	-	Nigeria Industrial Development Bank
NIHORT-		National Horticultural Research Fund
NLS	-	National Livestock Service.
NPA	-	National Plan of Action
NPC	-	National Planning Commission
NPEC	-	National Primary Education
NPI	-	National Programme on Immunization
NRCI	-	National Root Crop Institute
NSPQ	-	National Seeds and Plant Quarantine
NSS	-	National Seed Service
NUC	-	National University Commission
PARC	-	Pan African Rinderpest Campaign
PBN	-	Peoples Bank of Nigeria
PPA	-	Participatory Poverty Alleviation
P.T.F	-	Petroleum Trust Fund
RAIDS	-	Rural Agro-Industrial Development Scheme
RBDA	-	River Basin Development Authority
RVF	-	Rectum Vesico Fistula
STD	-	Sexuality Transmitted Diseases

SME	-	Small-Medium Enterprise
SSE	-	Small-Scale Enterprise
TBA	-	Tradition Birth Attendant
UBES	-	Universal Basic Education Scheme
UNDP	-	United Nations Development Programme
UNESCO-		United Nations Educational Scientific and Cultural Organisation
UNICEF-		United Nations Children's Fund
USAID	-	United States Agency for International Development.
VVF	-	Vesico Vagina Fistula
WID	-	Women In Development
WIN	-	Women In Nigeria
WB	-	World Bank
WHO	-	World Health Organisation.

## Abbreviations

(Nepal)

<b>BPEP</b>	-	<b>Basic and Primary Education Planning</b>
<b>BPFA</b>	-	<b>Beijing Platform for Action</b>
<b>CSW</b>	-	<b>Commission of Status of Women</b>
<b>CBS</b>	-	<b>Central Bureau of Statistics</b>
<b>DDC</b>	-	<b>District Development Committee</b>
<b>GO</b>	-	<b>Government Organization</b>
<b>GDP</b>	-	<b>Gross Domestic Product</b>
<b>HIV</b>	-	<b>Human Immune Virus</b>
<b>ILO</b>	-	<b>International Labor Organization</b>
<b>MWSW</b>	-	<b>Ministry of Women and Social Welfare</b>
<b>MMR</b>	-	<b>Maternal Mortality Rate</b>
<b>MOA</b>	-	<b>Ministry of Agriculture</b>
<b>NGO</b>	-	<b>Non-Government Organization</b>
<b>NR</b>	-	<b>Nepali Rupees</b>
<b>NRB</b>	-	<b>Nepal Rastra Bank</b>
<b>NPC</b>	-	<b>National Planning Commission</b>
<b>PCRW</b>	-	<b>Production Credit for Rural Women</b>
<b>STD</b>	-	<b>Sexually Transmitted Diseases</b>
<b>UNIDO</b>	-	<b>United Nations Industrial Development Organization</b>
<b>UNICEF</b>	-	<b>United Nations Children Fund</b>
<b>VDC</b>	-	<b>Village Development Committee</b>
<b>WID</b>	-	<b>Women in Development</b>

## 1. Basic Profile

### 1-1 Socio-Economic Profile

Socio-Economic Profile						Ref.
Economic Indicators	GNP/Capita	Growth rate of real GDP		Inflation Rate*	Gini coefficient*	
	US\$220('97)	2.2%('90-97)		NA	NA	
Public Sector('97-'98)	Health	Education	Social Welfare	Defense	Others	
Expenditure to sectors	NA	NA	NA	NA		
Population( )	Total	% of urban population		Population growth rate('95-'00)		
	Total	11.0%		2.5%		
	Women('98)					
Industry/GDP	Agriculture	Industry(Manufacture/Industry)		Service		
'95	40%	22%		38%		
Proportion of workers('90)	Agriculture	Industry	Service	Aid/GNP('95)		
	Total('94)	20%	31%	8.9%		
	Women('91)	NA	8%			
Labour Indicators	Total No.	Unemployment R.	Minimum wage	Women/Total*		
	Total('97)	43%('93)				
	Women('97)					
Decision-making	Women/Total			Women/Total()		
	Member of parliament	15%(1994)		Managers	NA	
	Ministries(1995)	1 (1999-2000)		Technicians	NA	
	Deputy ministries('95)					
Law for Women		Year	Details			
	Marriage Law	1963				
	Election Law	1991				
	Labor Act	1992	paid pregnancy leave, fixed working hours for women & girls			
	Labor Law		guarantees equal pay for men & women in similar jobs			
Ratification and signature of international law for women			Ratification	Year		
	Supplementary Convention on the Abortion of slavery		1963			
	CEDAW		1991			
	Convention on the Rights of the Girl Child		1992			
Policy of WID						
	New Local Self-Governance Act		1999	reserves 1 seat for woman in each District and VDC		
Governmental organization of WID						
	National Machinery					
	Ministry of Woman, Children and Social Welfare					

#### References

- 1) Human development in South Asia-1999
- 2) Central Bureau of Statistics, Population Census, ESCAP 1996

\*Refer to 7. Definitions (P. )

### 1-2 Health Profile

Health Profile					Ref.
Life expectancy('97)	Male 54 Female 53		Population growth rate	2.6%(80-'95)	2,3
Expansion of health service	Population /Doctor ('93)	13634	Population/Nurse and Midwife	2257	1
Government expenditure to health (% of GDP '97)		5.0%			4
Infant mortality rate(per1,000)*			% of the vaccinated	1-year-old children	
Total	98 persons('94)		BCG('90-'95)	61%	3
Female	96 persons('94)		DPT('95-'97)	96%	1
Under-5 mortality rate(per1,000)*			Polio('90-'95)	62%	3
Total	104 persons('97)		Measles('95-'97)	85%	1
Family planning	Contraceptive rate('90-'95)	29%	Total fertility rate('97)*	5.00%	1
Births attendance rate*('90-'96)	7%		Age at first marriage('91)	18.1('91)	1,2
Maternal anemia rate*	70-80%		% of infants with low birth weight*	26%('90-'97)	1
Maternal mortality rate	1500 persons per 0.1million('90-'97)				6
Nutrition			Oral rehydration therapy use rate*	29%	3
Iodine deficiency	households consuming iodized salt 59%		Malnutrition(under 5yr-old)	47%('96)	1
Community health service( - )					
Access to safe water ('90-'96)	urban 88% rural 60%		Access to adequate sanitation	urban 58% rural 12%	3
HIV/AIDS	HIV infected		AIDS cases		
Statistics('97)	245		53		5

### 1-3 Education Profile

Education Profile					Ref.
Education system	Compulsory education ( 5 year), Primary education (5year)				
Public expenditure on education		%( )			
% of GNP(1995)	2.9%				1
Adult literacy rate('95)	male 41%, female 14%				1
by race					
Primary education('98)	Net enrollment ratio		Female ratio of higher education		24%
Male	79%		education		25%
Female	61%		humanities		30%
<Educational Issues>	high dropout rate/repeat yrs of schooling		social sciences		22%
Secondary education('98)	Net enrollment ratio*		natural sciences engineering		14%
Male	35%		medical		67%
Female	25%				
<Educational Issues>					
Higher education('98)	Enrollment ratio				
Total	25%				
Female	16%				

#### References

- 1) Human development in South Asia-1999
  - 2) Family Health Survey 1996, etc.
  - 3) State of The World Children 1997
  - 4) Sheresta 1997
  - 5) National AIDS Prevention and Control Project, Ministry of Health '93-'96
  - 6) Post Beijing, UNDP 2000
  - 7) Ministry of Education, Education of Information of Nepal 2000
  - 8) Data only from Tribuvan University, Ministry of Education, Education of Information of Nepal 2000
- \*Refer to 7. Definitions (p. )



## 2. General Situation of Women and Government Policy on WID/Gender

### 2-1 General Situation of Women

#### General Situation of Women in Nepal

- Heavy labor is imposed on women and girls and access to health and family planning services is limited.
- Access to employment, income, property, land, etc. is also limited for women in comparison with men. Poverty leads women to choose to work as prostitutes in many cases.
- Since almost all marriages are arranged by parents' intermediation, women marry young in general and nearly 70% of women marry and get pregnant in their teens

In Nepal, more than 80% of the nation is engaged in agriculture and the agricultural sector has the biggest share of the GDP at 40%.

However, the growth of the agricultural sector has reached the uppermost limit because irrigation facilities have not been provided for because of the tremendous amount of expenditure required for the preparation and renovation of infrastructures since 80% of the land is mountainous and hilly areas.

Rural areas are facing into the difficulty of obtaining sufficient food since the population increase rate has exceeded the agricultural production rate and many men migrate to urban areas or overseas to work to provide daily bread for their families. Women and children who are left home must take care of all the farm work by themselves.

Life in Nepal is based on the patriarchal system and there is a strong tendency for preferring sons rather than daughters. Women and girls are left until last when food is served, on the other hand, heavy labor is imposed on them and access to health and family planning services is limited. Future possibility for employment opportunities and so on are closed to many young girls who have to discontinue schools due to the burden of housework and farm work and do not know how to lay claim to education and rights. Access to income, property, land, etc. is also limited for women in comparison with men and also poverty leads them to choose to work as prostitutes in many cases.

In the last 20~30 years, Nepalese women being sold as prostitutes to countries such as India, etc. has become noticeable and the total number amounts to 5,000~7,000 cases of which 20% are young girls under the age of 16. Rape, domestic violence, sexual harassment and so on occur frequently due to women's low standing.

The new constitution established in 1992 expressly stipulates the abolishment of all discrimination based on sex, religion and caste and the equal opportunities for the both sexes in voting right and also wages and promotion at places of work. However, in actuality, there are many enterprises which give priority to the employment of men due to the prejudice toward women and there even exist types of jobs which are intended only for men. Opportunities for vocational training and employment, therefore, are limited for women and they often have been obliged to losing their jobs or take low wages for jobs which do not require high skills. Although this situation is a serious problem for female householders who have no other labor force to rely on, the number of women are also very limited at the level of policy decision making and this is one of the reasons why women's needs have

not been reflected in policies.

**【Cultural and Social Background】**

Almost close to 90% of the people in Nepal believe in Hinduism and it is thought that every man and woman should marry. Legal marriageable age stipulated in the marital law is 16 years old for girls and 18 years for boys with parents' consent and 18 and 21 respectively without their consent. Although marriage is prohibited when there is an age difference of more than 20 years, only a penalty is imposed when a violation is detected and the marriage is not invalidated and, therefore, infantile marriages have been practiced for a long time. In traditional Hindu society, parents must pay a dowry (cash or furniture and effects for betrothal) when their daughter gets marry in addition to a *tilak* (a certain amount of money payable to the bridegroom's family). The daughter is thought to be more innocent if she is still young and the parents can settle with a smaller amount of *tilak/dowry*. It is believed among the high level castes that parents can accumulate virtue in the world to come if their daughter marries before menarche. Since almost all marriages are effected through parents' intermediation with these kinds of customs in the background, women marry young in general and nearly 70% of women marry and get pregnant in their teens.

Polygamy, marriage of minors, castes, etc. were abolished in the civil law (Mulki Ain) which was amended in 1963, but bigamy still remains when no boy heir can be produced, as well as caste distinctions in living customs which heavily influence social lives.

Women cannot inherit their parents' property until they reach to 35 years old without getting married but lose if they marry. Although wives are given a part of the property (Pewa) from husbands after marriage, they are not able to use it without the consent of their grown up sons and also lose the property by divorce.

## 2-2 Government Policy on WID/Gender

### Government Policy on WID/Gender

- In the Eighth Five-Year Plan, the importance of women's equal participation in the development processes was emphasized. Also, the strategies to achieve women's significant participation was discussed.

### [WID/Gender Policy]

It was in the Sixth Five-Year Plan (1980~85) when the importance of women's participation in the development processes was expressed clearly for the first time in national programs and the importance of women's equal and significant participation in the development processes has been emphasized in the Eighth Five-Year Plan.

Strategies for this are the following seven points: 1) Encouragement of women's participation in both traditional sectors and nontraditional sectors, 2) Encouragement of women's access to formal and informal education, 3) Securing for regular female staffs for employment and training programs, 4) Improvement of women's access to health service facilities, especially facilities related to family planning/health services for mothers and children, 5) Improvement of women's access to financing, technology, programs to support plans to start new businesses, markets, employment opportunities, 6) Introduction of new technologies to lighten the burden for collecting firewood and fodder, water drawing, and housework to rural areas, and 7) Revision of laws which are biased against women.

## 2-3 National Machinery

### Federal Ministry of Women, Children and Social Welfare

- Reflecting the government's strategy to promote involvement in WID, the Ministry of Women, Children, and Social Welfare was newly established in 1995.
- Although WID Sections are also located in several ministries, their power of influence in the ministries is not yet strong in general.

The Women Development Agency was founded under the Ministry of Labor and Social Welfare in 1988 and the Children and Women Development Section was founded in June 1993 in the National Planning Commission as a focal point of all activities relating to the development of women. Recently, reflecting the strengthening of the government's involvement in WID, the Ministry of Women and Social Welfare was newly founded and the role of the Children and Women Development Section, National Planning Commission, is gradually being transferred to the above-mentioned Ministry. The Ministry is still in the formation stage at present and a summary book to show its final target, purpose, and activity range is being prepared.

Although WID Sections are located in several ministries, their ways and progress for coping with WID/Gender are varied depending on budgets, human resources, and priority matters and their power

of influence in the ministries is not strong yet in general.

<p>Name: Ministry of Women, Children and Social Welfare</p> <p>Established Year: Sept. 1995</p> <p>Number of Staff:</p> <p>Role and Function:</p> <ol style="list-style-type: none"> <li>1) Supports WID program in other Ministries</li> <li>2) Coordinates, monitors, and evaluates WID program by the government or NGO.</li> </ol> <p>Goal:</p> <p>Elimination of sexual discrimination. Promotion of women's participation in the national development process through empowerment.</p>
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**[Other Relevant Organization]**

**Government Ministries Implementing Women-related Activities**

Ministry	Activities/ Programs
Ministry of Health	<ul style="list-style-type: none"> <li>• Allocation of health personnel to sub health posts, and women volunteers to villages.</li> <li>• Building health posts to improve health service to women.</li> <li>• Monitoring regional health volunteer work and TBA activities, with support from Mother/Women groups</li> </ul>
Ministry of Education	<ul style="list-style-type: none"> <li>• Providing school materials for children in 1-3 grades in primary schools. Set up of scholarship program.</li> <li>• Providing support fund, uniform, and food for girls from families with low income. Free education for girls in Secondary school (1990-).</li> <li>• Allocation of at least one female teacher to each school. Scholarship program in universities to increase female teachers in rural area.</li> <li>• Female teachers to visit girls' family once a week to communicate importance of continued attendance for girls.</li> </ul>
Ministry of Agriculture	<ul style="list-style-type: none"> <li>• Established Women Farmers Development Division in the Ministry of Agriculture.</li> </ul>
Ministry of Rural Development	<ul style="list-style-type: none"> <li>• Providing basic development training to 38,000 women, and vocational training to 22,000 women.</li> <li>• Financial program for women working in agriculture.</li> </ul>
Ministry of Forestry and Soil Conservation	<ul style="list-style-type: none"> <li>• Providing forest management training to women. Many women participate in the afforestation program.</li> </ul>

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- Adult literacy rates are 14% for women and 41% for men.
- There is a big gap between the primary education enrollment rates for girls in rural areas(22%) and in urban areas(48%)
- Only one quarter of nepali girls enter secondary education.
- Females, as a percentage of primary school teachers increased to 23 percent in 1997.

#### [General Situation]

The school system in Nepal started in the 1950s. In the 1970s, authorities concerned introduced a new curriculum under a national education system program and tried to improve the enrollment rate by making educational expenses (primary education) and textbooks, etc.

(1~3 grades) free of charge and offering incentives to teachers who worked in depopulated areas, etc.

However, , considerably low compared with the average of late starting developing countries (38% for women and 59% for men). The elementary school enrollment rate is higher than the average of the late starting developing countries but the percentage of pupils attending the 5th grade is 52%, which is lower than the 57% average of the late starting developing countries (State of the World Children, 1977).

Mandatory education is free of charge for the 5 years of primary education which starts at the age of 6. The lagging behind in the education of girls is especially a problem in Nepal and the government has made the reduction of the gender gap in the literacy rate and enrollment rate priority items. The authorities concerned are trying to increase the number of female teachers (1/6 of all teachers at present) as promoters of female education. Secondary education (2 years for the first period and 3 years for the second period) was not free of charge and the number of girls to advance to secondary education is half of that of boys and, therefore, the government has made secondary education free of charge since 1990.

The education budget of the government in the 1996/1997 fiscal year increased 28% from the previous year and accounted for 13.5% of the total budget of the government. The government is implementing an "Education for all people" program, distributing 64% of the budget for primary and secondary education and providing opportunities for education to 1,500,000 girls.

#### [Primary Education, Secondary Education and Higher Education]

The total enrollment rate in primary education was 87% for girls and 130% for boys in 1997 and had increased remarkably compared with that of 7% for girls and 35% for boys in 1972. However, it is thought that girls who complete primary education are about 30%, those who go on to the first period of secondary education decrease to 23% for girls and 46% for boys and those who go to as far as the second period of secondary education further decrease (enrollment rate is 20% for girls and 44% for boys). Girls in rural areas have far less opportunities to receive an education. The primary education

enrollment rate of 6~9 year old girls is 22% in rural areas compared with 48% in urban areas (1991) and there is a big gap between cities and towns and farming village areas than for boys (53% in urban areas and 35% in rural areas, 1991). The literacy rate of 10~14 year old girls (1991) has been improved up to 49% (76% for boys) since the government introduced a program to make education expenses free since 1971 and also girls who receive school education and out-of-school education have increased lately. However, the literacy rate of women more than 40 years old is extremely low, less than 10%, resulting in the decline of the literacy rate of adult women.

In spite of the fact that equal opportunity in education is guaranteed by law, the enrollment rate and literacy rate of women are actually held down to lower than those of men even now. Reasons for women's low enrollment rate are listed as follows: 1) Parents put the priority on the education of boys due to poverty, 2) Girls have less access to technical education and vocational training which are directly related to future jobs, 3) Opportunities for getting jobs are limited for girls, 4) They have the burden of housework, 5) Commuting to school is difficult, 6) Health and nutritional conditions are not good, 7) There is a lack of female teachers who have received training for promoting girls' school attendance, 8) They marry young, 9) There is a public prejudice toward girls receiving education, and so on.

### **[Teachers]**

As of 1993, the number of teachers in Nepal was 106,000 and that of female teachers was about 16,000 or 15% of the total. The percentage of female teachers among elementary school teachers was 8.2% in 1975, but it was increased to 23% of all the teachers in 1997 as a result of the strategy to increase female teachers in order to heighten the participation of women in education after the Nairobi Conference in 1985. At present, the government is aiming to post at least one female teacher in 22,000 elementary schools all over the country. Moreover, since the percentage of trained teachers is low, 46% of all and 39% of female teachers, the government is scheduled to give a special incentive to female teachers and to provide on-the-job training to all teachers by the year 2000.

### **[Literacy Education]**

In order to achieve the government's target to decrease the illiteracy rate to half, the government and domestic and overseas NGOs are carrying out activities to hold literacy classes in areas where the literacy rate is less than half of the average. The Ministry of Education is operating basic literacy classes as much as possible in 40 districts. Literacy classes were held in 2 districts in the past and are being held at present in 7 districts. The WORD project is holding similar classes in 30 districts. There are literacy classes held by other organizations and the number of female participants is exceeding that of male in these literacy classes.

### **[Vocational and Technical Training]**

The Ministry of Labour, the Ministry of Local Development and the Ministry of Industry are implementing vocational training and programs for creating income. Moreover, they are focusing on

female education which will be linked with jobs in their literacy rate improvement campaign.

Table1 : Female Ratio in Enrollment

	1975		1985		1991	
	Total	Female Ratio (%)	Total	Female Ratio (%)	Total	Female Ratio (%)
Primary Education	458,516	20.0	1,812,098	30.0	2,884,274	37.2
Secondary Education (First Half)	174,143	17.3	254,354	25.0	378,478	31.5
Secondary Education (Second Half)	67,214	16.9	242,467	23.0	395,330	28.7
Higher Education	NA	NA	NA	NA	NA	NA

Source: Ministry of Education and Culture

Table2 : Trend of Female Teachers

	1975		1985		1993	
	Total Number	Female Ratio (%)	Total Number	Female Ratio (%)	Total Number	Female Ratio (%)
Primary Education	1,706	8.21	5,469	10.29	10,206	16.0
Secondary Education (First Half)	700	8.80	1,217	9.71	1,485	13.00
Secondary Education (Second Half)	355	10.50	795	8.59	938	10.00

Source: Ministry of Education, Culture and Social Welfare, 1994

### 3-2 Health

#### Health

- Nepal is the only country where life expectancy for women (53yrs) is lower than that for men(54yrs).
- Pregnancy at young age, short interval between pregnancy, and delivery at home are the 3 main causes for the high maternal mortality rate in Nepal
- Health status has not improved for the past decade due to lack of manpower, budget, and medication.

#### [General Information]

The number of hospitals, (sub-) health posts and health centers which provide health and medical services in Nepal has greatly increased during 1980 to 1992. However, there is a lack of both human resources and indispensable medical supplies due to financial difficulties in health posts which assume responsibility for medical services in farming villages and, therefore, access to appropriate health and hygiene services is still not good. The principle that beneficiaries of medical supplies should pay a part of the expenses was introduced but its implementation is difficult since the agreement of the people cannot be obtained. The trend of diseases has not improved compared with a few dozen years ago and the main diseases are contagious diseases and worms which are caused by an unhygienic environment and malnutrition, and the infantile mortality rate has become higher than the average for developing countries.

Looking after even from the world point of view, the mortality rate of pregnant women and nursing mothers is the worst and it is the only country in the world where the average life expectancy at birth of women is less than that of men (State of the World Children, 1997). The birthrate of premature babies and babies with a low birth weight is high since the mothers are physically exhausted due to repeated childbirth and the percentage of malnourished children is higher than Bangladesh and India.

It also is a problem when drawing up the development plans for the health and medical service field that it is difficult to grasp the accurate number of births and deaths since there is no system for registering birth and death, many people deliver at home, people who use medical care facilities are few and so on. Incidentally, the mortality rate of pregnant women and nursing mothers is 515 (the same, 1991) according to the report of the Nepalese Government which is a third of the UNICEF Report.

#### [Child and Maternal Health]

Mortality rate of pregnant women and nursing mothers in Nepal is extremely high at 1,500 (per 100,000 births, 1990) and the second highest in Asia, next to Bhutan (1,600, the same). Average marital age is young, 18 years old, and heavy physical burdens are being imposed on the mothers since an average of 5.2 children are delivered at short childbirth intervals. Moreover, in spite of the many pregnant women and nursing mothers suffer from complications during (details unknown) originating from an unhygienic environment, no care system for pregnant women and nursing mothers has been established yet and pregnant women who have medical examinations before



childbirth are 15%, those who have medical examinations after childbirth are 10% and those who have medical examinations until right before childbirth are only 1.8%. Deliveries at home account for 96% of the whole due to lack of both childbirth facilities and midwives and almost all are deliveries attended by a female relative. Deliveries with a health nurse in attendance are the lowest in the world, only 7% (State of the World Children, 1997).

On the other hand, premature infants, babies with a low birth weight, diarrhea, acute infectious diseases of the respiratory organs and malnutrition are named as the causes for infantile mortality and malnutrition due to difficulties in obtaining food, inadequate health and hygiene related facilities and unhygienic environment lie at the root of health difficulties. Judging from an estimation, the female infantile mortality rate (101 per 1,000 births) is higher than that of males (94, the same) in 1994.

### **[Family Planning]**

The birthrate for Nepalese women per capita decreased from 6.3 to 5.1 in the 20 years from 1971 to 1991. Vital statistics of the government show that the number of children which is considered to be the ideal for married women decreased from 4.0 to 3.1 and, especially, there are more women who think it is ideal to have less children in urban areas than rural areas, in the plain areas (Terai) than mountainous areas and also women with higher education levels.

Implementation ratio of modern contraception increased from 2.9% in 1976 to 24.1% in 1991. The contraceptive method which is utilized the most is sterilization for women and accounts for 12.1% of the whole, far higher than that for men, the second highest which accounts for 7.5%. Other contraceptive devices being used are inoculations, pills, condoms, norplant and IUD. Implementation ratio of family planning is, similar to the ideal number of children, twice higher in urban areas than rural areas and also twice as high with women who received secondary education than with uneducated women.

### **[AIDS]**

The number of person who were infected with HIV/AIDS in Nepal is 188 in total as of November, 1993 and, although the scale is not large, cases which are reported are increasing year by year. Especially, many female cases have been reported since 1992 but actual cases are presumed to be more than those reported since no registration system has been established yet. Data of the Ministry of Health shows that the number of female HIV cases confirmed through 1997 was 245 persons and that of AIDS cases among them increased to 53 persons. Although it is known in general that patients of sexually transmitted diseases (STD) are apt to contract HIV, the risk of being infected with HIV is on the rise in Nepal, since there are many patients who do not recognize the disease, even though they are contracted STD, due to the lack of information, or many patients who do not receive treatment because of being ashamed of having contracted STD. On the other hand, there are only a few health care personnel who have received training for specifying and treating STD on the medical care side.

### **[Anemia]**

It is said that a third of the women in Nepal are anemic. Frequent deliveries at short childbirth intervals, inappropriate childbirth without being attended by health care personnel, and lack of care during puerperium are the main causes. When a pregnant woman suffers from heavy anemic, there is a possibility of the mother's life being endangered even if it is a normal childbirth. Nutritional education for pregnant women and appropriate care before and after childbirth have become immediate tasks in Nepal because of the high mortality rate of pregnant women and nursing mothers.

### 3-3 Agriculture, Forestry, Fisheries

#### Agriculture, Forestry, Fisheries

- 90% of the female labor force population is engaged in the agricultural, forestry and fisheries industries.
- Women engage in activities in groups to create income and earn 50% of the household
- Time spent daily for economic and housekeeping labor for women in a day is longer than that of men
- The primary factors which barriers women's participation in agricultural training are timing and location (distance from home) of the program.

#### [General Information]

In Nepal, 90% of the total population is living in rural areas and 80% of the total labor force population is engaged in agriculture, as the main industry, and they are making their living by producing rice, wheat, maize, etc. Cultivated lands were expanded in the past several dozen years and even small land areas in mountainous and hilly areas are being utilized. Farmland covers 240 hectares or 92% of the land which is being utilized, forests cover 109,000 hectares (4.2%) and other land cover the remaining 96,000 hectares. Only 12,000 hectares (less than 1% of the land which is being used) of land which has not been developed or utilized but is possible to cultivate is left. Agricultural productivity has decreased due to the excessive use of limited cultivated land and it has become impossible to live only by farming and, as a result of this, there is the tendency that the population of both men and women engaging in agriculture has been decreasing in the past 30 years. Even now, 90% of the female labor force population and 75% of the male labor force population is engaged in the agricultural, forestry and fisheries industries.

The main crop in hilly areas and in Terai plains is paddy rice which is planted in the beginning of the monsoon. Most land is used for one crop a year but some land also raise lentils, linseed, wheat, rape, etc. as double-cropping. Maize, wheat, potatoes, etc. are cultivated in high altitude land. Barley and millet are cultivated utilizing narrow steep slopes. Livestock are also bred in addition to the cultivation of crops and their excrement is used as the main fertilizer.

#### [Land-ownership]

There is not very much reliable data and information related to landownership in Nepal. National Agricultural Sample Survey (1991~ 1992) reports that men own 95.5% of the entire land area and women own only 115,000 hectares which corresponds to 4.5% of all the land.

The number of women who own land is 6% (176,000 persons) of all the landowners and the area owned per capita is 0.65 hectares for women against 0.97 hectares for men and the area of land owned by woman is smaller (ESCAP, 1996).

#### [Agriculture]

Women are responsible for 57% of agricultural activities in Nepal and actually earn 50% of the household income (men earn 45%). Time spent daily for economic and housekeeping labor in a day is 10.9 hours on average for women, which is longer than that of men, 7.5 hours on average (ESCAP,

1996). Following, mainly, the guidance by the Women Farmers Development Division (WFDD) under the Ministry of Agriculture, women farmers are encouraged to form groups and engage in activities to create income. In general, their activities are cultivation and processing of vegetables and fruits, sericulture, beekeeping, fish farming, breeding of livestock (ducks, chickens, goats, pigs, rabbits), etc. Marketing training for women farmers is also being implemented by the Department of Food and Agricultural Marketing Services (DFAMS).

### **[Agricultural Extension]**

Agricultural extension activities consist of extension worker visits and demonstrations, mass meetings, farmer's day(s), training, etc. and 25% of participants are to be women. Training of trainers is conducted by each agency in charge in the Ministry of Agriculture. Participants for the training are also decided by the agency in charge and living expenses during their stay for the training and incentives are borne by the agency in charge. Each agency has prepared their training programs for women farmers and women's participation rate is high in training subjects such as preservation and care of crops, preservation and processing of vegetables and fruits, cultivation of vegetables in slack farming seasons, mushroom growing, etc. However, in many cases, men account for more than 80% of the participants in agriculture/livestock training programs which are held in regional agriculture/livestock training centers and even in training programs for women farmers, male participants (61%) exceed female participants (39%) in actuality. It is pointed out that the primary factors which affect women's participation are time and place (distance from home) of training.

### **[Access to Micro Financing]**

The main programs for assisting small scale businesses for women are Women Farmers Program of the Ministry of Agriculture, Small Farmer Development Program of the Agricultural Development Bank, Production Activity Financing for Women Farmers of the Ministry of Local Development, Small Scale Financing Project for Women of MCPW, etc. These programs also implement training for women such as process for bank financing, practical knowledge for implementing an activity, self-development. Technical training is being implemented at the district level through organizations of the district government.

### **[Forestry]**

Although Nepal is a country where employment of women for development fields in afforestation, preservation of soil and water areas, etc. was started late, 750 women workers, a third of the total workers in the country, have participated in seed-plot preparation and afforestation programs. Women workers in every level such as from personnel for packing and dispatching to clerical assistants, administrative personnel and survey personnel are participating in programs. Many women farmers are members of Community Forestry User Group.

### **[Fisheries]**

Women are responsible for the labor of more than 50% in fisheries. The survey on the genders

conducted in 1996, for the first time, by the Fishery Development Division reports that activities such as breeding, cultivation, cleaning, sales, etc. were opened also to women. It is mandatory that more than 50% of the participants are to be women in the training. Women have formed groups for activities in the fisheries field. Problems here are that there is no land for activities because women normally do not own land. A few groups have been borrowing and using land owned by the government for as long as 10~15 years.

Table1: Women Landowner

Number of Female Landowner in the country (Ratio in total land area)	176,000 (6%)
Land area owned by women (ha) (Ratio in total area)	115,000 (4%)
Average land area per landowner (ha)	Male: 0.97 Female : 0.6

(Source: Women of Nepal : A Country Report, 1991 (ESCAP))

### 3-4 Economic Activities

#### Economic Activities

- The rate of the women's labor force participation is far smaller than that of men.
- the rate of the girl's labor force participation exceeds that of boys in the age group of 10~14 years old.
- Women's labor are limited to agricultural area
- Main barriers for women's employment are social prejudice, low education level, limited training area.

#### [Summary]

Nepal is behind other countries in the development of industries since it is not blessed with energy resources such as oil and industrial resources such as iron ore and most of its economy is under the control of their big neighboring country, India, through monetary agreements and trade agreements. More than 80% of the labor force population engages in agriculture, 10% of the remaining 20% in public services and other 10% in the manufacturing industry, commerce and other industries. Industries such as manufacturing, commercial, transportation, financial and so on are concentrated in rural areas and most of the jobs are held by men.

The government has improved the labor environment in order to promote economic development and set forth the policy to train especially engineers. In order to do so, it enacted laws (Labour Act 1992 and Labour Rule 1993) to stipulate freedom, equality, pension, insurance, bonus, medical service facilities, vacations and holidays, maximum working hours, minimum wages, etc. of laborers, and guaranteed the equality of the sexes in employment opportunities and working sites. However, the

figures of the rate of the labor force participation and average wage, etc. of women are still far less than those of men owing to the difficulty of access to technical and vocational training and social prejudice.

### **[Labor Situation]**

The rate of the women's labor force participation is 45% of the whole and there is a difference of more than 23% between that of men, 68%. The difference is greater for the ages of 20s~50s and the rate of the women's labor force participation is 30~40% lower than that of men. It is especially low in urban areas and its proportion to the rate of the men's labor force participation in urban areas is a third while the difference in rural areas is about two thirds. For the reasons for this, few opportunities for women's employment except in the agricultural sector, social prejudice for women working in a factory, etc. to support the household finances is considered something which is done by a person in low standing, and social prejudice that women are inferior to men can be pointed out.

On the other hand, the rate of the girl's labor force participation exceeds that of boys by 10% in the age group of 10~14 years old. Women are not blessed with employment opportunities in comparison with boys and, therefore, many parents discontinue girls studies and send them outside of the home for work in order to assist the household finances. However, their low education level is linked with narrowing the possibility for getting a job in the future and low wages and is reducing the rate of the women's labor force participation and average wage. Moreover, agricultural work is considered, in many cases, to be unpaid household labor and this also is causing the decrease in the women's average wage.

### **[Employment Labor]**

If the rate of labor force participation is compared by gender and by industrial sector, women's rate of labor force participation is lower than that of men in every sector with the smallest gap of 10% in the agricultural sector, 50% in the service industry, 55% in the sales industry, 62% in the manufacturing industry and the gap is largest for the professional and technical personnel with a difference of 70%. This difference of the rate of employment labor participation is associated with the level of education obtained.

For example, higher education and skills of high degree are not required in most cases in the agricultural sector but such qualification is frequently required for white-collar work. Women's enrollment rate in higher education is lower than that of men and, therefore, are at a disadvantage in obtaining jobs and 89% of women who have not received school education are working in the agricultural sector.

Wage comparison between men and women and by industrial sectors shows women's average wage in the agricultural sector is a little more than 1/2 of that of men. The industry where there is the highest gap is the construction industry with women's wage at a fifth of men's, and women's wage in

the mining and manufacturing industries is a quarter of men. The main reasons why many women are engaging in nonprofessional work with low wages are that 1) the educational level which women obtained is low and 2) there is a prejudice for women's engaging in certain types of vocation. The types of occupations where employers tend to be partial to using women are those which require a delicate touch but paying low wages such as sewing, spinning of yarn, weaving, dressmaking, nursing, packing, tea picking, etc.

Social prejudices toward certain occupations is reflected in the vocational training programs being implemented by the government and courses where the number of female trainees exceeds that of male trainees are fashion and accessories, basket making, weaving, sewing, etc. It is important to increase women's participation in training programs in other fields in order to widen their occupational selection.

### [Informal Sector]

The proportion of women who work less than 6 months out of a year exceeds that of men showing that there are many women who work in positions other than as regular employees. Of course this means the women do not keep on work the whole year but that they are treated as temporary employees with low wages. Two thirds of the women who are not considered to be officially doing any economic activity, are home workers. On the other hand, two thirds of the men who are not deemed officially doing any economic activity are students and home workers are only 12%. This also indicates the situation is such where men have good access to education and women are tied to the home.

Typical industrial fields in the informal sector are carpet manufacturing, weaving, manufacturing of agriculture related products and many women are working in these fields. However, it has been pointed out that wages are low, for example 300~1,500 rupees for 3~15 days' work in carpet weaving, and there are big problems in regard to labor health care.

Table1 Employment Ratio by Gender / Sector / Region (%)

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	38.2	19.6	24.1	92.8	80.4	85.5	90.5	74.9	81.2
Mining Industry	-	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Manufacturing	10.6	8.7	9.1	0.7	2.1	1.5	1.2	2.6	2.0
Electronic, Gas,	0.8	1.0	1.0	0.0	0.2	0.1	0.0	0.3	0.2
Water	0.8	2.6	2.1	0.1	0.6	0.4	0.1	0.7	0.5
Construction	14.6	20.9	19.4	1.5	2.8	2.3	2.0	4.5	3.5
Commerce	0.8	4.8	3.9	0.0	0.8	0.5	0.1	1.1	0.7
Transportation	1.6	2.3	2.1	0.0	0.2	0.1	0.1	0.4	0.3
Finance	30	35.7	34.6	4.3	11.4	8.4	5.3	13.6	10.3
Service	2.4	4.1	3.7	0.5	1.6	1.2	0.7	1.8	1.4
Others									
Total	100	100	100	100	100	100	100	100	100

(Source: Central Bureau of Statistics, Population Census, 1991(ESCAP))

#### 4 . WID/Gender Projects by Other Donor

TITLE	Implementing Agency	Donor	Duration	Budget '000 US\$	Content
<b>General</b>					
General network and training gender advocacy	DidiBahini		1997-1998		Provide institutional support for integrating gender perspective.
Rural Infra structure Development project	Asian Development Bank(ADB)		1996		Improve women's participation in the development activities.
Social,Equity in project and program benefits	Swiss Development Bank(SDC)				Cater to women's both practical and physical needs.
Gender strategy,policy and action plan	Netherlands Development Corporation (SNV)		1996-1999		Gender strategy to focus on specific target groups.
Advisory group of Gender experts.	United mission to Nepal(UMN)				Increase gender focus in its program.
Poverty alleviation through self-help promotion	German Technical Corporation (GTZ)	Ministry of Local Development	1997-2012		Motivate, mobilize and undertake self-help activities to government groups.
Micro-Environmental action project	Center for Environmental and Agricultural policy and Research Extension and Development (CEAPRED)				Motivate and enable the community women to undertake solid waste management.
Water supply and sanitation(WSS)	Nepal for Water and Health (NEWAH)	Water Aid	1999		Deliver services to men and women in communities.



Greenery promotion co-operation project	His Majesty's Government, His Majesty's Government,	His Majesty's Government, Japan Overseas Cooperation Volunteers	1998-1999		Long term goal to improve the natural environment and land productivity.
<b>Education</b>					
Secondary education project		DFID/UK			Girls enrollment and funding of Off-School classes for drop out girls.
Mobile training			1992-1997		Create self-employment opportunities for employed and unemployed youth at the local level.
Poverty alleviation					Educate the importance of vitamin A and increase the consumption of the vitamin A rich vegetables
Gender awareness training		Water-Aid	Aug-Sep1999		Ensure about the awareness of the importance of the gender issue.
Community, motivation training program	MANUSHI	WFP	1998-2000		Government strategy for primary school teacher, country leaders and parents for improving school for the far west.
Urban hygiene and environmental education program	German Technical Cooperation (GTZ)	Ministry of Health			Raise awareness and skill in the environment.
Training packages	DidiBahini				Assist women learn to make their choices.
Unsafe abortion	Family Planning Association of Nepal	IPPF	1995-2000		Active counseling on family planning to avoid unwanted pregnancy.
Basic and primary education	Ministry of Education(MOE)	World Bank/ DANIDA/			Provision for scholarships to girls.
Non-formal population and family life education program	Ministry of Education	UNFPA	1998-2001		Promote gender equality, equity and empowerment of women within the context of population and sustainable development.
<b>Agriculture/Forestry</b>					

Third live stock development project	Asian Development Bank		1996		Involves specific women's group and joint membership in farmers group.
Churai forest development project	GTZ	Ministry of forest and soil conservation	1999-2001		Supports both men and women to sustainable manage community lease hold and religious forests.
Urban development forest	GTZ	Ministry of Local Development	1998-2001		Strengthen in the field of Urban management.
Community development and forest/watershed conservation project	Japan International Cooperation Agency(JICA)	Ministry of forests and soil conservation, Japan Overseas Cooperation Volunteers	1998-1999		Improve the natural environment in the hills of Nepal through establishing sustainable development and conservation of community resources.
Annapurna Conservation Area Project	King Mahendra Trust for Nature and Conservation	His Majesty's Government King Mahendra Trust for Nature and Conservation	On-Going		Women should be equally involved in the conservation efforts.
<b>Economic</b>					
Women awareness center	HELVETAS		1991		Raise the income and social status of the women.
Strategic Gender needs	Nepal For Water and Health(NEWAH)		2000		Opportunity for technical and paid project jobs.
Micro-Credit project for women.	Asian Development Bank(ADB)		1994-2000	7.9million	Direct primarily to provide credit to women.
Income generating project for women farmers	CEAPRED	DANIDA	1999-2001		Involve to generate additional income.
Micro-Credit project for women	Ministry for local Development	Asian Development Bank(ADB)			Technical assistance and business constancy for women entrepreneurs.
Manaslu Eco-tourism project	King Mahendra Trust for Nature and Conservation	His Majesty's Government, King Mahendra Trust for Nature and Conservation	1997-1998		Maximize the benefits to the local community for economic development and awareness raising for conservation.
<b>Health/Medicine</b>					
Gender Perspective	Nepal Water and Health		2000		Participate in health education and Sanitation.
Strengthening the health system and development of human resource for primary health care	World Health Organization (WHO)				Women's play primary role in the family health care.
Safe motherhood project	DFID/Ministry of Health	Asian Development	1998-2001		Strengthen health and reduce MMR.

		Bank/World bank			
Primary health care Project	GTZ	Ministry of Health	1998-2001		Improvement of primary health care services.
Reproductive health project	GTZ	Ministry of Health/World Health Organization/Family Planning and Association of Nepal/Nepal Red Cross Society/DFID	1998-2001		Enable men, women and adolescent to practice preventives basic and curative reproductive health care.
Community health initiatives project	CEAPRED	Canadian Center for International studies and co-operatives	1998-2000		Modifying/Improving the health and sanitation related habits and enhancing their preventive behaviour.
Sexual and Reproductive health	Family planning and Association of Nepal	International Planned Parenthood Federation (IPPF)	2000		
Strengthening reproductive health service	Ministry of Health	United Nation Population Fund (UNFPA)	1997-2000		Technical support for health system management and improvement in quality.
<b>Legal Aid</b>					
Women Awareness Center	Helvetas		1991		Raise the income and social status of the women.
The women's right helpline	Legal Aid and Consultancy Center(LACC)				Encourage and prepare women to play a leading role in social and economic development
Women's Empowerment Project	United State Agency for International Development (USAID)	Ministry of Social Welfare/Asia Foundation, Other US based NGO's	1997	10.00	Women's group focusing on economic activities, covers literacy, rights and advocacy.
Free legal service to poor and destitute women		Convention on Elimination of all forms of Discrimination Against Women (CEDAW)	1997-1998		protect and promotion of women rights

## 5. WID/Gender Information Sources

### 5-1 List of International Organizations and NGOs related to WID/Gender

#### Contracted Consultants

Name	Position Address
Ms. Milu Shakya	Gender Co-Ordinator/Public Relation Officer-GTZ
Ms. Michelle Moffatt	Gender and Poverty Consultant-Water Aid
Ms. Jeannette D.Gurung	Forestry/Gender development Specialist-ICIMOD
Ms. Meena Joshi	Sr.Program Officer of Mountain Development-KMTNC
Mr. Pralhad Kumar Dhakal	Research and Development Officer-Safe The Children Fund
Ms. Julie Shrestha	Human Resource and Development Managemnt-Action Aid
Dr. Trilokya N.Shrestha	Director-CEAPRED
Mr. Aroop Rajouria	Director of Programs-KMTNC
Ms. Bina Thapa	Project Co-Ordinator-FPAN
Ms. Kamala Thapa	Executive Director-Sunaulo Parivar Nepal
Mr. Adhir Sharma	Sr.Program Officer-HELVETAS
Mr. Kiran Man Singh	Program Manager-REDP
Ms. Saloni Singh	President-Didi Bahini
Ms. Jaya Shakya	Gender Co-ordinator – CCO
Mr. Devendra Raj Sharma	Legal advisor-Manushi
Ms. Anjana Sakya	Coordinator-Beijing + 5 Committee
Ms. Sapna Malla	Forum of Women
Dr. Shanta Thapaliya	President – LACC
Ms. Sudha Pant	Program Officer – UNFPA
Ms. Bharati Silwal	Gender Officer – UNDP
Ms. Samjhana Thapa	NGO Specialist World Bank

## Interviewed Organization

	Name of the Organization	Contact person (Speciality)	Results (project content year, related organizations)	Reports/Writers (Published year)	Contact Address
Multi-Lateral	United Nation Development Program	Ms. Bharati Silwal	1997	Gender Reference Guide	UNDP, P.O. Box: 107 Kathmandu
Multi-Lateral	The World Bank	Ms. Samjhana Thapa	1999	Enhancing women participation in economic development	The World Bank P.O. Box: 798 Durbarmarg, Kathmandu
Bi-Lateral	USAID	Ms. Anita Mamet	1998	Breaking new ground (A case study of women empowerment)	USAID, Ravi Bhawan P.O.Box: 5653 Kathmandu
Bi-Lateral	Canadian Cooperation	Mr. Prabin Manandhar	1997	Gender Equality of Women Empowerment (National Workshop)	CCO, P.O.Box: 4574 Lazimpat, Kathmandu
NGO	FPAN	Mr. Hari Khanal	Bi-Monthly	Family Planning Association of Nepal, Newsletter	FPAN P.O. Box: 486 Pulchowk, Kathmandu
NGO	Manushi	Ms. Prabha Thacker	Bi-Monthly	WODEN Newsletter	Manushi, P.O. Box: 2682 Kathmandu
Govt.	Ministry of Women and Social Welfare		1997	Women Development Progress Report	HMG
Multi-Lateral	Rural Energy Development Project	Mr. Kiran Man Singh	Bi-Monthly	URJA	UNDP/REDP, P.O. Box: 107 Pulchowk, Lalitpur
	German Technical Cooperation	Ms. Nilu Maskey	1999	GTZ in Nepal	GTZ, Neer Bhawan, P.O. Box: 1457 Sanepa, Lalitpur
	Action-Aid	Ms. Julie Shrestha	1997	Strategy paper	Action-Aid, P.O. Box: 6257 Kathmandu

## 5-2 List of Reports and References related to WID/Gender

Title	Writer	Year Published	Where Available
<b>General</b>			
Gender Equality and Empowerment of women	Acharya, Meena	1997	UNFPA, Kathmandu
'Gender' Destruction of Women	Pauline O'Dea		UNICEF
'Gender' equality of Women Empowerment (National Workshop)		1997	HMG/Canadian Corporation Office
Beyond Beijing mid-decade meet in South Asia	Presenter-Anjana Shakya	1999	INHURED
Shadow Report on the Initial Report of the Government of Nepal on the convention on the elimination of all forms of discrimination Against Women (CEDAW)	UNICEF country office	1999	Forum of Women and Law Development
Gender strategy	World Bank	1999	World Bank
South Asia Regional Gender Action Plan	World Bank	1997	World Bank
Country Assistance Strategy	The World Bank	1999	World Bank
Proposed Gender Strategy	Dr. Meena Acharya	1998	Asian Development Bank
The National Action Plan on Area of Women and Health	Ministry of Women and Social Welfare	1997	Ministry of Women and social Welfare
The United Nations Convention on the Elimination of all forms of Discrimination Against Women	His Majesty's Government of Nepal Women Development Division Ministry of Labour and Social Welfare	1997	UNICEF
<b>Agriculture/Forestry</b>			
Gender Issues in Irrigation		1996	German Technical Cooperation
Acknowledging the role of gender in the Agriculture Research Extension		1996-ongoing	German Technical Cooperation
Women in Development and Plant Production			German Technical Cooperation
<b>Economic Activities</b>			
Enhancing Women's Participation in Economic Development		1996	The World Bank
World Bank Gender Strategy Program		1999	The World Bank
Proposed Gender Strategy for Asian Development Bank	Meena Acharya	1998	Asian Development Bank
Economic Policies for Sustainable	M. Baskota	1990	ICIMOD

Development			
<b>Social/Gender/Analysis</b>			
Women Entrepreneurs awareness workshop		1997	IEDI, FNCCI
AN Analysis of the Key Issue on Gender, Women Employment Initiatives and Challenges that Lie Ahead	NPC	1998	National Planning Commission
Integration of Women in Basic Needs Activities and Co-operation Development of Nepal			CEDA
Women's Development Program		1997	Ministry of Women and Social Welfare
Nepalese Women Towards a Sustainable and			

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