



Association for Dalit Women's Advancement of Nepal (ADWAN)



STRATEGIC PLAN (2023 -2027)

Empowering Women and
Girls to Fight Injustice

Empowering Women and Girls to Fight Injustice: Strategy 2023

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Abbreviations & Acronyms

Association for Dalit Women’s Advancement of Nepal	ADWAN
Early Childhood Development	ECD
Gender-based Violence	GBV
Global Fund for Women	GFW
Human Development Index	HDI
Least Developed Country	LDC
Multidimensional Poverty Index	MPI
School Improvement Plan	SIP
Sustainable Development Goals	SDGs
United States Agency for International Development	USAID
Violence against women	VAW

MESSAGE FROM THE BOARD CHAIR



BINDU THAPA PARIYAR
CHAIRPERSON
AUGUST, 2023

The Nepalese society is passing through a significant change in its political structures, socio-economic scenarios, and development processes after the promulgation of the current Constitution and establishment of federal structure. The direct and indirect impacts from the COVID-19 outbreak has not yet fully recovered particularly in loss of livelihoods of the vulnerable and marginalize section of the society.

In the development indicators front, despite overall improvements in HDI, incidences of poverty remain disproportionately high in vulnerable and marginalize and in remote geographical areas of Nepal. Women as a group have higher incidences of poverty, discrimination and much lower wealth-holding than men rooted in patriarchal norms and traditions. Women from Dalit and other marginalized communities are hugely worse off in wealth holding than men.

Being trapped into vicious cycle of poverty, is hard for most of marginalized families to access loan to start income generating enterprises. Poverty, lack of education and combination of other factors create a vicious cycle of poverty and marginalization. Higher incidences of poverty mean population have less capacity to absorb economic shocks in the form of disaster, other hazards and sickness in the family.

We have established our programme priorities for this strategy period by drawing from our experiences, assessing our strengths and limitations, and analyzing the context. Our strategic programme will be centered around the economic empowerment through livelihood, education and Reduction in Gender Based Violence and Organizational Effectiveness and Growth with a concurrent focus on governance improvement as a cross cutting element. Hence "Empowering Women and Girls to Fight Injustice" is ADWAN's strategic plan designed to achieve the vision and mission of the organization. This plan will guide the organization through mid-2023 to end 2027. It reflects our understanding of the causes of poverty, marginalization and exclusion, and underlines fighting injustice as the crux to transform structural inequality.

The strategy preparation process respected opinions of community members, women group, staff team and ADWAN board of governance of past and present, and concerned stakeholders. They were reached out, consulted, and participated in the overall strategy development process. We would like to heartily thank them for their constant support and enriching contributions on this strategy.

Introduction

Association for Dalit Women's Advancement of Nepal (ADWAN) is a human rights organization with the goal of eliminating all forms of discrimination against Dalit and other marginalized girls and women by empowering them socially, economically, politically and educationally. It is a women-led organization whereby all general members and executive committee members are women. The office has a mix of male and female staff.

ADWAN was founded in 1998 by Dr. Bishnu Maya Pariyar, a Dalit woman from rural Nepal who defied the obstacles of being a poor Dalit girl, becoming the first girl in her community to complete high school and later acquiring higher education, including from the United States.

In recent years, ADWAN has worked with Global Fund for Women: USA (2017 - continue); Karuna Trust (UK) (2015 to 2023); Global Giving (2015 - continue); BMZ German Government and Karuna Deutschland (2022 - 2026); USAID (2022 - 2024); Friends of ADWAN Nepal (FAN -USA) (2015-continue) and European Union (2015 - 2017).

Empowering Women and Girls to Fight Injustice is ADWAN's strategic plan designed to achieve the vision and mission of the organization. This plan will guide the organization through mid-2023 to end 2027.

Context

According to the 2021 census, Nepal is home to over 29 million people, with 51.13% being women. The literacy rate for women above the age of 5 years remains notably lower at 69.9% compared to 83.6% for males. The census reveals the existence of 142 caste and ethnic groups and 124 languages in the country. The census found the cumulative population of various Dalit caste groups to be 14.18%.

The country adopted a federal system of governance with a new constitution in 2015, creating one federal, seven provincial and 753 local governments. The constitution guaranteed right against untouchability and discrimination and right of women as fundamental rights. A separate clause specifically guaranteed the rights of Dalit as fundamental right.

Dalit population have historically suffered severe discrimination. They are deemed 'untouchable' by the so-called 'higher caste' groups. Prior to the enactment of the General Code (Muluki Ain) in 1963, Dalits were even prohibited from owning land or wearing gold ornaments. Punishments for various offenses were disproportionately harsher for Dalit compared to people from other caste groups. The enduring history of various types of discrimination against Dalit continues to exert a profound impact on their lives, making them the most marginalized and economically disadvantaged population group.

Nepal has made improvements in human development index (HDI) with its HDI score reaching higher than the least developed country (LDC) average in recent years. This is largely because of successes in education and health. The country is due to graduate from LDC status in 2026 and has set a target of reaching middle income country group and achievement of Sustainable Development Goals (SDGs) by 2030. The average multidimensional and consumption poverty have fallen in recent years. According to the 2020 global Multidimensional Poverty Index (MPI) trend data, no country with a similar starting level of poverty reduced MPI or its incidence faster than Nepal.

The national HDI value tend to mask inequality in the distribution of human development across the population at the country level. Nepal's HDI value when discounted for inequality, falls by over 25% indicating an overall loss due to inequality. There is inequality across provinces also demonstrated by the most recent HDI score (2019). The Global Gender Gap Index 2022 shows Nepal filling only nearly 69% gender gaps.

Despite the presence of numerous equality provisions in the Constitution and laws, women frequently experience subjugation within their households, and societal control often limits their movements. Women face higher rates of poverty and discrimination, coupled with significantly lower ownership of wealth in comparison to men. These disparities are deep rooted in patriarchal norms and traditions. According to the 2021 census, approximately 23.8% of all households have land or housing units registered in the name of a female household member. Women from Dalit and marginalized communities are hugely worse off in wealth holding than men.

Caste-based discriminatory practices often compel Dalit people to live apart from the main settlements, leading to their marginalization from the broader community. Dalit population often tend to live in fallow land without land ownership. If there is land ownership, the amount of land tends to be minimal, not enough for even subsistence farming. Dalit population have traditionally been forced to adopt low-paid occupations like blacksmith, tailoring, cobbler, faecal cleaning, etc. Many Dalit populations in western Nepal have done jobs like Haliya, whereby they do the farming of landlords for meagre wages in the form of grain. Similarly, in the eastern and central Terai, Terai Dalits have served as Haruwa and Charuwa whereby landlords provide grain as nominal wage. The caste hierarchy and untouchability to Dalits mean their options for income generating enterprises also get limited. All these result in disproportionately high poverty among Dalit population, including lack of easy access to basic public services and amenities like tap water, schools, and health services.

Due to high incidences of poverty, many Dalit children are not able to attend schools because they have to support in daily chores of life and help out on family earning. Most often those who help in daily chores not going to schools are girls due to stereotyped roles of boys and girls. Attending schools for both Dalit boys and girls is hard because government schools tend to charge different types of fees even though tuition fee is free. Thus, school dropout of Dalit children tends to be higher than other groups.

Being trapped into abject poverty, it is hard for most Dalit families, including women, to access loan to start income

generating enterprises. Poverty, lack of education and combination of other factors create a vicious cycle of poverty and marginalization for Dalits. Higher incidences of poverty mean Dalit population have less capacity to absorb economic shocks in the form of disaster, other hazards and sickness in the family.

The 1963 General Code (Muluki Ain) outlawed 'untouchability' of Dalits. A separate law -the Caste-Based Discrimination and Untouchability (Offence and Punishment) Act, 2068 (2011)- was prepared to address untouchability. However, untouchability still exists in most parts of the country, with the practice being more entrenched in eastern plain and western hill areas.

The Constitution has guaranteed that the state shall provide land once to landless Dalits and house is provided to homeless Dalits. However, these provisions have not been implemented, nor any Act has been prepared to implement these provisions. The Constitution also guarantees free education from primary to higher education level to Dalits 'as defined by law' however, required law has not been enacted to ensure this. The situation of many other marginalized communities is not much different than that of Dalit.

The Constitution has also provisioned for a National Dalit Commission based on which a commission has been formed. The main task of the commission is to formulate national policies and programs in matters related with ending caste based discrimination, untouchability, suppression; to enhance Dalit's status and development; and to forward recommendations to the Government of Nepal. The Constitution

also tasks the commission to monitor whether special provisions and laws related with Dalit welfare have been implemented or not. The Constitution has also reserved one of the four ward committee members exclusively to Dalit women. In the 2022 local elections, over 6,600 Dalit women were elected to ward member position.

The Constitution has a separate article on 'rights of women' as fundamental right. The article has guaranteed prohibition of any physical, mental, sexual, psychological or any other type of violence or exploitation of women on any religious, social, traditional or any other bases as fundamental rights. The fundamental rights include no person being subjected to human trafficking or bonded labor. Nepal is also a party to the Convention on Elimination of All Forms of Discriminations Against Women (CEDAW) and its optional protocol.

The government has made various legal and policy commitments to reduce gender-based violence (GBV). Despite these commitments, GBV against women and girls in Nepal is pervasive and occurs in both the private and the public spheres throughout the country. It manifests itself in physical, sexual, psychological and economic forms. It also takes the form of trafficking and harmful practices, including child marriage, dowry, witchcraft accusations and persecution and Chhaupadi. The Government of Nepal's National Gender Equality Policy 2077 recognizes that GBV against women, adolescent girls and girl children in the form of domestic violence, human trafficking, also in the context of foreign employment, is a major problem.

Violence against women has drastically increased across the country in the past 10 years. According to the Nepal Police data, 2,250 cases of violence against women and children were reported in the fiscal 2068/2069 BS, however, ten years later (2078/2079 BS), the number rose to 17,000. Despite the concerted efforts of both governmental and non-governmental organizations, child marriage continues to persist as a significant concern in the country. According to 2021 census, 34.4% of marriages occurred between the ages of 18 to 20, while 22.3% were between ages 15 to 17 against a legal marriage age of 20. Alarmingly, 7% of marriages took place between the ages of 10 to 14, and 0.3% involved brides below the age of 10.

Dalit and marginalized women are subordinated in terms of power relations to men due to patriarchy so they are marginalized both at home and in the community and are highly vulnerable to violence. Their socio-economic vulnerability, when combined with being Dalit and female, increases the possibility of remaining in poverty trap without education and being highly vulnerable to violence.

Domestic violence against women widely prevails in Dalit and marginalized communities. Such violence is often conducted by spouse and/or other male members which is abetted by the social attitude that such violence is 'domestic matter' and not to be formally reported and addressed. This social attitude promotes a culture of silence and tolerance to violence among women of Dalit and marginalized communities.

MAIN ACTIVITIES OF ADWAN

ADWAN's target groups are Dalit and marginalized poor Nepali women and children. ADWAN believes that it is crucial to educate an entire community to create a supportive environment for women and girls can flourish. It, thus, works to nurture the whole community by promoting Dalit and non-Dalit marginalized children's schooling, livelihoods, and emphasizes human rights education while encouraging leadership development of women and girls.



Through self-help saving credit groups, education, skills development, small entrepreneurship and micro finance, ADWAN supports poor women in their fight against inequality, oppression and poverty. ADWAN organizes village women into mixed-caste groups and imparts knowledge of basic literacy and ways to set up and run savings and credit groups. In August 2023, there were 212 saving and credit groups affiliated to ADWAN from Arghakhanchi, Baglung, Chitwan, Gorkha, Gulmi, Ilam, Jhapa, Kailali, Mugu, Palpa, Rupandehi and Tanahun districts.

The women organize in those groups, make small savings and also borrow money for small enterprises for income generation. ADWAN provides all members' school age children with stipends for school uniforms because even lack of \$10/year support can prevent a child from attending school. Previously, these kids were sent by families to work for income. ADWAN augments this basic program by providing access to outside credit through establishing a small revolving business fund per group as 'seed fund'.

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ADWAN has provided school uniform to 16,745* students in 10 districts. These students are children of ADWAN-supported women's Saving and Credit Groups. Likewise, a US \$200 a year scholarship has been provided to 1,032 school girls from marginalized families of different districts. ADWAN's Ambitious Girls' Fund (AGF) has supported 666 college girls from 10 districts.

*This is cumulative figure as many students would have received school uniform and scholarship in more than a year.

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The women members do monthly deposit of certain amount in the fund. They prepare rules for the regulation of group, prioritization criteria of members' loan request, interest rate, investment recovery

measures from members, etc. ADWAN provides orientation to group members about ways to run the groups developing the capacity of these groups to self-manage. ADWAN's staff understand the local culture so serve as advisors offering workshops to members on human rights, gender, basic hygiene, and leadership development. Many women from ADWAN-supported groups have become members of Rural Municipality, Rural Municipality Councils, local School Management Committees, and various types of user groups.

Provision of money for school uniform has hugely contributed on improving school attendance especially for Dalit girls. An individual school scholarship program of \$200/year is playing role for many poor and Dalit children from ADWAN work areas to complete high school. More girls than boys are passing the 10th grade Secondary Education Examination in those schools opening up the gateway for higher education.

ADWAN also provides annual scholarship and stipend money between \$400 to \$1500 for college education of Dalit and marginalized girls who intend to serve their communities as teachers, social workers and health workers.

Empowerment of women through discussions in women's groups and orientations provided by ADWAN have contributed to reduce gender-based violence as women don't stay silent and speak up at home and in the community. Caste-based discrimination and untouchability has gradually reduced due to creation of mixed-caste women's groups. Dalit and other women members come together in groups and meet monthly. Their interactions and eating together in groups and ADWAN's orientation about human rights have helped to reduce untouchability practices against Dalit.



(Sangam Women Farmers' Group, Bharatpur-28 showing their vegetable yield)

ADWAN has provided over 23,140 women training on income generating activities, seed fund to their groups for small enterprises as well as tools for farming. Awareness raising training/orientations have been provided to women on human rights, reproductive health, gender based violence, etc. For income generation women have run enterprises on livestock, poultry, bamboo handicraft, hand embroidery, seasonal and off-seasonal vegetable farming, pineapple farming, mushroom farming, soap production, candle, incense stick, smoke less mud stove making, tailoring, crystal and beads designing, etc. Some women's groups have sought and received skills training, seed funds and loans from local governments.

There are examples of some women's groups undertaking community improvement projects such as construction of water-taps, short-distance trail, community meeting houses and small temples. Several groups have independently started tutorial programs to help early-school-age and school-age children improve school performance. This especially helps girls who are more likely to have grades missed.

ADWAN implemented a project "Improved Livelihoods of Dalit and Marginalized Women of Chitwan" supported by Karuna trust (UK) fund. The project ran from 1st January 2018 until 30th April 2023.

The project worked in Chitwan district's Bharatpur Metropolitan City, Ratnanagar Municipality and Khairahani Municipality. ADWAN is implementing an USAID supported project "Local Works: Gorkha and Chitwan" (2022-24). The project's goal is to increase sustainable income of families through expanding, exploring and diversifying marginalized women/girls-led livelihood opportunities. The project is run in Shahid Lakhan and Gandaki Rural Municipality of Gorkha District and Bharatpur Metropolitan City and Ratnanagar Municipality of Chitwan district.

The project aims for marginalized and vulnerable families to stop falling into poverty, falling back into poverty, or falling further into poverty. It aims to achieve the long-term resilience of the families capable enough to cope with mild or moderate income shock from any natural or non-natural catastrophe and regain normalcy within a relatively short span of time.

The project has an objective for 1000 marginalized women and girls to become small and medium-sized entrepreneurs. The project is working to socio-politically empower them through capacity development interventions on transformative social mobilization and activism to increase their access to decision making processes, resources and services.



Our Vision A non-discriminatory, just and prosperous society where every individual lives dignified life.

Our Mission To empower Dalit and marginalized women and girls through education together with economic upliftment

| OUR VALUES |

- ◆ **Mutual respect:** We will value and respect others and we expect others to do the same with us. Mutual respect will involve seeing people's unique contributions, recognizing and understanding differences, and celebrating diversity duly respecting people's rights.
- ◆ **Transparency and accountability:** We will be transparent in our conduct, be accountable to the people and development partners we work with. We believe that those in position of power need to be transparent and accountable to the people.
- ◆ **Integrity:** We will maintain utmost integrity in our conduct following required standards, rules and regulations, be that in our financial management, program management and our conduct with other stakeholders.
- ◆ **Dedication and courage:** We will be dedicated to our work with utmost efforts and sincerity. We will have courage to speak up against injustices and will work to empower marginalized people to amplify their voice against suppression and injustices.

| THEORY OF CHANGE AND WORKING APPROACHES |

ADWAN believes that sustainable change is possible only when individuals are aware of their rights and capable of asserting them, while the state is accountable for respecting, protecting, promoting, and ensuring the fulfillment those rights. To make this a reality, a just governance system, along with a policy framework promoting the rights of economically disadvantaged and socially marginalized, is crucial.

- ◆ **Theory of Change and Working Approaches**
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- ◆ **Rights-based approach:**
We work through human rights based approaches. We believe in the inherent dignity of human being. The state has a duty to respect, protect and fulfil human rights of people. We believe that poverty, discrimination and deprivation bar people from living a dignified life. We will work towards ensuring that rights are codified into legal entitlements and empower people to hold duty bearers accountable.

We will work to empower the rights holders to advocate for a favorable policy framework and a just governance system, and to hold the duty bearers to account. ADWAN aims to assist the community members in understanding their rights based on human rights standards and enabling them to assert their rights effectively. Furthermore, ADWAN, together with its rights holders, will primarily engage with local governments while also engaging with other levels of government as needed. Such engagement is expected to ensure government's enhanced commitment to the rights of disadvantaged and marginalized people.

- ◆ **Participatory approach:** We will directly engage with rights holders to raise their rights awareness and empower them to amplify their voices in asserting their rights. We believe in working together and learning together. For sustainable changes, it is crucial that individuals are engaged in the development processes right from the outset. Hence, we are committed to involving rights holders from the initial stages of context analysis through planning, implementation and evaluation.
- ◆ **Working with inter-sectionality approach:** We believe that transformative changes in the lives of Dalit and marginalized women, as well as adolescent girls, can be achieved through collaboration between both Dalit and non-Dalit groups. Our approach, thus, involves working closely with Dalit and marginalized communities to empower them and reduce discrimination. Simultaneously, we endeavor to foster a shift in the attitude of non-Dalit communities to bring positive changes in the lives of Dalit and marginalized people. We recognize the importance of engaging men in our efforts to reduce violence against women and girls.
- ◆ **Multi-pronged interventions:** Our strategy will encompass a multi-pronged approach to drive change. Alongside offering direct support such as scholarships and skills development training, we will also engage in advocacy efforts. Through advocacy, we aim to facilitate legal and policy reforms that can catalyze broader transformations on a larger scale.

KEY PRIORITIES

While ADWAN will continue to build on its expertise and learning in the field of economic empowerment and education, in the current strategic period, the organization is formally expanding its scope of work to include GBV. In the past, GBV used to be a component within other priorities, whereas it will be a distinct portfolio of work in the current strategic period.

THEMATIC PRIORITY 1: LIVELIHOODS



ADWAN believes that economic empowerment is a central element on the rights fulfillment and education plays a vital role both in economic empowerment and in creating an enabling environment for the attainment of rights. Economic empowerment helps women and girls to have greater voice and influence in decision making processes at home and in

the community. It also provides them with greater opportunities to making choices in their lives and helps in developing their agency.

ADWAN has long experience on economic empowerment and will continue this priority

with a number of interventions. The key objective of economic empowerment would be to bring Dalit and marginalized women and girls out of poverty cycle or stopping falling back into further poverty.

The following will be the key intervention areas:

- Enhancing technical knowledge, information and diverse skills of women on agro and non-agro based enterprises based on women/girls' felt need. This will be done based on current and emerging market opportunities to help women achieve longer-term economic sustainability.
- Promoting climate resilient agro based livelihood options, specific mitigation measures through risk mitigation interventions such as provision of alternative irrigation through water storage system, temperature controlled production, adaptation initiatives using locally developed improved quality seeds, use of Government of Nepal certified seeds and livestock breeding.
- Fostering women's leadership through transformative social mobilization and activism aiming for women-led and men-supporting environment which can enable income generation.
- Conducting advocacy to stop women/girls' exposure to risky jobs and enable them to gain secure and dignified jobs with equal wage as men for the same work.
- Advocating for a culture to recognize, respect and reduce the burden of unpaid care work of women in the family through engaging with both men and women in the community.



- Awareness raising and advocacy for poor women to access financial institutions, credit facilities with minimal or no collateral.
- Raising awareness and enhancing the capacity of women and their families to claim social security benefits (such as, health insurance, old age and other social security allowances), agricultural grants and subsidies provided by the government, and to advocate for security of home-based workers (whose enterprise is in their home) etc.

| THEMATIC PRIORITY 2: EDUCATION |

According to the United Nations Committee on Economic, Social and Cultural Rights education is both a human right in itself and an indispensable means of realizing other human rights. Education is the primary vehicle by which economically and socially marginalized adults and children can lift themselves out of poverty and obtain the means to participate fully in their communities. Education has a vital role in empowering women, safeguarding children from exploitative and hazardous labor and sexual exploitation, promoting human rights and democracy, protecting the environment, and birth control. Education is fundamental for the empowerment of women and girls so that they are able to socio-economically flourish. Even though education up to secondary school in government schools is officially free, it is not practically free.

The following will be the key intervention areas:

➤ **Early Child Education Class**

ADWAN will endeavor to establish and provide assistance for early childhood development (ECD) classes in remote communities located at a distance from schools. Additionally, ADWAN will supply children with stationery and teachers with educational materials.

Likewise, school scholarship program from ECD classes to Grade 10 will be a focus area. This program will encompass the provision of school uniforms for school-going children, particularly those associated with women's groups affiliated to ADWAN. This initiative will also extend stationery support for these children, along with partial support for health care and subsistence.

➤ **Sponsorship Program**

ADWAN will provide individual sponsorship support from ECD classes to grade 12 children of women in groups affiliated with the organization. This support includes provisions such as school uniforms, school fees, stationery, travel expenses, partial food support, school dress, undergarments, as well as toothpaste and tooth brushes. These resources will be provided to children in need identified by the group themselves.



ADWAN will implement a Special Sponsorship Program aimed at providing individual sponsor support to selected students, covering their full tuition fees and subsistence costs. Furthermore, the organization will support girls pursuing technical and higher education through its Ambitious Girls Fund (AGF). The scholarship will include college fees, stationery, books, uniforms, and a subsistence allowance.

➤ **Reducing School Dropout**

ADWAN will support women's groups in organizing campaigns aimed at reducing school drop-outs, especially children from Dalit and marginalized communities. ADWAN intends to leverage its community experience to influence local level policies and plans to improve the teaching-learning environment and facilities within schools. This will encompass aspects such as water, sanitation, hygiene, school infrastructure, information technology resources, provision of sanitary pads for girls, library facilities and more.

➤ **Facilitation for Comprehensive School Safety Framework**

ADWAN will utilize its community experience to strengthen the school education system and governance. This will include engaging with teachers and parents on developing and implementing effective School Improvement Plan (SIP). SIP aims to improve school's physical facilities and achieve better teaching-learning environment in line with Comprehensive School Safety Framework (2022-2030) for Child Rights and Resilience in the Education Sector.

ADWAN will also support the students and their parents in asserting Dalit children's entitlement to scholarships and free education benefits as mandated by the country's Constitution and legal framework. Additionally, ADWAN will empower and motivate parents to actively engage with school management committees and participate in and contribute to the parent teacher associations.

➤ **Fostering Child Clubs**

ADWAN will also support in the establishment of child clubs in schools where such clubs don't exist. The organization will capacitate and sensitize the members of such clubs and mobilize them to enhance learning environment within schools, promote non-discriminatory and respectful behavior among peers and advocate for child rights within the school context. ADWAN will also inspire the clubs to propagate awareness against social discrimination and harmful practices like gender-based violence, Chhaupadi, child marriage, etc.

THEMATIC PRIORITY 3: REDUCTION IN GENDER BASED VIOLENCE

ADWAN firmly believes that gender-based violence (GBV) represents one of the most severe forms of abuse of power within our society, used as a tool to control women and girls. GBV is a great impediment to societal development, as it undermines the participation and contribution of more than half of the population in their personal and community development.



Although GBV can take place to people from different gender orientations, ADWAN will focus on reduction of violence against Dalit and marginalized women. Due to being trapped in poverty and lack of proper access to education, Dalit and marginalized women have to tolerate GBV both at home and in the community. The family and social attitude come in the way of violence affected women to ask for remedies. Even if some women want redress to violence, they would not have means and capacity to access justice.

ADWAN will run awareness and sensitization sessions about women's rights, gender-based violence and locally available remedies in women's groups promoted by the organization. ADWAN will also focus on promoting men's engagement in the reduction of GBV raising their legal and social awareness regarding the repercussions of GBV on the personal development of women or girls, as well as on families and society as a whole.

The following will be the key intervention areas:

➤ **Capacity Building and Linking**

ADWAN, together with the women's groups, child clubs and other supporters, will engage in awareness raising and advocacy efforts on constitutional and other legal provisions against GBV; existence of local Non-Governmental Organizations (NGOs) that provide support to survivors and municipality's Judicial Committee led by Deputy Mayor/Vice Chair, institutional mechanisms



like One Stop Crisis Management Centre (OCMC) in hospitals which provide medical and psychosocial services to women and girls experiencing sexual violence. ADWAN will work to establish link of GBV survivors to remedial and restorative services, including for access to legal aid.

THEMATIC PRIORITY 4: ORGANIZATIONAL EFFECTIVENESS AND GROWTH

ADWAN has been in existence for over 25 years and has built institutional capacities mainly in the realms of livelihoods and education, while also incorporating work related to GBV. During this strategic period, ADWAN's goals extend beyond diversifying its thematic interventions. The organization also seeks to strengthen its organizational capacities by providing board members and staff with advanced training, while broadening its funding base to facilitate its growth ambitions to create impact at large scale.

The following will be the key intervention areas:

Diversify the fund raising base & significantly increase income

ADWAN plans to diversify donor base and significantly raise its income during the current strategic period. Thus far, the organization has been regularly supported by some individuals and organizations in the United States. There have been periodic funding from other organizations like Karuna Trust, Global Fund for Women (GFW) and USAID. Notably, the two-year nearly half a million US dollar USAID funding under Local Works: Gorkha and Chitwan project has raised ADWAN's institutional capacities and confidence.

ADWAN will invest in further developing its capacity to write high quality proposals, gathering donor intelligence, cultivating donor relationships, doing more systemic documentation of and publicizing about results of ADWAN interventions. The main objective of this diversification will be to strengthen long-term sustainability of the organization building on the capacity, experiences and learning from the current USAID project, GFW and recent Karuna Trust project.


Create greater organizational effectiveness

ADWAN will invest in board and staff capacity building to enhance organization's governance and management capacities. These capacity enhancement initiatives will be integrated into new fundraising proposals ADWAN's monitoring, evaluation and learning system will be strengthened building on the experiences and learning from the ongoing and past projects. ADWAN will intensify its efforts for a more systematic knowledge management through comprehensive documentation as well as production and dissemination of various knowledge management products. ADWAN will strengthen its internal governance and democratic practices through training of board members and induction of more youth members, including in its executive committee.

For Details

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