



# **Strategic Plan - 2008-2010**

**National Human Rights Commission  
Nepal**

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June, 2008

1000 copies

Publication number: 43/94/065 (Central Office)

Supported by Capacity Development of National Human Rights Commission Project

## **The Commission**

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Bishal Khanal

## FOREWORD

Nepal has undergone significant changes over the past years in political, social and economic environment. Particularly, transformation from the situation of armed conflict to gradual peace process has given new hope and renewed aspiration to Nepalese people. In order to respond the current need of human rights in changed context of the country, NHRC has decided to formulate new strategic plan for the next three years, i.e. from the year 2008 to 2010. Naturally, planning initiatives have to respond to the changed ethos and aspiration of the people to ensure them more dignified and qualitative life. Further, this entails to equip them with all attributes of human rights enshrined in various international human rights treaties.

The National Human Rights Commission has prepared this plan taking the above mentioned perspective into consideration. This is the first strategic plan prepared by the commission after the NHRC has been elevated to an independent constitutional body from previous statutory status. It is, therefore, the present plan has to integrate the human right aspects of the directive principles of the interim constitution within its fold. However, its success depends upon effective implementation in which case, the commission will obviously feel that its goal is accomplished.

As the chairperson of the Commission, I feel very much obliged to all our stakeholders for their cooperation and support in the planning process and request them to extend their cooperation in fulfilling NHRC's future endeavors. I would be pleased to welcome their suggestion at any stage of its execution.

Along with the planning department which had been specifically engaged, I am equally thankful for cooperation received from my colleagues, heads of departments and all the staff members. Their comments and concerted efforts were helpful in trimming this document and bringing it into a proper shape.

NHRC is facing new challenges in the ensuing post-conflict situation. With the completion of the Constituent Assembly election, several issues linked with human rights have to be tackled with skill and prudence. At the first stage, we would have to be engaged in enormous task of building pressure for human rights friendly constitution. We would also have to be equally assured of the judicial independence, rule of law and ideals pertaining to equality and justice.

The Commission has engrafted into the present strategic plan abundant scope for such initiatives. Our path may be somewhat difficult and our task may be exhaustive in relation to our available resources but we have every hope that we will overcome them one by one with the support and solidarity of all and particularly from human rights community in the days to come.

Kedar Nath Upadhyay  
Chairperson

## **ACKNOWLEDGEMENTS**

The formulation of NHRC Strategic Plan for the period of 2008-2010 was itself a learning process. It has taken almost six months to bring the draft into the final stage. During the series of consultations with different stakeholders, we have received so many valuable comments and feedbacks from the participants. This document would remain incomplete until we extend our words of appreciation for invaluable support extended to us by various agencies and individuals (names mentioned in annexes) during the planning processes. We are thankful to the think-tank group that comprised of former justices, professors, ambassadors, former members of the NHRC, commissioners and civil society leaders, for their observations on the document. We are equally thankful to the representatives of various embassies, UN agencies and members of the donor community in Nepal for their generous support and gesture of concern in this initiative.

Our gratitude is also due to the representatives of various government agencies, academia, NGO community and larger civil society across the country for their valuable inputs on the draft document. Our thanks also go to the Directors and officials of all the Regional Offices and staff of all Contact Offices of NHRC who worked hard to bring this document in this form. The dedication of the Head of Divisions and staff of the Central Office of the NHRC, more specifically the staff of Planning Division, and CDNHRC Project is indeed priceless. They have worked tirelessly during the planning process. Last, but not the least, it is my humble duty to mention the expertise, guidance and leadership provided by the Hon. Chairperson and Hon. Members of the Commission during various stages of the planning process.

Bishal Khanal  
Secretary

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## ACRONYMS

AI	Appreciative Inquiry
CA	Constituent Assembly
CCWB	Central Child Welfare Board
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CPA	Comprehensive Peace Accord
CPN	Communist Party of Nepal
CRC	UN Convention on the Rights of the Child
ESCR	Economic, Social and Cultural Rights
FDRN	Federal Democratic Republic of Nepal
GoN	Government of Nepal
HoD	Head of Division
HR	Human Rights
ICC	International Criminal Court
ICC	International Coordination Committee of NHRIs
ICESCR	International Covenant on Economic, Social and Cultural Rights
IDPs	Internally Displaced Persons
IEC	Information, Education and Communication
ILO	International Labour Organization
LGBT	Lesbian, Gay, Bisexual and Transgender
MoU	Memorandum of Understanding
MWCSW	Ministry of Women, Children and Social Welfare
NBA	Nepal Bar Association
NDC	National <i>Dalit</i> Commission
NEFIN	Nepal Federation of Indigenous Nationalities
NGO	Non-Governmental Organization
NHRC	National Human Rights Commission
NHRIs	National Human Rights Institutions
NPC	National Planning Commission
NWC	National Women Commission
OHCHR	Office of the High Commissioner for Human Rights
ONRT	Office of the National Rapporteur on Trafficking
SAARC	South Asian Association for Regional Cooperation
SC	Supreme Court
SO	Strategic Objective
SP	Strategic Planning
TRC	Truth and Reconciliation Commission
UN	United Nations

## EXECUTIVE SUMMARY

This strategic plan has been formulated for the interim period 2008-2010, which includes the period of making of the new constitution for the Federal Democratic Republic of Nepal (FDRN). This document is based on the felt needs of NHRC. The experience and lessons learned from the implementation of the earlier strategic plans have provided guidelines during the different stages of preparing this document.

### **Mission statement of NHRC**

*Enhancing the culture of human rights and ending the culture of impunity by assuming pivotal role as an independent, impartial and credible national institution ensuring protection, promotion, respect for and fulfillment of human rights complying with the universally recognized values, principles and standards of human rights.*

The NHRC has identified nine core values of human rights. The values include *Accessibility, Accountability, Diversity, Equality and Equity, Impartiality, Independence, Integrity, Participation and Transparency*. NHRC endeavors to comply and consider these values in a wide range of its activities. Considering the existing social, economic, cultural, civil and political rights situation in the country, this document has primarily focused on the following issues:

1. Enhancement of the principles and core values of human rights
2. Promotion of participatory and inclusive process to make HR-friendly Constitution
3. End of the culture of impunity
4. Establishment of right to life, liberty and security of the people
5. End to torture and degrading treatment and improvement on the condition of prisons
6. Establishment of the truth about disappearance, internally displaced persons (IDPs) and victims of conflict and give justice to the survivors and their families
7. End to all forms of discrimination and violence based on gender, caste, religion, ethnicity, language and region
8. Establishment of economic, social and cultural (ESC) rights as the fundamental human rights of the people
9. Mainstreaming of the collective rights or group rights including the rights of children, women, person with disability, senior citizens and minorities to the national development programme

10. Functional and goal-oriented collaboration with NGOs, civil society and human rights defenders for the promotion and protection of human rights of people and for the effective implementation of state commitment on it in action.

Accordingly, the following strategic objectives have been set:

- SO 1: Strengthen the rule of law, culture of human rights and peace to end impunity and the violation of human rights.
- SO2: Uphold and advocate for the creation of HR-friendly Constitution by promoting social inclusion and participatory process in making the new constitution of the country.
- SO3: Advocate for the collective rights including the rights of women, children, persons with disability, senior citizen and other disadvantaged groups focusing on gender and caste equality and empowerment of these deprived and denied groups by eliminating all forms of inequalities, exploitation and discrimination in society.
- SO4: Promote human rights awareness and education programs in society by developing and disseminating community-friendly information, education and communication (IEC) materials
- SO5: Monitor and follow-up level of fulfillment of minimum state obligation on ESC rights by developing necessary indicators and benchmarks.
- SO6: Monitor and advocate that major international HR instruments are ratified or acceded, internalized and implemented in practice by GoN;
- SO7: Enhance accessibility, credibility, efficiency and accountability of NHRC by strengthening and expanding the institutional capacity of the organization.

## 1. CONTEXT

The Interim Constitution of Nepal (2007) has given wider mandates to NHRC for the protection, promotion and enforcement of human rights in Nepal. The Comprehensive Peace Accord (CPA) and the 23-point agreement and other consensual engagements have provided NHRC responsibilities to monitor the compliance of those accords from human rights perspectives. In addition, the Commission had been actively engaged in the monitoring of the Constituent Assembly election and purports to support constitution making process with a view to make human rights-friendly constitution.

The Strategic Plan 2004-2008 has prioritized the areas that were pertinent in the situation of the decade-long armed conflict in the country. Currently, the country is in the post-conflict situation. Accelerated economic and social development is urgently needed in order to ameliorate the suffering and distress of the people thrust on them during the conflict. In order to support and comply with the national development agenda, this document primarily focuses on the promotion, protection and fulfillment of and respect for the economic, social and cultural rights of the people along with their civil and political rights. The majority of the people are still living in the state of abject poverty and threat of violence. Therefore, there is an urgent need to ensure their ESC rights followed by the right to lead a life characterized by self esteem, and a development-friendly peaceful environment.

With the end of the decade-long armed conflict, Nepal has entered into the peace building process. The CPA signed between the GoN and the Communist Party of Nepal - Maoist (CPN-M) in 2006 has opened an avenue for sustainable peace in the country. As agreed in the CPA, necessary mechanisms such as, Truth and Reconciliation Commission (TRC) and Commission for Peace and Reconstruction (CPR) are expected to be established in the near future. In addition, the Interim Constitution (IC) has envisaged the need for the formation several other commissions in order to maintain peace, justice and the rule of law in the country.

The widespread poverty and caste/ethnicity and gender-based discriminations collectively impinge on the peaceful enjoyment of human rights. Deep-rooted hierarchical power structures, discrimination and socio-economic inequalities persist in the society. The Commission will focus on the rights of the disadvantaged groups which include women, *dalits*, nationalities and indigenous people, *madhesis* and minorities. In addition, the NHRC is expected to address the issues of social inclusion in order to maintain equity and better respect for human rights.

To ensure higher standards for human rights in the prospective of constitution building process, the independence of NHRC is very crucial. Therefore, our efforts would be in advocating for the constitutional safeguard of NHRC and HR-friendly constitution making process through active, free and meaningful participation and representation of women, and disadvantaged groups. NHRC strongly feels that there is also an urgent

need to initiate the orientation and awareness programs for the constituent assembly members so as to enhance the level of their understanding of the issues and receive their overwhelming support to human rights.

Nepal has been a party to major international human rights instruments including ILO Convention-169, CRC Optional Protocols and CEDAW Optional Protocol. There are some other instruments that need ratification or accession for which NHRC may require to focus its work in the future. These instruments include the Optional Protocol on Convention against Torture (CAT), Convention on the Rights of the Persons with Disability, Rome Statute of the International Criminal Court, Convention for the Protection of All Persons from Enforced Disappearance and Convention on the Protection of All Migrant Workers and Members of their Families, etc. As an operational and internal intervention, NHRC has a plan to enhance its accessibility by expanding its outreach programmes. The Commission has been dealing with these issues in its ongoing restructuring process.

The Commission is also in a process of reorganizing and restructuring itself in line with the constitutional mandate and the changed socio-political context of the country to promote and protect human rights more effectively.

## **2. INSTITUTIONAL PROFILE**

The National Human Rights Commission (NHRC) was established in 2000 under the Human Rights Commission Act, 1997. The Interim Constitution of Nepal, 2007, elevated it to the constitutional body from the earlier statutory status. Primarily, the Commission is responsible for the protection, promotion, respect for and enforcement of human rights in Nepal. NHRC has been emerging as a strong and credible institution in the recent years. After the appointment of new commissioners in September, 2007, the Commission has been accredited an “A” grade status by the International Coordinating Committee of NHRIs.

The Commission has four Regional Offices located in Biratnagar, Pokhara, Nepalgunj and Dhangadhi for the East, West, Middle West and Far West regions respectively aiming to increase access to human rights services in the field. Five Contact Offices that are of *ad hoc* nature are located in Khotang, Dhanusha, Rupandehi, Rolpa and Jumla districts. Recently the Commission has taken a decision to continue the four regional offices and establish seven sub-regional offices by integrating the current contact offices into them. The commission is in the process of opening sub-regional offices in Ilam, Khotang, Janakpur, Katmandu, Butawal, Dang, and Jumla to expand the outreach programs and access to human rights services effectively to the people. In addition, the office of the National Rapporteur on Trafficking in NHRC Central Office has also been functioning as an important wing of the Commission for the prevention and control of human trafficking in the country.

The Commission has undertaken various initiatives for the protection, promotion, respect for and fulfillment of human rights of the people of Nepal. Regular monitoring of the human rights situation is one of the major works of the Commission. Most of the monitoring reports are published and widely disseminated for public appraisal and consumption. The Commission receives and investigates complaints relating to human rights violation. NHRC also investigates cases of HR violations on *Sue motto* basis.

The Commission is cautious to ensure fair hearing of complaints. Objective assessment of proof, national law and international rules and standards of human rights are the main basis of the NHRC decisions. The Commission time and again recommends for appropriate legal action to any state agent responsible for violation of human rights in the country. In addition, the Commission recommends for preparation and amendment of necessary legislation that pave the way to improve human rights situation, ratification and accession of human rights treaties. The Commission also suggests the government for the fulfillment of its obligation as a party to the international treaties. As the final resort, the Commission can exercise its constitutional rights to publish the names of individuals and agencies that fail to enforce or abide by the recommendations of the Commission. Every year the Commission publishes its annual report on the progress and situation of human rights of the country and disseminates it to the public.

The Commission has been maintaining good working relation with the Civil Society groups and NGOs for the cause of promotion, protection and respect to human rights. Likewise, the Commission maintains good relation with various ministries of the government and human rights cells of Nepal Army, Nepal Police and Nepal Armed Police. In addition, the Commission has maintained good working relations with INGOs, UN agencies, particularly UNDP and OHCHR, European Union, Asia Pacific Forum of National Human Rights Institutions and the donor community based in Nepal.

### **3. PLANNING PROCESS**

On 14 Nov, 2007, NHRC decided to bring to an end the second strategic planning and formulate the new strategic plan for the period of 2008-2010 in order to effectively address the human rights situation and problems of the changed political scenario of the country. A working group comprising the Head of Divisions was formed in December 2007. The Planning Division was assigned to facilitate and coordinate the process of formulating the third strategic plan of the Commission. The working group developed a concept paper and comprehensive work-plan for consultation and discussion with the NHRC stakeholders.

In January, 2008, the NHRC organized a two-day initial workshop for the NHRC Commissioners, staff and other professionals. The workshop endeavored to identify priority issues for planning in the changed context. As a result, the working group prepared an initial draft of the concept and planning document. In the second step, interactions were organized with the staff consisting of officers and junior personnel of

the Commission. In addition, inputs were received from the staff working at the Regional and Contact Offices of NHRC.

On 1-5 March 2008, the Commissioners extensively worked and revised the document providing invaluable feedback on different issues. Four regional consultations led by the Chairperson and Commissioners were held in Dhangadhi, Nepalgunj, Pokhara and Biratnagar in the third week of March 2008. During the regional consultations, interactions were organized among different stakeholders on the monitoring role of NHRC to make the Constituent Assembly election free, fair and fearless.

As a part of the strategic planning process, a national workshop was held on 25th April, 2008, in the central office of NHRC. Participants in the workshop included representatives from civil society, NGOs, government agencies, human rights community, various commissions, Bar Association, media and academia. Likewise, on May 9, 2008, a consultative meeting was held for the donors' community. Representatives of international agencies included OHCHR, UNDP, and EU and bilateral donors and INGOs participated the meeting. Donor representatives almost unanimously suggested that NHRC should give priority to CA process, transitional justice, implementation of the NHRC decisions and institutional capacity building and partnership with the NGOs and civil society.

At the end of process, on May 13, NHRC organized a half day consultation with the leaders and representatives of the civil society and human rights community. Former NHRC members, leading figures of the civil society, senior professors, former senior bureaucrats and senior diplomats and other members of the civil society comprised the group of participants who submitted their wise feedbacks and inputs on the draft strategic plan of NHRC.

## **4. VISION, MISSION and GOAL**

### **4.1. Vision**

Creating a Nepalese society where all the people enjoy the full fledged human rights equally with respect and dignity, freedom and social justice with zero tolerance for impunity.

### **4.2 Mission**

Enhancing a culture of human rights by assuming a pivotal role as an independent, impartial and credible national institution ensuring protection, promotion, respect for and fulfillment of human rights compatible with universally recognized values, principles and standards.

### **4.3. Goal**

Contributing for the enhancement of the rule of law and, protection and promotion of human rights and peace by monitoring the effective implementation of the national laws and international human rights instruments to create an environment where justice will be imparted to the victim and, where people enjoy rights and freedom incorporated and expanded in the human rights-friendly new constitution through a participatory and inclusive process.

## **5. CORE VALUES**

The core values of NHRC that were acknowledged during the process of the strategic plan formulation are discussed in the following section.

### **5.1. Accessibility**

The Commission would ensure that its services are within the reasonable reach of the general public, particularly of the people who are living and working in the vulnerable circumstances. The Commission will endeavor to make its maximum possible presence for investigation and monitoring of human rights violations across the country. The Commission would take every possible and practical approach in order to ensure access to human rights in terms of proximity, affordability and access to information to all the people in general and disadvantaged groups in particular.

### **5.2. Accountability**

The Commission is cautious to demonstrate its accountability towards the people. Its credibility and success depends on the fulfillment of its responsibility. As a part of its accountability, the Commission prepares periodic reports of its work and widely disseminates them in all the regions of the country. It also organizes public hearings to discuss the role and responsibility of NHRC as per the need and demand of the people.

### **5.3. Diversity**

Diversity issue will always be taken into account in policy making, planning and programming processes of the Commission.

### **5.4. Equity and Equality**

The Commission works in the light of ensuring all categories of human rights for all the people equally. To put an end to all forms of exploitation and discrimination in the society will be its main motto. The Commission will therefore strive to promote equal opportunities to people in all its activities. Equity is a key pathway to make a realization of equality and therefore, the Commission will also introduce gender and social audit, and mechanism of financing for enhancing social inclusion.

### **5.5. Impartiality**

Non-partiality, non-partisan and non-dependence are the key determinants for the effective action of the Commission. The Commission is free of prejudice against any individual, group or agency based on faith, opinion, belief, sex, caste or social status, among others. The Commission endeavors to maintain impartiality and fairness during all the stages of planning, implementation, monitoring and decision making processes.

#### **5.6. Independence and autonomy**

The Commission is determined to maintain and widen its autonomy and independence. Also, the Commission is vigilant to ensure its independent and autonomous character to safeguard and promote the human rights and to end the culture of impunity in the country and elsewhere.

#### **5.7. Integrity**

The first-ever priority of NHRC works is to promote and protect human rights of all, particularly the people who have no or very limited access to information and power. NHRC is committed to the cause of human rights by promoting and exercising its integrity to the principles, core values and sincerity in its every day activities.

#### **5.8. Participation and social inclusion**

The Commission has set a policy to encourage direct or indirect participation of people on the issues of human rights. The Commission also focuses on the increased participation of people particularly to create sense of ownership and belongingness on the role and functions undertaken by the Commission.

#### **5.9. Transparency**

Aiming to ensure clearness and right to information, the Commission adopts the policy that the people concerned have the right to get information without delay and that the Commission has a duty to give information in a transparent way. In addition, the Commission is committed to providing free and easy access to information regarding its major policy and decisions through various means that include publication, both in print and electronic form, and/or regular press briefing.

### **6. PRIORITY ISSUES**

The following issues are recognized as priority human rights issues for ongoing transitional phase of the country:

#### **6.1. Making human rights-friendly constitution**

Currently, constitution making is the main agenda of the state. The recently inaugurated Constituent Assembly (CA) is expected to make a democratic and inclusive constitution for the Federal Democratic Republic of Nepal. NHRC has made a policy to support CA

processes in order to make human rights-friendly constitution as per the spirit of the historical people's movement of 2006. The Commission therefore has a plan to sensitize CA members and increase awareness among people at the grass-roots level through policy advocacy and outreach programmes that include interactions and consultation among the stakeholders and dissemination of IEC materials for public awareness.

## **6.2. Ending the culture of impunity**

Impunity is a serious problem the country has been facing for long. Lack of fear of punishment, inadequate laws, politics of power and ineffective law enforcement mechanisms are the major causes behind the persistence of the state of impunity. During the armed conflict situation, thousands of people lost their lives and millions suffered due to displacement, disappearance, and torture. The government has planned to establish the Truth and Reconciliation Commission and Peace and Reconstruction Commission to address the grievances involved and bring the perpetrators of the past human rights abuses to justice as per the CPA. The Commission plans to actively involve through the effective monitoring of activities directed to end the state of impunity.

According to an estimate approximately 13 thousand people died during the decade long violent conflict. Many more have been the victims of injury, enforced disappearances, abduction, torture, among other atrocities. The exact figure of victims such as the widows, orphans and cases of internal displacement caused by conflict is hardly available yet. In the recent days, the process of victimizing has indeed declined in figures, but not ended, even after commitment shown through CPA done between GoN and CPN-M.

## **6.3. Protecting Life, liberty and security**

Even after the declaration of FDRN, life, liberty and security of the people are under severe threat in different parts of the country. NHRC has been frequently receiving complaints that the CPN-M affiliated Young Communist League (YCL) is largely engaged in the actions such as killing, abduction, physical and mental torture, extortion and disappearance that cause violation and abuse of human rights. In addition, many known and unknown armed groups including the *Jantantrik Terai Mukti Morcha*, *Madheshi Tigers*, *Terai Cobra*, *Terai Bagees*, and the *National Defence Army* are largely involved in killing, abduction, torture, extortion and disappearance in the central and eastern part of the Terai. Despite their continuous involvement in criminal activities, they are claiming themselves as political groups. NHRC has shown grave concern on the degrading condition of human rights violations and has frequently monitored the situation and recommended to the government of Nepal to restore law and order in the country.

#### **6.4. Eliminating socio-economic and cultural discrimination in all forms**

Caste, creed, origin and gender based discriminations are historically recognized and practiced social evils of the Nepalese society. Discrimination is both state protected and traditionally recognized despite the outcry of the people. Consequently, the disadvantaged groups of people are deprived of their rights enshrined in the national laws and internationally approved instruments on human rights. The Commission therefore considers the total elimination of discrimination as a priority area of its work. Basically, the Commission recommends to the Government of Nepal to take special legislative and administrative measures to end all forms of discrimination in the country.

#### **6. 5. Disappearances and internally displaced persons**

In the CPA, both the signatories – the GoN and the CPN-M, agreed to make public within the 60 days of signing of the accord the names and addresses of the disappeared and killed individuals during the conflict. The CPA and 23-point agreement signed between GoN and CPN-M has mandated the NHRC to monitor the implementation status and ensure realization of enjoyment of right to acquire, own and dispose of the private property. In this context, the Commission would frequently monitor the situation of IDPs and recommend for the effective implementation of the CPA. However, NHRC is of the opinion that both the parties are found less serious in making the names and whereabouts of the missing persons. The Commission therefore asks the former conflicting parties to make public the whereabouts of these individuals and provide interim relief and compensation to the victims' families and to make the perpetrators accountable for the crimes committed. In this context, the Commission supports the idea of the establishment of the Disappearance Commission and expresses its willingness to work together in the complimentary basis to make the concerned organizations and individuals accountable for their involvement in the human rights abuses and to ensure adequate compensation to the conflict victims by the GoN.

#### **6. 6. Group rights or collective rights**

The UN has focused on the rights of women, children, and persons with disability, senior citizens, and minorities and so on as the group rights or collective rights.

*Rights of the Child* - Rights to survival, development, protection and participation of children have been seriously impaired due to the fragile economic, social and political situation of the country. Children have been victims of exploitation and discrimination in society and deprived from enjoying their rights for long. Issues like child labor, trafficking in persons, violence, child soldiers, children in conflict with the laws and child marriage, are still very alarming in our society. Protection of the rights of the child has been recognized as fundamental rights under the Interim Constitution. As a state party to the Convention on the Rights of the Child, Nepal has an obligation to fulfill the state's obligation to ensure the rights of children. In this context, NHRC has frequently

involved itself in the task of implementing of the state's commitment and monitoring of the violation of the rights of the child through its special desk on the rights of the child. It is committed to do so in the time to come.

*Women's Rights* – Nepalese women, who constitute little over one half of the country's population, have been living and working under various forms of discriminations and exploitation in all spheres of their life. They are denied their basic human rights enshrined in the constitution and international human rights instruments. In order to eliminate discrimination against women, the Commission would monitor the situation and recommend reviewing the laws and policies that contain discriminatory provisions based on sex. The Commission considers violence against women as a serious threat to human rights issues and commits itself to play active role to mitigate the effect of violence in society. In addition, the Commission will continuously monitor the situation of human trafficking of which a vast majority of victims are girls and young women and recommends to the government to prevent and control these incidents through effective state apparatus especially in the international boarder areas.

*Minority Rights*- The rights of ethnic, religious, linguistic, indigenous and sex based minorities among others are an integral part of national and international human rights laws. Collectively, these rights aim to ensure equality and equity to the vulnerable and disadvantaged groups of the society. In order to strengthen the minority rights, the Commission will work actively to review laws, and monitor the implementation status of national laws and international treaties and recommends to GoN to end all forms of discriminatory laws and practices by introducing action-oriented programmes.

*Socio-Economic Rights*- The Interim Constitution has recognized a number of socio-economic rights including health, education and employment as the fundamental rights of the people of Nepal. Effective legal steps for the protection and promotion of these rights are essential for democracy and sustainable peace building in the country. In the changed context of social and economic transformation, in the post-conflict era, adequate attention for the promotion, protection and respect for these rights is immensely important. It is because of this importance that the Commission endeavors to monitor and develop necessary benchmark and indicators on the issue of respect for major social and economic rights. In addition, the Commission will also review the existing laws, policies and plans and monitor the situation. Likewise, the Commission endeavors to apply rights-based approach to link human rights with human development in the national development process.

*Rights to Environment, Development and Peace*- The right of the citizen to a healthy environment is a fundamental right under the Interim Constitution. Declaration on the Right to Development, 1986 stipulates that people are at the centre of development efforts. People have right to *participate in* and *contribute to* the development efforts and *enjoy* its results. In addition, right to live in a peaceful environment is the right of the people. Poverty alleviation in order to ensure adequate standard of living is inherently

essential to ensure civil, cultural, economic, political and social rights followed by right to development and right to live in a peaceful environment. The Commission endeavors to monitor the compliance of these rights into national laws and policies, and uplift the level of respect in the society.

## **7. OBJECTIVES and STRATEGIES**

The objectives and areas of intervention of the Strategic Plan for the period of 2008-2010 will be as follows:

**Objective 1: Strengthen the rule of law, culture of human rights and peace to end impunity and the violation of human rights.**

### *Areas of strategic intervention*

#### *1. Monitor implementation of HR aspects of various agreements signed by the GoN*

- Review of the existing IDP policy of the GoN and monitor its effective implementation
- Publish reports on the status of implementation of various agreements signed by the GoN
- Conduct impact study on IDPs, disappearances and land mines

#### *2. Advocate for transparent process for establishing TRC and Disappearance Commission (DC)*

- Review laws related to TRC and Disappearance Commission in order to meet international standard.
- Advise the GoN to initiate the process and procedures for the establishment of the TRC
- Monitor the status and processes for the implementation of the key recommendations of the Commissions and address the needs of victims group

#### *3. Contribute to sustainable peace building process*

- Facilitate in adopting preventive measures for communal harmony
- Monitor the formation and functioning of district peace committees
- Help build the capacity of community peace mediators and other key stakeholders

- Extend support for reparative, restorative and retributive justice for victims and survivors
- Advocate for active, free and meaningful community participation in peace process and conflict transformation.
- Extend support to mediation services for peace building in communities
- Provide mediation training to the NHRC staff to enhance mediation skills
- Work with key stakeholders in conflict resolution and peace building through interaction, workshops and seminars

*4. Ensure Implementation of the NHRC recommendations by the GoN*

- Develop a systematic monitoring mechanism for the implementation of the NHRC recommendations and policy directives and guidelines in practice
- Work with civil society / HR organizations to develop a victim-oriented approach to HR investigations and monitoring, and
- Publish reports of non - compliance of the NHRC recommendations

*5. Review and strengthen the monitoring and investigation mechanisms for HR protection*

- Conduct monitoring and investigation on incidents of human rights violation
- Facilitate to develop witness and victim protection mechanism
- Work for strengthening the national forensic mechanism
- Facilitate to develop national guidelines consisting of standard/checklist for detention centres
- Advocate for free legal aid, access to justice, speedy and fair trial
- Apply innovative and standard methods for investigation
- Extend and strengthen NHRC capacity on investigation of HR violation cases and follow-up the implementation of recommendation in practice.
- Organize public hearings on cases of gross violation of human rights.
- Publish and disseminate overall human rights situation report periodically.
- Develop coordinating mechanism with police and prosecutors for investigation and prosecution of HR violation cases

**Objective 2: Uphold and advocate for HR-friendly Constitution by promoting social inclusion and participatory process in making new constitution of the country**

*Areas of strategic intervention*

*1. Advocacy and monitoring of CA processes from HR perspective*

- Advocate and monitor for the meaningful participation and social inclusion of women and other disadvantaged groups in constitution making process
- Work in alliance with the stakeholders in exchanging information and advocacy, and
- Recruit, train and deploy volunteers for the CA election monitoring

*2. Advocacy and lobbying to ensure embodiment of HR in the forthcoming constitution*

- Advocacy and lobbying for proper constitutional safeguard of NHRC
- Develop concept paper, IEC and advocacy materials
- Work to ensure that the new constitution is compatible to international HR standards
- Provide information kit to the CA members on national and international HR instruments and process for making HR-friendly constitution
- Organize meeting, interaction, seminar and conference with the CA members, HR NGOs, civil society and targeted groups on relevant issues
- Advocacy for the issues and concerns of vulnerable and disadvantaged groups to incorporate into the constitution.

**Objective 3: Advocate for the collective rights including the rights of women, children, persons with disability, senior citizen and other disadvantaged groups focusing on gender and caste equality and empower these deprived and denied groups by eliminating all forms of exploitation and discrimination existing in society**

*Areas of strategic intervention*

1. *Advocate for effective implementation of international HR instruments related to equality and non-discrimination*
  - Carry out research on implementation status of laws and court decisions on equality and empowerment of women
  - Promote gender sensitization at the grass-roots level
  - Carry out monitoring of existing discrimination practices on the basis of caste, religion, gender, disability and ethnicity
  - Sensitize political parties and members of CA on people's right to equality and non-discrimination,
  - Publish and disseminate IEC materials in order to influence policy-makers and make people aware on the issues of equality and non-discrimination.
  
2. *Recommend amending statutory provisions relating to violence against women (VaW) and human trafficking*
  - Analyze compatibility of national laws on the action against gender-based violence
  - Continue consultation with politicians, law enforcement agencies, policy makers and civil society for the prevention and control of human trafficking
  - Review of labour laws in line with the rights of overseas migrant workers
  - Develop policy guidelines on rescue, reparation, rehabilitation and reintegration of victims and survivors of human trafficking
  
3. *Develop regional and international cooperation to combat human trafficking*
  - Endeavor to work for MoU between NHRC Nepal and NHRC India for joint-initiative to combat human trafficking

- Collaborate with other HR organizations of SAARC and gulf countries regarding the safe migration and combat against trafficking.
- Extend relations with national, regional and international organizations which are fighting for the prevention and control of human trafficking and for social reintegration of the survivors.

4. *Work for the rights of the child, persons with disability and senior citizens*

- Advocate for survival, protection, development and participation rights of children
- Advocate for improving guidelines to ensure easy access to persons with disability and senior citizens in government, NGOs and private infrastructures
- Consult with Central Child Welfare Board (CCWB) and District Child Welfare Board (DCWB) for effective implementation of plan of actions of the rights of child including the Ten Years National Plan of Action for the period of 2005-2014.
- Monitor implementation of the decisions of Supreme Court (SC) and recommendations of NHRC and CRC Committee on the protection and promotion of the rights of children
- Collaborate with NBA and other related agencies to ensure free legal aid for children in need.

**Objective 4: Promote human rights awareness and education in society by developing and disseminating community friendly information, education and communication (IEC) materials**

*Areas of strategic intervention*

1. *Develop strategic partnerships with stakeholders to promote the human rights culture*

- Formulate Media policy and guidelines for NHRC
- Develop collaboration guidelines with stakeholders for developing IEC materials
- Develop IEC materials in users' friendly languages and disseminate for public information

- Promote mass awareness on HR through print and electronic media
- Enhance capacity of the NHRC staff in preparing IEC materials and advocacy
- Develop model IEC materials for public awareness and publish them in collaboration with different stakeholders including GoN, NGOs, different Commissions, academia and private institutions.

2. *Work with the key stakeholders for inclusion of HR and peace education in curricula*

- Conduct knowledge, attitudes and practice (KAP) studies on HR education amongst administrators, security personnel, teachers, students, religious, social and political leaders
- Review and integrate peace and HR education in school curriculum and text book
- Orient media representatives such as editors, columnists and reporters and program anchors in HR reporting
- Advocate to integrate HR and peace education in training curricula of security, administrative and judiciary staff
- Lobby for inclusion of human rights and peace education in non-formal education programme including the religious schools in collaboration with concerned stakeholders

**Objective 5: Monitor and follow-up level of fulfillment of minimum state obligation on ESC rights by developing necessary indicators and benchmarks.**

*Areas of strategic intervention*

1. *Recommend for implementation of fundamental rights enshrined in the Constitution and domestic application of international HR instruments*

- Review existing laws and policies in relation to their compatibility with ICESCR and the Interim Constitution, 2007
- Monitor right to education, employment and healthcare including access to antiretroviral drugs and immunization

- Ensure implementation of the National Action Plan on human rights focusing on economic, social and cultural rights of people
- Working collaboration to publish education materials that are friendly to persons with disability
- Monitor implementation of laws to end child labour, forced labor and slavery like practices

2 *Work with larger civil society including NGOs and the GoN agencies in promoting awareness and observance of ESC rights*

- Raise awareness among civil society workers, politicians, and other non-state entities on ESC rights and rights based approach to development
- Work to improve protection of ESC rights through ensuring food security, effective supply for accessibility of food, potable water and other services in affordable price
- Work with the CA, GoN and NPC to formulate and implement human rights-friendly plan and policies
- Undertake dialogue with the GoN and other different stakeholders on people's right to food, potable drinking water, healthcare, education, housing, among other issues
- Work to develop national-level indicators and benchmarks to ensure ESC rights of people.
- Make sure that supply of basic goods and services be uninterrupted at the time of crisis including state of emergency, strikes and *Bandh*
- Advocate that corruption in any form is serious threat to promotion, protection, respect for and fulfillment of HR

**Objective 6: Monitor and advocate that major international HR instruments are ratified or acceded, internalized and implemented in practice by GoN**

*Areas of strategic intervention*

1. *Advocate for implementation of already ratified international treaties on HR*

- Conduct study on the status of implementation of six core HR treaties, ILO Convention 169 and Optional Protocols on CRC and CEDAW

- Work closely with ILO and GoN, particularly the Ministry of Local Development to internalize for implementation of ILO Convention 169.
- Work with GoN to ensure HR treaty reporting obligations are met in an international standard formats.
- Increase level of HR awareness and responsibility on already ratified international treaties among GoN staff, civil society and targeted population
- Develop level of capacity of HR defenders to prepare alternative reports on human rights related treaties
- Strengthen the network among government focal points, HR cells, NGO focal points on treaty reporting
- Organise regular consultation and meeting with the concerned authorities of GoN to uplift its level of commitment to respect, implement and enforce the recommendations of NHRC in practice

2. *Advocate for ratification of major outstanding HR instruments*

- Advocate for ratification of Optional Protocol on Convention against Torture, Treaty on Enforced Disappearances, Statute of International Criminal Court and UN Convention on Rights of Persons with Disabilities and other related international instruments on protection and promotion of HRs.

3. *Advocate for amendment of national legislations in line with international HR treaties*

- Review existing laws and recommend for the fulfillment of treaty obligations
- Enhance influence of the NHRC in legislative process
- Advocate to amend laws to comply with the constitution of Nepal and HR treaties
- Revise laws to ensure the right to life, liberty and security of people
- Develop necessary mechanism in order to incorporate international treaty provisions into the national laws and policies.

- Make specific recommendations to the GoN and the CA to consider human rights treaty obligations while drafting the constitution of Nepal.

**Objective 7: Enhance accessibility, credibility, efficiency and accountability of the NHRC by strengthening and expanding institutional capacity of the organization.**

*Areas of strategic intervention*

- Expand NHRC outreach across the country and develop realistic and cost-effective outreach programmes in all regions and districts
- Conduct substantive review of the current organizational structure
- Review existing human resources management, rules, policies and procedures for further improvement
- Strengthen NHRC database and enhance public access to its resource centre
- Develop collaboration policy and guidelines to work with NGOs, civil society and academia
- Cooperate and collaborate with other NIs such as National Women's Commission, National *Dalit's* Commission and Nepal Foundation for Indigenous Nationalities, Central Child Welfare Board, and central coordinating mechanism for the promotion and protection of persons with disabilities
- Enhance the level of transparency and communication within and outside the NHRC
- Expand and strengthen relations with NHRIs of other countries, donor community and regional and international HR agencies for learning and sharing from each other in order to make NHRIs effective, credible and independent as per the spirit of the *Paris Principles*.
- Improve quality of documentation, archiving, reporting, report writing, and publication system
- Improve follow up mechanism to the implementation of the NHRC recommendations
- Establish systematic and effective complaint handling management system in the NHRC Offices

- Develop national guidelines for the security of the HR defenders as per the international standards
- Develop necessary mechanism to implement the advocacy and promotion strategy of NHRC in action
- Identify appropriate state owned building or land plots and construct its own building for central and regional offices for long term use and sustainability
- Produce and disseminate professional periodicals and annual reports on HR situation in Nepal
- Enhance NHRC capacity to speed up decision making process on backlog cases.

## **8. Approaches and working modalities**

### **8.1 Approaches**

The commission shall pursue the following approaches in the course of implementing of the plan by:

- Applying gender and social inclusion framework to promote greater equity and upholding the rights of the most vulnerable in the society
- Developing strategic partnerships with various agencies of Nepal Government, Judiciary, Legislature CA and State's Commissions, followed by civil society organizations, regional and inter-governmental organizations and NHRIs for the cause of protection and promotion of human rights
- Influencing state's structures, polices, protection mechanism and institutions to enhance promotion, protection, and enjoyment of human rights.
- Develop working modalities for integration of human rights principles and practices into school curricula and training curriculum of law enforcing agencies including, police, armed police, army, prosecutor's office, and judiciary for improving human rights service delivery in the country
- Perusing victim centered approach and Do No Harm principle while dealing with human rights violation cases.
- Developing new techniques and mechanism for improving and adopting better investigation and inquiry of human rights violations

- Applying right based approach in monitoring, analyzing and reporting of human rights situation.
- Considering logical and result based management for implementation of the plan
- Giving equal value to promotion mandate with adopting collaboration, advocacy and media policy and guidelines in action
- Improving reporting and follow-up system by providing relevant documents and information relating to an investigation to victims and other related person upon their request maintaining Do No Harm principle and respecting right to privacy of others.

## **8.2 Working modalities**

**Primarily following modalities will be followed during the implementation of this plan.**

- Based on the strategic plan, annual work plan with details of activities, sub-activities, responsible division /region, time frame, budget and output shall be prepared and implemented
- Regular monitoring of human rights situation that includes field monitoring, prison visit, media motoring, interaction with field and policy level officials, press meet and publication and dissemination of reports
- Production and dissemination of high quality IEC materials in simple form in major national languages
- Decentralizing of decision making process
- Collaboration with other state commissions for protection and promotion of human rights
- Maintaining effective relationship with Human Rights and Social Justice Committee of CA/ Parliament on matters concerning protection of human rights.
- Developing professional relationship with media for the prevention of human rights abuses and promotion of human rights
- Work jointly and in a coordinated manner with the civil society and NGOs to enhance awareness on human rights, legal aid and social integration of human rights violation.
- Ensuring fair hearing of complaints and decision will be followed by objective assessment of proof, analysis of national law and international rules and standards of human rights.

- Disseminating press release through spokesperson by using appropriate means and methods.
- High priority shall be given in finalizing backlog by grouping the cases and setting criteria as per the plan of action.

## 9. Assumptions and Risks

Assumptions	Risk	Risk Management
<ul style="list-style-type: none"> <li>• State is committed to protect, promote, respect for and fulfillment of human rights. Conducive HR environment created for HR defenders to perform their work</li> <li>• Extended collaboration and cooperation with key stakeholders</li> <li>• Adequate resources received from government, and continued donor support</li> <li>• Effectively managed complaint handling system within the NHRC</li> <li>• Necessary laws are enacted and amended by legislature.</li> <li>• Timely implementation of the NHRC recommendations by the GoN</li> <li>• Active, free and meaningful participation of disadvantaged groups in constitution making and peace building processes</li> <li>• Rights of victims are</li> </ul>	<ul style="list-style-type: none"> <li>• Evil culture of amnesty</li> </ul>	<ul style="list-style-type: none"> <li>• Review laws related to establishment of TRC in compliance with international standard</li> <li>• Publish name of violators</li> <li>• Human rights education and awareness</li> <li>• Full implementation of NHRC decision</li> </ul>
	<ul style="list-style-type: none"> <li>• Slow enactment and amendment of laws, for example, TRC and Disappearance Commission Acts and, lack of commitment to ratify treaties such as, the Rome Statue on International Criminal Court</li> </ul>	<ul style="list-style-type: none"> <li>• Draw attention legislators</li> <li>• Advocacy and lobby for speedy enactment of laws</li> <li>• Conduct awareness and sensitization program</li> </ul>
	<ul style="list-style-type: none"> <li>• Inadequate funding and resources in the NHRC</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct orientation program to policy makers about Paris principle</li> <li>• Draw attention of legislators</li> <li>• Explore external funding from donors</li> <li>• Periodic workshop and meeting key government stakeholders</li> <li>• Create an endowment fund for long term sustainability</li> </ul>
	<ul style="list-style-type: none"> <li>• Non- implementation of the NHRC decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Publish name of violators</li> <li>• Draw attention of legislators</li> <li>• Necessary changes in constitution and laws</li> <li>• Litigation of cases</li> <li>• Publication report on non-implementation of NHRC decisions</li> </ul>
	<ul style="list-style-type: none"> <li>• Poor implementation of CPA and other</li> </ul>	<ul style="list-style-type: none"> <li>• Publication report on non-implementation of CPA and other accords</li> </ul>

<p>ensured by the state.</p> <ul style="list-style-type: none"> <li>• Political parties comply with accords and committed for their implementation.</li> <li>• Political parties are committed to adequately incorporate HR provisions in the constitution.</li> <li>• Government is to abide by its international and national obligations.</li> <li>• International and regional HR organizations will collaborate with the NHRC.</li> <li>• Adequate stress given to respect for ESC rights in development strategies.</li> </ul>	accords	<ul style="list-style-type: none"> <li>• Advocacy and lobby</li> <li>• Draw attention of legislators and politicians</li> </ul>
	•Further deterioration of law and order situation will aggravate human rights situation	<ul style="list-style-type: none"> <li>• Preventive mechanism</li> <li>• Regular monitoring and make recommendations</li> <li>• Hold dialogue with political parties /community leaders/ religious leaders/ civil society</li> <li>• A contingency plan, incase of worse scenario</li> </ul>
	•Slow progress in realization of ESC rights as there is high expectation of people	<ul style="list-style-type: none"> <li>• Collaborate with national planning commission</li> <li>• Raise awareness of policy makers on ESC rights</li> <li>• Work for necessary changes in the Constitution and laws</li> <li>• Right based approach in development</li> </ul>
	•Difficulties in increasing accessibility due geographical terrain	<ul style="list-style-type: none"> <li>• Explore cost effective outreach program</li> <li>• Expand relationship with NGOs and civil society</li> <li>• Organizational restructuring</li> <li>• Mass awareness campaign</li> <li>• Mobile human rights camps</li> </ul>

## ANNEXURE

Annex-I

### Logical Framework

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Assumptions
<p><b>Overall objective:</b> To develop HR culture by ensuring rule of law, effective implementation of HR instruments and contribute in making human rights friendly Constitution</p>	<ul style="list-style-type: none"> <li>○ Increased awareness and sensitization in human rights enshrined in the law and constitution</li> <li>○ Increased protection of human rights of target group population</li> <li>○ Increased fulfillment of international human rights obligations by state</li> <li>○ Increasingly ensured right to life, liberty, dignity, equality etc through new constitution</li> <li>○ Increased respect for accords done between government and various political forces for sustainable peace.</li> <li>○ Support to forthcoming disappearance commission, TRC, peace committees</li> <li>○ Increasingly effective implementations of NHRC recommendations</li> <li>○ Increased realization of human rights in the society</li> <li>○ Increased realization of justice concerns among victims and their families in conflict.</li> <li>○ <i>Inclusion of gender concerns and representation of women within peace and transitional justice mechanisms</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Developed periodic human rights situation reports</li> <li>○ Developed and disseminated reports on implementation status of UN human rights treaty bodies</li> <li>○ Developed human rights friendly constitution</li> <li>○ Increased enactment, amendment or revision of laws and policies</li> <li>○ Increased level of monitoring on implementation of recommendations of various commissions</li> <li>○ Increased number NHRC recommendations implemented</li> <li>○ Developed list of perpetrators of human rights violations and made them public</li> <li>○ Increased number of recommendations for prosecution on human rights violation cases</li> <li>○ Increased the number of legal enactment, treaty ratification and formulation of plan and policies</li> <li>○ Increased number of exchange of information with public agencies</li> </ul>	<ul style="list-style-type: none"> <li>○ State is committed to protect, promote, respect for and fulfill human rights of people</li> <li>○ Conducive HR environment created for HR defenders to perform their work</li> <li>○ Extended collaboration and cooperation with key stake holders</li> <li>○ Adequate resources including financial received from government, and continued donor support</li> <li>○ Effectively managed complaint handling system within NHRC</li> <li>○ Necessary laws are enacted and amended by legislature</li> <li>○ Timely implementation of NHRC recommendations by government</li> <li>○ CA members committed towards human rights</li> </ul>

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Assumptions
		<ul style="list-style-type: none"> <li>○ <i>Ensured at least 33% women representation within peace and transitional justice mechanisms</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Active, free and meaningful participation of disadvantaged groups in constitution making and peace building processes</li> <li>○ Rights of victims ensured by state</li> </ul>
<p>SO 1: Strengthen rule of law, culture of human rights and peace to end impunity and the violation of human rights.</p>	<ul style="list-style-type: none"> <li>○ Increased adherence to core human rights treaties by state and other political forces in Peace process</li> <li>○ Increased number of victims of conflict get reparation</li> <li>○ Increased respect for rights of IDPs by implementing UN guidelines on IDPs</li> <li>○ Disclosed increased number of disappeared persons</li> <li>○ Increased removal of landmines and explosive devices</li> <li>○ Supported effective functioning of TRC and Disappearance Commission</li> <li>○ Supported to ratification of ICC Statute</li> <li>○ Improved Human rights monitoring and investigation mechanism</li> <li>○ <i>Improved protection to women human rights defenders and witnesses.</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Increase number of official statements, declarations and reports</li> <li>○ Increased quality and quantity of NHRC reports and statements.</li> <li>○ Replicated good practices via Amnesty International, ICRC, OHCHR and I/NGO reports.</li> <li>○ Monitored progress of Peace Committees</li> <li>○ Established victims voice record system</li> <li>○ Supported setting minimum national standard for detention center, witness/victim protection</li> <li>○ Maintained IDP records</li> <li>○ Maintained records of removal of landmines and explosives</li> </ul>	<ul style="list-style-type: none"> <li>○ Government's commitment to abide by its human rights obligation.</li> <li>○ Political parties comply with accords and committed for implementation of accords</li> <li>○ Adequate resources available for NHRC business</li> </ul>
<p>SO2: Uphold and advocate for HR friendly Constitution by promoting social inclusion and participatory</p>	<ul style="list-style-type: none"> <li>○ Increased active, free and meaningful participation of all, focusing disadvantaged groups in constitution making process</li> <li>○ Enshrined adequate rights provision in the new constitution</li> </ul>	<ul style="list-style-type: none"> <li>○ Made a human rights friendly constitution containing values of pluralistic society</li> <li>○ NHRC developed reports with recommendations</li> </ul>	<ul style="list-style-type: none"> <li>○ CA members intend to work with NHRC</li> <li>○ Active, free and meaningful participation of disadvantaged groups in constitution making</li> </ul>

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Assumptions
process in making new constitution of the country.	<ul style="list-style-type: none"> <li>○ Focused on rights of disadvantaged groups</li> <li>○ Increased competence and independence of NHRC as a constitutional body with full compliance with International standard including Paris Principle</li> <li>○ Increased knowledge of CA members on HR instruments, <i>including women's rights</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Supported the Constitutional Assembly aiming to make human rights friendly Constitution</li> <li>○ Developed reports of various dialogue and advocacy programs</li> <li>○ Disseminated activity reports on CA and human rights activities via monthly Human Rights Post and larger media society.</li> <li>○ Prepared and disseminated IEC and advocacy materials</li> <li>○ Provided reports and HR information kits for CA members</li> </ul>	<ul style="list-style-type: none"> <li>process in larger scale</li> <li>○ Adequate resources both technical and financial are available to NHRC</li> <li>○ NHRC capacity enhanced to contribute for making HR friendly constitution</li> </ul>
SO3: Advocate for the collective rights including the rights of women, children persons with disability, senior citizen and other disadvantaged groups focusing on gender and caste equality and empower these deprived and denied groups by eliminating all forms of exploitation and	<ul style="list-style-type: none"> <li>○ Removed gender, age, ethnicity, caste and religion based discriminatory provisions in law and policies</li> <li>○ Increased protection of rights of vulnerable groups such as senior citizens, people with disability, indigenous minority and dalits</li> <li>○ Developed laws relating to domestic violence and safe migration</li> <li>○ Supported to ratification of International Convention on migrant workers</li> <li>○ Increased collaboration with NHRIs and international HR organizations</li> <li>○ Increased functional relation with agencies working for children, person with</li> </ul>	<ul style="list-style-type: none"> <li>○ Increased number of law available to respond the situation</li> <li>○ Made a human rights friendly constitution.</li> <li>○ Developed monitoring reports on equality and non-discrimination.</li> <li>○ Disseminated reports - both print and electronic - through media</li> <li>○ Report of Press Council/ Federation of Nepalese journalists.</li> <li>○ Developed reports of works with National Women's Commission, National Dalit Commission and other organizations.</li> <li>○ Endeavored to make MOU with NHRC-India</li> </ul>	<ul style="list-style-type: none"> <li>○ Political parties are committed to respond adequately incorporate human rights provisions in the constitution.</li> <li>○ Government is to abide by its international and national obligations.</li> <li>○ Continued pressure from various interest groups.</li> <li>○ International and regional HR organizations will collaborate with NHRC</li> <li>○ Increased access to free legal aid to needy people</li> <li>○ Increased active role of judiciary in</li> </ul>

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Assumptions
discrimination in society.	<ul style="list-style-type: none"> <li>○ disability, migrants worker and senior citizens</li> <li>○ Supported to fulfillment of international human rights obligations enshrined in international treaties</li> <li>○ Increased access to free legal aid to disadvantaged groups</li> <li>○ Supported for the enforcement of court decisions on discrimination and violence related offences</li> <li>○ Increased consideration to reservation policy by government</li> </ul>	<ul style="list-style-type: none"> <li>○ Reports with disaggregated data on various groups</li> <li>○ Report of public prosecutors</li> <li>○ Developed reports of work with NBA, CCWB, DCWB</li> <li>○ Developed reports on implementation of plan of actions of government agencies</li> <li>○ Developed reports on restructuring of NHRC, social exclusion, witness protection, training needs assessment, case management, gender policy among others</li> </ul>	<ul style="list-style-type: none"> <li>○ respect for rights of disadvantaged groups</li> <li>○ Increased collaboration with Women, Dalit, and Janajati related Commissions and agencies on pertinent human rights issues</li> <li>○ <i>Gender policy and action plan will be in place.</i></li> <li>○ <i>Law on domestic violence will be implemented.</i></li> </ul>
SO4: Promote human rights awareness and education in society by developing and disseminating community friendly information, education and communication (IEC) materials	<ul style="list-style-type: none"> <li>○ Included HRE in secondary school curriculum and non-formal education.</li> <li>○ Recognized HRE as an integral part of training for staffs of civil service , security officials, army, judiciary programs</li> <li>○ Increased awareness of people at grass-root level on human rights.</li> <li>○ Increased collaboration with government, I/NGOs, professional organizations, UN agencies for HRE, advocacy and awareness</li> <li>○ Developed key HR message and IEC materials in selected languages in simplified form.</li> </ul>	<ul style="list-style-type: none"> <li>○ Mainstreamed HR in secondary school curriculum</li> <li>○ Collaboration of CDC and Non-formal Education Center-NFEC.</li> <li>○ Mainstreamed human rights in training curricula of various training centers</li> <li>○ Developed impact assessment related reports.</li> <li>○ Developed and publicly availed HR IEC materials</li> <li>○ Developed and disseminated annual and other reports of NHRC</li> <li>○ <i>Review conducted to assess that gender and women's human rights issues would have been mainstreamed within HRE, training programmes and IEC material.</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Government intends to modify training curricula.</li> <li>○ Donors are supportive of inclusion of HR education in secondary school curriculum.</li> <li>○ Various agencies intend to mainstream human rights in training</li> </ul>

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Assumptions
SO5: Monitor and follow-up level of fulfillment of minimum state obligation on ESC rights by developing necessary indicators and benchmarks.	<ul style="list-style-type: none"> <li>○ Endeavored to make national standard/ benchmark on right to food, health, housing, education and work.</li> <li>○ Made and amended law and policies to ensure progressive realization of human rights.</li> <li>○ Increased food security</li> <li>○ Increased access to essential good and services</li> <li>○ Increased application of rights based approaches in national plan and polices</li> <li>○ <i>Mainstreamed gender concerns within ESC policies, action plans and monitoring mechanisms.</i></li> </ul>	<ul style="list-style-type: none"> <li>○ Mainstreamed human rights in National Planning reports</li> <li>○ Increased guarantee of human rights through constitution.</li> <li>○ Increased mainstreaming of human rights in sectoral plan and policy documents.</li> <li>○ Developed monitoring reports.</li> <li>○ Addressed human rights issues in Poverty Reduction Strategy Paper</li> </ul>	<ul style="list-style-type: none"> <li>○ Adequate stress given to respect for ESC rights in development strategies</li> <li>○ Adequate stress given to respect for right to development</li> <li>○ Adequate resources mobilized for effective implementation of national policies and plans.</li> </ul>
SO6: Monitor and advocate that major international HR instruments are ratified or acceded, internalized and implemented in practice by GoN;	<ul style="list-style-type: none"> <li>○ Ratified human rights related international treaties and optional protocols</li> <li>○ Increased compliance of newly made laws with international human rights standard and constitution.</li> <li>○ Increased fulfillment of international human rights obligations by state</li> </ul>	<ul style="list-style-type: none"> <li>○ Increased number of reporting through Nepal gazette available</li> <li>○ Increased reporting through GON, NHRC and UN websites available</li> <li>○ Increased media reports available</li> <li>○ Increased number of NHRC reports available</li> <li>○ Increased number of UN treaty bodies report available</li> </ul>	<ul style="list-style-type: none"> <li>○ Increased government willingness and commitment revealed</li> <li>○ Increased number of ratification of human rights treaties by legislation</li> <li>○ Increased number of law are made and amended</li> </ul>
SO7: Enhance accessibility, credibility, efficiency and accountability of the NHRC by strengthening and expanding institutional	<ul style="list-style-type: none"> <li>○ Increased adherence to Paris principles by NHRC</li> <li>○ Increased abundance of system and procedures</li> <li>○ Increased access of NHRC services</li> <li>○ Increased transparency and accountability in NHRC business</li> </ul>	<ul style="list-style-type: none"> <li>○ Increased number of NHRC recommendations.</li> <li>○ Increased enforcement of NHRC recommendations and decisions</li> <li>○ Developed comprehensive NHRC annual report.</li> <li>○ Increased expansion of</li> </ul>	<ul style="list-style-type: none"> <li>○ Required fund for NHRC business availed from the government</li> <li>○ Increased cooperation of state and government agencies.</li> <li>○ Increased support of</li> </ul>

<b>Narrative Summary</b>	<b>Objectively Verifiable Indicators</b>	<b>Means of Verification</b>	<b>Assumptions</b>
capacity of the organization.	<ul style="list-style-type: none"> <li>○ Increased expansion and effectiveness of NHRC business through ongoing restructuring process</li> <li>○ Enhanced NHRC capacity to cater the need of society</li> <li>○ Strengthened human rights data and information system</li> <li>○ Improved communication and coordination within NHRC system</li> <li>○ Endeavored to avail adequate work space having own land and structure</li> <li>○ Strengthened network with various stakeholders</li> <li>○ Increased consideration to social inclusion policy within NHRC system</li> </ul>	<p>NHRC services through its regular and periodic presence in various part of the country.</p> <ul style="list-style-type: none"> <li>○ Aailed public opinion survey reports on NHRC work</li> <li>○ Developed sectoral policy reports on NHRC role and activities</li> </ul>	<p>international community- donors and others</p> <ul style="list-style-type: none"> <li>○ Adequate and appropriate land space available for human rights houses for HQ and other locations</li> </ul>

## Time Frame

Strategic objectives	Year 1	Year 2	Year 3
<b>Objective 1: Strengthen rule of law, culture of human rights and peace to end impunity and the violation of human rights.</b>			
<i>1.1 Monitor implementation of various agreements signed by the GoN</i>			
<i>1.2 Advocate for transparent process for establishing TRC and Disappearance Commission</i>			
<i>1.3 Contribute to sustainable peace building process</i>			
<i>1.4 Ensure Implementation of the NHRC recommendations by the GoN</i>			
<i>1.5 Review and strengthen the monitoring and investigation mechanisms for HR protection</i>			
<b>Objective 2: Uphold and advocate for HR-friendly Constitution by promoting social inclusion and participatory process in making new constitution of the country.</b>			
<i>2.1 Advocacy and monitor CA processes from HR perspective</i>			
<i>2.2 Advocacy and lobby to ensure HR are adequately embodied in forthcoming constitution</i>			
<b>Objective 3: Advocate for the collective rights including the rights of women, children persons with disability, senior citizen and other disadvantaged groups focusing on gender and caste equality and empower these deprived and denied groups by eliminating all forms of exploitation and discrimination existing in society.</b>			
<i>3.1 Advocate for effective implementation of international HR instruments related to equality and non-discrimination</i>		.....	
<i>3.2 Recommend amend statutory provisions relating to violence against women (VaW) and human trafficking</i>			
<i>3.3 Develop regional and international cooperation to combat human trafficking</i>			
<i>3.4 Work for the rights of the child, persons with disability and senior citizens</i>			
<b>Objective 4: Promote human rights awareness and education in society by developing and disseminating community friendly information, education and communication (IEC) materials</b>			
<i>4.1 Develop strategic partnerships with stakeholders to promote the human rights culture</i>			
<i>4.2 Work with the key stakeholders for inclusion of HR and peace education in curricula</i>			
<b>Objective 5: Monitor and follow-up level of fulfillment of minimum state obligation on ESC rights by developing necessary indicators and benchmarks.</b>			
<i>5.1 Recommend for implementation of fundamental rights enshrined in the Constitution and domestic application of international HR instruments</i>			
<i>5.2 Work with larger civil society including NGOs and the GoN agencies in promoting awareness and observance of ESC rights</i>			
<b>Objective 6: Monitor and advocate that major international HR instruments are ratified or acceded, internalized and implemented in practice by GoN;</b>			
<i>6.1 Advocate for implementation of ratified international treaties on HR</i>			

6.2 Advocate for ratification of major outstanding HR instruments			
6.3 Advocate for amendment of national legislations in line with international HR treaties			
<b>Objective 7: Enhance accessibility, credibility, efficiency and accountability of the NHRC by strengthening and expanding institutional capacity of the organization</b>			
7.1 Expand NHRC outreach across the country and develop realistic and cost-effective outreach programmes in all regions and districts			
7.2 Conduct substantive review of the current organizational structure			
7.3 Review existing human resources management, rules, policies and procedures for further improvement			
7.4 Develop collaboration policy and guidelines to work with NGOs, civil society and academia			
7.5 Cooperate and collaborate with other NIs such as National Women's Commission, National Dalit's Commission and Nepal Foundation for Indigenous Nationalities, Central Child Welfare Board, and central coordinating mechanism for the promotion and protection of persons with disabilities			
7.6 Enhance the level of transparency and communication within and out side the NHRC			
7.7 Expand and strengthen relations with NHRIs of other countries, donor community and regional and international HR agencies for learning and sharing from each other in order to make NHRIs effective, credible and independent as per the spirit of the <i>Paris Principles</i> .			
7.8 Improve quality of documentation, archiving, reporting, report writing, and publication system			
7.9 Improve follow up mechanism to the implementation of the NHRC recommendations			
7.10 Establish systematic and effective complaint handling management system in the NHRC Offices			
7.11 Develop national guidelines for the security of the HR defenders as per the international standards			
7.12 Develop necessary mechanism to implement the advocacy and promotion strategy of NHRC in action			
7.13 Identify appropriate state owned building or land plots and construct its own building for central and regional offices for long term use and sustainability			
7.14 Produce and disseminate professional periodicals and annual reports on HR situation in Nepal			
7.15 Enhance NHRC capacity to speed up decision making process on backlog cases.			
7.16 Strengthen NHRC database and enhance public access to its resource centre			

### Cost Estimation

Roughly following amount is estimated for the implementation of the plan.

<b>Year</b>	<b>Government of Nepal contribution</b>	<b>Donor contribution</b>	<b>Total Amount</b>
Year 1	75,000,000.00	30,000,000.00	105,000,000.00
Year 2*	190,000,000.00	36,000,000.00	226,000,000.00
Year 3*	328,000,000.00	43,200,000.00	371,200,000.00
<b>Total</b>	<b>593,000,000.00</b>	<b>109,200,000.00</b>	<b>702,200,000.00</b>

Government budget is expected to increase by annual 20%

\* Additional budget of Rs.100 million for central office and 2 field office building construction in the 2<sup>nd</sup> and 3<sup>rd</sup> year

## Consultation Programs

### A. Workshop through appreciative inquiry approach

6-7, January 2008, Kathmandu

Name	Organization
Hon. Kedar Nath Upadhyaya	Chairperson, NHRC
Hon. Ram Nagina Singh	Member, NHRC
Hon. Gauri Pradhan	Member, NHRC
Hon. Dr. Leela Pathak	Member, NHRC
Hon. Dr. K. B. Rokaya	Member, NHRC
Padma Mathema	Office of National Rapporteur
Bed P. Bhattarai	Regional Office Nepalgunj
Subarna Karmacharya	Regional Office Biratnagar
Achyut Acharya	Regional Office Pokhara
Kosh Raj Neupane	Regional Office Dhangadi
Deepak J. D. Karki	Planning Division
Murari P. Kharel	Promotion Division
Pradyumna Kattel	Security Division
Shankar N. Adhikari	Legal Assistance Division
Tika Ram Pokharel	Operation Division
Yagya P. Adhikari	Protection Division
Durga Khadka	Child Rights Desk
Manju Khatiwada	Protection Division
Samjhana Sharma	Promotion Division
Balkrishna Pokhrel	Contact office, Rolpa
Basudev Bajagain	Protection Division

Name	Organization
Bimal Babu Khatri	Promotion Division
Bir B. Budhamagar	Contact office, Jumla
Buddha Narayan Sahani Kewat	Contact office, Janakpur
Ganesh Aryal	Protection Division
Gopi Parajuli	Planning Division
Kamal Thapa Kshetri	Office of National Rapporteur
Thakur P. Chapagain	Contact office, Butwal
Loknath Bastola	Contact office, Khotang
Jitendra Karki	Accountant Section
Surya B. Deuja	Planning Division
Khimananda Basyal	Planning Division
Tek Tamrakar	CDNHRC
Keith Douglas Leslie	CDNHRC
Vidhu .P. Kayastha	CDNHRC
Rabina Shrestha	CDNHRC
Mohan P. Dhakal	CDNHRC
Dinesh Suddhakar	CDNHRC
Dr. Chandi Prasad Chapagain	Resource person

**B. NHRC in-house consultation**

22-24, Feb 2008, Lalitpur

Name	Designation
Bishal Khanal	Secretary
Aswasthama Bhakta Kharel	Protection Division
Basudev Bajagain	Protection Division
Bhim Prakash Oli	Protection Division
Chandrakanta Chapagain	Child Rights Desk
Deepak J. D. Karki	Planning Division
Dinesh Sudhakar	CDNHRC
Durga Khadka	Child Rights Desk
Ganesh Prasad Aryal	Protection Division
Ghanashyam Bhandari	Operation Division
Gita Kumari Dahal	Protection Division
Jayashwor Chapagain	Protection Division
Jiban Neupane	Protection Division
Kamal Thapa Chhetri	Office of National Rapportuer
Khadga Pariyar	Operation Division
Khima Nanda Bashyal	Planning Division
Manju Khatiwada	Protection Division
Maya Devi Sharma	Protection Division
Murari P. Kharel	Promotion Division
Narayana Prasad Shedhain	Report writing unit

Name	Designation
Om Prakash Aryal	Legal Assistance Division
Padma Mathema	Office of National Rapportuer
Pradyumna Kattel	Security Unit
Rabina Shrestha	CDNHRC
Regam Maharjan	Protection Division
Samjhana Sharma	Promotion Division
Shankar N. Adhikari	Legal Assistance Division
Shreeram Adhikari	Protection Division
Shyam Babu Kafle	Protection Division
Suresh Malla	Promotion Division
Surya Bdr. Deuja	Planning Division
Tek Tamrakar	CDNHRC
Tika Ram Pokharel	Operation Division
Uma Joshi	Protection Division
Vidhu Prk. Kayastha	CDNHRC
Yagya P. Adhikari	Protection Division

**C. Regional Consultation**

16 March 2008, Nepalgunj

Name	Organization
Hon. Ram Nagina Singh	NHRC
Abdul Ajj	HURON
Ashok Koirala	CPN UML, Banke
Ayyub Siddiki	NBA, Banke
Basanta Gautam	Advocacy Forum
Bed Prasad Bhattarai	NHRC
Bhajan Chaudhari	INSEC-Nepalgunj
Bishnu Pokhrel	HR & ST Nepal
Damodar Acharya	Chamber of Commerce, Nepalgunj
Dayaram Kandel	CWIN Nepal
Deepak Jung Dhoj Karki	NHRC
Dhan Bahadur Gautam	Kidark
Dipak Thakur	NHRC
Gobinda Chepang	HURPES
Hari Bahadur K. C.	NHRC
Hari Gyanwali	NHRC
I.P. Kharel	People's Alliance Nepal

Name	Organization
Jagadish Bdr. Singh	MPR Forum
Keith Douglas Leslie	CDNHRC
Lok Bahadur Shah	Appellate Bar Association , Nepalgunj
Mani Ram Acharya	NBA HR Project
Mohan Joshi	NHRC
Narendra Jung Peter	CPN Maoists
Nina Budha	NHRC
Prahalad Bahadur Karki	NBA
Prakash Budathapa	Kidark, Dolpa
Purna Shrestha	UNDP
Radha Patnayak	NHRC
Ram Pd. Gautam	RRN
Santosh Chanda	NHRC
Sarita Gyanwali	NHRC
Shiv Prasad Pandey	Nepali Congress
Shukrishi Chaulagain	FNJ, Banke
Sudarshan Magar	NHRC
Suresh Kumar Paudel	NBA Human Rights Committee
Tikaram Adhikari	NHRC
Vidhu Prakash Kayastha	CDNHRC

**D. Regional Consultation**

16 March 2008, Dhangadi

Name	Organization
Hon. Dr. K. B. Rokaya	NHRC
Abinash Dahit	Hamar Pahura Daily
Amita Kuwar	Dinesh F.M
Bala Ram Bhattarai	Social Transformation Centre
Balbahadur Dharmi	Health Development centre
Bhim B. Bohara	Su. Ma. Campus
Bir Bahadur Jethara	NBA, Kailali
Birsalal V.K	D N F Dhangadi
Buthy Som	OHCHR, Nepal
Chetra Bahadur Bhandari	District Administration Office kailali
Chitra Paneru	IHRICON
Dev Bahadur Bam	GEFONT Seti
Dinesh Chandra Subedi	CPN UML
Dipendra Singh	NHRC
Dirga Raj Upadhaya	NFJ Dhangadi
Durga Magarati	Dalit women Organization
Gayendra Gahatraj	NHRC
Hemkarna V.K	Paschim Express
Hikmat Rawal	Avenues TV
Jagat Saud	Radio Nepal
Janaki Tuladhar	Lok chakra budhabihar
Jhankar Rawal	NHRC
Khadaka Raj Joshi	INSEC
Kosh Raj Neupane	NHRC

Name	Organization
Laxman P.Tulachan(Tarun)	NEFIN
Logsari Kuwar	Morning Bell Daily
Mangal .B.Chand	Zonal Police Office, Seti
Mohan Budayer	Kantipur National daily
Mohan Raj Bhatta	Nema Kailali
Narendra Bahadur Shah	GEOC
Nirpa Bahadur Sunar	Nepali Congress - Kailali
Om Prakash Aryal	NHRC
Om Prakash Pun	CPN (united)
Prakash Raj Bhatta	Shree Nepal Times Daily
Prakash Shah	NGO Federation Dhangadi
Prayag Datta Bhatta	Nema
Prem Raj Bhatta	District Election Office
Raj Kumari Rana	CAURAST
Rajesh Wagchand	NTV
Rajkumar Shahi	NHRC
Ritsh Chdly	OHCHR, Nepal
Sambhu K.C	NHRC
Sarki Man Tamang	CDNHRC
Shankar Nath Adhikari	NHRC
Sharaban Deuwa	Dhangadi Post daily
Shiva Raj Khatri	Suda Sandesh National daily
Shiva Raj Yogi	Gorkhapatra Daily

**E. Regional Consultation**

19 March 2008, Pokhara

Name	Organization
Hon. Kedar Natha Upadhdhyay	NHRC
Achyut Acharya	NHRC
Anuradha Tulachan	OHCHR Nepal
Baburam Aryal	NHRC
Bishal Khanal	NHRC
Brita Madsen	OHCHR Nepal
Chandrakanta Acharya	West. Reg. Health Office
Dr. Bishwo Kalyan Parajuli	Prithvi Narayan Campus
Dr. Narayan Ojha	Public Health Office, Kaski
Durga Narayan Dhakal	Civil Society network
Ganeshwor Parajuli	Appellate NBA
Ganesh Bahadur Dhakal	RPP Kaski
Guru Datta Pahadi	RPP Nepal, Kaski
Hem Raj Baral	Nepal Press Union
Ishwori Paudel	Radio Barahi/ Pokhara Hotline
Jhalak Sharma	District Health Office, Kaski
Jyoti Prasad Ghimire	NHRC
Keshab Raj parajuli	Nepali Congress
Khag Raj Acharya	HURON
Hon. Kedar Natha Upadhdhyay	NHRC
Achyut Acharya	NHRC
Anuradha Tulachan	OHCHR Nepal
Baburam Aryal	NHRC
Bishal Khanal	NHRC

Name	Organization
Laxmi Raj Paudel	Janamat/Pokharapatra Daily
Madhav Regmi	Golden Eye T. V.
Mandip Shrestha	APF Muktinatha Bahini
Mohan Kafle	NHRC
Mohan Prasad Ghimire	Appellate Court
Murari Prasad Kharel	NHRC
Nabdutta Upadhdhyay Dhungana	Ma. Sa. Ma. Kaski
Pawan Bhandari	NHRC
Prabha Khatri	Women Development Office Kaski
Prashanta Lamichhane	Janadisha Daily
Prem Bahadur Songmen	CWIN Helpline Pokhara
Prem Bd. Thapa	NHRC
Punya Prasad Paudel	CPN UML
Rajendra Adhikari	N/A
Ram Pd. Ghimire	Advocacy Forum
Sabnam Sharma	INSEC, Pokhara
Sagar Raut	NHRC
Samjhana Sharma	NHRC
Sarita Sharma Parajuli	NHRC
Shyam Kunwar	FNJ. Pokhara
Sirosh Pun	UNMIN
Sushma paudel	Pokhara F.M.
Teknatha Baral	NEOC
Uttam Prakash Baral	Zonal Police Office

## F. Regional Consultation

19 March 2008, Biratnagar

Name	Organization
Hon. Gauri Pradhan, Commissioner	NHRC,
Hon. Bhimendra Bahadur Karki, Chief Judge	Appellate Court, Birtnagar
Hon. Navaraj Upadhya, Judge	Morang District Court
Madhav Prasad Regmi, Chief District Officer	District Administration Office, Morang
Subarna Karmacharya Fredeck Rawski,	NHRC, Biratnagar OHCHR, Birtnagar
Padama Mathema	NHRC
Pradip Kumar Jha	NHRC, Birtnagar
Bijaya Kumar Pathak	Regional Member, Nepal Press Union
Arjun Koirala	NHRC, Birtnagar
Chandra Mani Neupane Central Member	HURON
Chameli Gurung	CWIN Nepal
Chandi Prasad Parajuli	NBA, Biratnagar
Nitu Gartaula	NHRC, Biratnagar
Dev Raj Chaudhari	NDJF
Dik Pd. Ghimire	HURPES
Dipak Raj Tiwari	INSEC Biratnagar
Kamala Rai	WOREC Nepal Biratnagar
Nanda Kishore P. Yadav	NHRC, Biratnagar
Dr Govinda Subedi	Consultant ONRT
Pramesh Poudel	ICRC, Birtnagar
Jagat Thapa, Advocate	Jagaran Nepal Biratnagar
Jeev Narayan Jha, Campus Chief	Mahendra Morang Multiple Campus
Kul Shekhar Adhikari, Reader	Degree Campus, Biratnagar

Name	Organization
Lekha Raj Thapa Magar	NHRC, Birtnagar
Lok Nath Bastola	NHRC, Khotang Office
Devendra Regmi	NHRC, Birtnagar
Mahendra Bista	Press Chautari Nepal
Manju Khadiwada	NHRC
Narayan Prasad Regmi	Centre for Legal Research and resource Development (CeLRD)
Som Raj Thapa	INSEC Biratnagar
Sandesh Das Sherestha	B. Fm 91.2 Mhz Biratnagar
Nisha Dahal	B. Fm 91.2
Bhakta Rai	B Fm 91.2
Phul Kumar Dev Engineer	Madhesi Intellectual Society
Bhim Prasad Dahal	CWIN Nepal
Raju Sarkar	OHCHR, Birtnagar
Rup Lal Aidi	OHCHR, Birtnagar
Bibek Sharma	HR Project and Peace Society
Rupesh Kumar Chaudhary	
Shankar Basnet	Advocacy Forum , BRT
Sarad Kumar Oli	Regional Police Office
Shankar Thapa	NGO Federation
Suresh Lal Sherestha	Ma.Sa.Ma. Morang
Uttara Chattarji	C. B .R Biratnagar
Yagya Prasad Adhikari	NHRC
Bimala Bhusal	WOREC Nepal
Amrit Shrestha	NHRC, Birtnagar

**G. National consultation**

25 April, 2008, Lalitpur

Name	Organization
Hon. Kedar Nath Upadhyaya	Chairperson, NHRC
Hon. Ram Nagina Singh	Member, NHRC
Hon. Gauri Pradhan	Member, NHRC
Hon. Dr. K. B. Rokaya	Member, NHRC
Hon. Amuda Shrestha	National Women's Commission
Achut Acharya	NHRC
Anita Neupane	LACC
B. K. Mainali	NBA
Badri Ojha	Annapurna Post
Badri Pun	Blue Diamond Society
Bed. Prasad Bhattarai	NHRC
Benu Maya Gurung	AATWIN
Bhakta B. K.	NNDSWO
Bhesh Raj Sharma	MOLJPA
Bhumika Shrestha	Blue Diamond Society
Bhupendra Khanal	FWLD
Binod Singh	Nepal Police Office
Bishal Khanal	Secretary, NHRC
Bishnu Neupane	WOREC
Bishnu Pukar Sharma	CAHURAST
Bhanu Bhakta Acharya	NHRC
Chandrakanta Chapagain	NHRC
Dinesh N. Suddhakar	CDNHRC
Dipendra Jha	IDF
Durga Khadka	NHRC
Deepak Karki	NHRC
Ghanashyam Marasini	
Ghanshyam Bhandari	NHRC
Jyotshana Maskey	WOREC

Name	Organization
Gopal Shrestha	HIMRIGHTS
Jamuna Poudyal	CVICT
Jayashor Chapagain	NHRC
Jitendra Karki	NHRC
Khagendra Shivakoti	Radio Nepal
Kosh Raj Neupane	NHRC
Madhav Bastakoti	COCAP
Madhav Pradhan	CWIN Nepal
Maheswor Ghimire	DHRC-Nepal
Manisha Bista	Blue Diamond Society
Meena Sharma	IHICON/Shanti Malika
Murari Kharel	NHRC
Nima Sherpa	Nagarik Aawaj
Nirmala Bashyal	WHR
P. M. Sharma	Pro-Public
Padma Mathema	NHRC
Pradyumna Kattel	NHRC
R. B. Nepal	Dolakha Today
Rajan Nepal	RSS
Ram Bahadur Chand	CCWB
Ram Bahadur Thapa	NEFIN
Rama Shrestha	Rights Forum Nepal
Rishi Adhikari	Rights Forum Nepal
Sanjay Bantawa	NFD-N Bhrikutimandap

## H. Consultation with donor community

9 May, 2008 Lalitpur

Name	Organization
Hon. Kedar Nath Upadhdhyay	NHRC
Bidula Shrestha	CIDA/CCO
Bishal Khanal	NHRC
Dag Nagoda	Norwegian Embassy
Jayashor Chapagain	NHRC
Johan Jorensen	Embassy of Denmark
Johan Olhagen	OHCHR
Jose Maria Tronco	European Commission
Keshav Dahal	UNDP/Nepal
Khima Nanda Bashyal	NHRC
Lars P. Christensen	DANIDA HUGOU
Mukunda Kattel	DANIDA HUGOU
Murari Kharel	NHRC
Padma Mathema	ONRT-NHRC
Rauni Haapamaki	Embassy of Finland
Sangeeta Rana	CMP II
Sanna aki	Embassy of Finland
Sharad Neupane	UNDP/ Nepal
Sheba Rosier	British Embassy
Stig Marker Hansen	CMP II / European Commission
Surya Deuja	NHRC
Tek Tamata	CDNHRC

**I. Consultation with civil society leaders (think tank group)**

13 May 2008, Lalitpur

<b>Name</b>	<b>Organization</b>
Hon. Kedar Nath Upadhdhyay	NHRC
Hon. Gauri Pradhan	NHRC
Hon. Dr. K. B. Rokaya	NHRC
Hon. Naina Kala Thapa	National Women's Commission
Hon. Ram Lal B. K.	National Dalit Commission
Prof. Kapil Shrestha	Ex Commissioner NHRC
Prof. Ram Dayal Rakesh	Ex Commissioner NHRC
Dr. Gauri Shankar Lal Das	Ex Commissioner NHRC
Laxman Aryal	Former Judge Supreme Court
Surya Pd. Shrestha	NEOC
Damodar Pd. Gautam	TIN
Prof. Birendra Pd. Mishra	Civil Society
Pradeep Jung Pandey	FNCCI
Ram Prasad Siwakoti	FOPHUR
Durga Ghimire	ABC Nepal
Moti Nepali	Dalit Welfare Association
Om Prakash V.K.	CDRD
Arjun Rasaili	Nepal Dalit Sangh
Bishal Khanal	NHRC
Pradyumna Kattel	NHRC
Deepak J.D.Karki	NHRC
Surya Deuja	NHRC
Bhanu Bhakta Acharya	NHRC
Rabina Shrestha	CDNHRC
Raj Mukut Bhushal	CMP-II

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6. Five Years of the National Human Rights Commission, 2005
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