



Strategic Plan 2015-2020



National Human Rights Commission
Hariharbhawan, Lalitpur
2015

रणनीतिक योजना तर्जुमाका क्रममा सरोकारवालासँग गरिएको अन्तरक्रिया कार्यक्रमका केही तस्वीरहरू





'Human Rights for Every Household, a base of Peace and Development'

Strategic Plan 2015-2020



National Human Rights Commission

Hariharbhawan, Lalitpur

2015

Published by : National Human Rights Commission
Harihar Bhawan, Lalitpur, Nepal

P.O. Box : 9182, Kathmandu, Nepal

Phone No : 5010015

Email : nhrc@nhrcnepal.org

Website : www.nhrcnepal.org

Published date : April 2015

Published copy : 1000

Report No : N.H.R.C. 189

Printed by : United Printers, Kathmandu

Publication Support : Strengthening the Capacity of the National Human Rights Commission Project
(SCNHRC/UNDP)

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Foreword

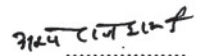
With a vision to create a fairer society where every individual is treated with dignity and respect, the necessity of a strategic plan was felt since the establishment of the National Human Rights Commission (NHRC) in 2000. With the goal to effectively carry out the functions, duties and power of NHRC, the First Strategic Plan (SP) (2001-2003), and subsequently the Second, Third and Fourth SPs were developed and implemented by the organization. The Fifth SP, 2015-2020, is a continuation to its predecessors. All four previous SPs have played an important role for the protection and promotion of human rights in Nepal in accordance with the constitutional and legal duties of the NHRC.

Presently, the concept of human rights are rapidly changing due to the current changes in the economic, social, political and cultural situations of the country. Considering the present state of human rights, the situation of the violation as well as enjoyment of the human rights of the public and institutional capacity of the NHRC, identifying the human rights priorities for the near future was the first step in the process of drafting this SP. The NHRC conducted discussions and consultation programs in various districts of the country to collect suggestions and inputs to identify and prioritize human rights issues on the basis of human rights context analysis, and the topics to be included in the SP.

Since this SP was drafted with wide participation as well as inputs from various human rights stakeholders, the NHRC is confident that the Fifth SP will provide guidance to the NHRC to effectively fulfill its duties and achieve expected results. I expect, this SP will help the NHRC to prioritize its annual activities, and focus on the activities pertaining to human rights concerns. I am confident that the annual action plan of the NHRC will be developed in accordance with the objectives and priorities set out in this SP and the activities will be carried out accordingly.

Although the transitional period in the country has seen gradual improvement in the human rights situation, the overall situation is not satisfactory enough to the extent that the public could have felt it. Human rights education and awareness should be widely promoted for the development of human rights. For this, it is important to carry out promotional and protection-based activities by giving priority to human rights issues of the marginalized and deprived groups, senior citizens, women, children, persons with disability, dalits, the poor, farmers and other backward classes.

Finally, I am grateful to all the stakeholders, UNDP and Development Partners who provided their invaluable advice and suggestions, as well as the public who directly or indirectly helped in preparing this SP. I would like to thank the NHRC Commissioners and staff members who provided suggestions and advice during the drafting of this SP. Similarly, I would like to extend special thanks to the Coordinator, members of the taskforce, as well as Dr. Shri Krishna Shrestha and Madhab Regmi, who supported as consultants and assisted in drafting this SP, and NHRC staff Khimananda Basyal who was also involved in the drafting of the SP.



Anupraj Sharma

Chairperson, National Human Rights Commission

2015 April



राष्ट्रिय मानव अधिकार आयोग National Human Rights Commission of Nepal

केन्द्रीय कार्यालय (Central Office)
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Preface

A goalless journey does not lead one to their destination and a plan-less thought does not concretize the achievements. It goes without saying that, the success of an organization depends on the plans set for achieving the organizational goals as well as its honest implementation. Success is an assimilation of resources, and another form of arduous and committed dedication. It is the desire for success that guides strategic plans. In this context, there is no hesitation to claim that the past four strategic plans implemented by the NHRC have played an important role in guiding the NHRC to this position.

This Fifth SP is based on the past experiences, inspired by past successes and oriented to find the solution of the past challenges. The SP clearly spells out the parties responsible for a particular task, and the estimated budget allocated for the activities. The taskforce is conscious about incorporating the goals that are achievable and implementable.

While it was not possible to reach all seventy-five districts during the process of drafting this SP, we have tried to include the human rights situations from 23 representative districts from all three geographical regions (Mountains, Hills and Terai/Plains) and summarized the suggestions provided by human rights activists, civil societies and administrators from those districts. We have also tried to incorporate the views of the members of National Women Commission, National Dalit Commission, Children's Welfare Committees, as well as the representative organizations of various minorities, marginalized and disadvantaged groups

The support provided by human rights activists and civil society throughout the drafting process of this SP was very important.. In addition to this, the SP would not have taken this shape without the suggestions of experienced NHRC employees, UNDP team and other Development Partners. Their tireless efforts contributed to the success of this project. In this regard, I must appreciate the works done by the members of my taskforce as well as other colleagues, consultants, UNDP and Development Partners including the Swiss, Danish and Finnish Embassies to Nepal. . I am thankful to all of them.

The SP will gradually be implemented depending on the availability of resources. This will produce result in accordance with the objectives and steadily improve the country's image in the field of human rights. This expectation depends upon our own dedication. Its periodic monitoring will provide guidance to us.

Finally, this is our common document. Cooperation, goodwill and participation of all of us will show this SP the path to success. The NHRC would like to thank all the stakeholders who cooperated in drafting the SP and expects cooperation for its implementation.

Prakash Osti

Coordinator, Taskforce for Drafting the Strategic Plan

NHRC Members

Chairperson : Honorable Anupraj Sharma

Member : Honorable Prakash Osti

Member : Honorable Sudip Pathak

Member : Honorable Mohana Ansari

Member : Honorable Gobinda Sharma Paudyal

Acting Secretary

Bed Prasad Bhattarai

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Executive Summary

The National Human Rights Commission (NHRC) of Nepal was established in 2000 under the Human Rights Commission Act 1997 (2053 BS). The NHRC has received constitutional status through the Interim Constitution of Nepal 2007 (2063 BS). The NHRC which is now working under the new National Human Rights Commission Act 2012 (2068 BS) has been conducting its activities by drafting strategic plans since 2001. The NHRC which in the past made plans for the periods of three, four or five years, has now developed a six years' plan. The goals and programs are set for the period taking into account the six year term of the Commissioners.

Nine types of priority issues have been identified for this SP for gradual implementation on the basis of the review of analysis of overall human rights situation of the country, as well as its strength, weaknesses and challenges. With the main theme 'human rights for all, at every household' as its motto, this SP aims at developing a human rights culture and creating an environment where everyone will be able to enjoy one's rights through a human-rights friendly environment.. The NHRC has set out following four strategic objectives in order to achieve its goals:

1. To investigate the cases of human rights violation and monitor human rights situation
2. To strengthen human rights promotion
3. To ensure the rights of deprived, marginalized and vulnerable groups
4. To expand the access, strengthen effectiveness and organizational development of the NHRC.

The detailed strategic action plan of the SP describes the strategies, and the proposed activities. The NHRC has put forth plans to adopt various strategic approaches such as coordination, cooperation, networking and partnership, communication and information system, simplicity and clarity in the programs, reconciliation, internal monitoring, investigative programs, trainings, recommendations, dialogue, advocacy and interaction in order to make effective implementation of the programs conducted in accordance with the present plan.

Monitoring and evaluation framework has also been included in the SP to conduct objective and practical analysis in order to identify whether the tasks have been accomplished in accordance

with the SP or not, whether the expected results have been achieved or not, as well as analyzing the strong aspects as well as the problems that need to be resolved. Similarly, the SP has identified possible risks that may occur during the implementation of the SP and proposed the ways to mitigate them. The SP has expressed commitment on behalf of the NHRC to comply with main norms and values, including access, equality and justice, accountability, impartiality, independence, autonomy, transparency, participation, inclusion and respect of diversity while fulfilling its constitutional duty to protect and promote human rights.

The NHRC with the motto, 'human rights for all, at every household: basis of peace and development' has set a new goal to take human rights consciousness in every household. The SP contains programs such as broadcasting human rights messages in local languages as indicated by the most recent national census of 2011 (considering the fact that there is at least one f.m. radio station in each of the 74 districts of the country), promoting human rights education at school level, organizing quiz contests on human rights, organizing human rights sensitivity programs in villages, and mobilizing rural motivators for human rights awareness in different parts of the country.

The present Plan has equally given importance to register complaints related to human rights violations and stressed on investigating those complaints in all seventy-five districts of the country in order to expand the access of human rights and cooperation with organizations such as Nepal Bar Association with networks throughout the country.

Considering the human rights situation of the crime victims which is being ignored, the SP has pledged to remain active to identify and resolve them. It intends to resolve it by adopting action plans for the protection of the human rights of the detainees. It has given emphasis on cooperation with concerned commissions to provide swift and effective relief to the conflict victims. The SP also includes plans to settle pending cases by categorizing them as soon as possible.

The Plan has given high priority to construct NHRC's own building in Kathmandu and establish a Human Rights Training Academy. The SP also targets to construct safe housing to temporarily accommodate the individuals whose human rights are in crisis.

The SP has also given priority to formulate a human-rights friendly constitution as well as to work on the procedures to publicize the names of human rights violators, Bill on the condition of the service of the NHRC employees and revision of the Human Rights Commission Act.

The SP contains the plan to publish journals on human rights in both Nepali and English languages. The SP also aims to publish reports regularly on various human rights topics on the basis of investigative study and research.

The SP also considers the effective monitoring of the compliance of the human rights treaties and instruments to which Nepal is party and study of the remaining treaties. Furthermore, it plans to organize at least one international conference on human rights in Nepal during the six year period..

Promoting cooperation with agencies and organizations working on human rights within and outside the country in order to enhance the effectiveness of NHRC activities in accordance with existing policies and code of conduct is another important strategy of this SP.

Realizing the fact that the NHRC should concentrate on the protection and promotion of economic, social and cultural rights, the commission has prioritized the protection of the rights of the consumers and their right to health..

This SP has been drafted centralizing NHRC activities such as protection and promotion of the human rights of the deprived, marginalized, women, children, senior citizens, dalits, persons living with disability and other disadvantaged groups.



Part - 1

Background

The National Human Rights Commission (NHRC) was established on May 26, 2000 as an independent and autonomous body, under the Human Rights Commission Act, 1997. The Interim Constitution of Nepal, 2007 has granted the NHRC constitutional status. The National Human Rights Commission Act, 2012 which came into effect with the termination of the National Human Rights Commission Act, 1997 after the NHRC obtained constitutional status made the functions of the NHRC more systematic. The Comprehensive Peace Accord (CPA) concluded on November 21, 2006 between the government and the Maoists, the then rebels, has also provided the NHRC with the additional responsibility of monitoring the status of the implementation of the CPA from human rights perspective. The NHRC performs its activities as an independent, autonomous, impartial national institution in accordance with the Paris Principles, 1993.

The NHRC coordinates and cooperates with Non-Government Organizations working on human rights issues in order to ensure respect, protection, promotion and effective implementation of human rights. Moreover, the NHRC has been entrusted with the responsibility to review national laws, policies and regulations and also make recommendations to the government in order to revise them, as well as to contribute to the strengthening of human rights situation in the country by studying and monitoring the situation of implementation of the international treaties and instruments related to human rights to which Nepal is party.

During the First Strategic Plan (SP), 2001 - 2003, as well as Second, Third and Fourth of 2004 - 2008, 2008 - 2011 and 2011 - 2014 respectively, the NHRC had put the civil and political rights issues, such as killings, disappearance, abduction, torture and extrajudicial arrest on priority. The NHRC has drafted the six-year Fifth SP, 2015-2020, giving priority to the issues of civil and political rights; such as transitional justice, social inclusion, consumers' rights, non-discrimination, human rights issues of deprived, backward classes

and marginalized communities in order to end the culture of impunity and make contributions to the establishment of sustainable peace, as well as economic, social and cultural rights in the changed socio-political context of the country.

1.1 Constitutional and Legal Mandate

Part 15 of the Interim Constitution of Nepal, 2007 (2063) has provided the NHRC with the following functions, duties and responsibilities:

- (1) It shall be the duty of the National Human Rights Commission to ensure the respect, protection and promotion of human rights and its effective implementation.
- (2) In order to perform the duties, the Commission may carry out the following functions:
 - (a) to conduct inquiries into, investigations of, and recommendations for action against the perpetrators on the matters of violation or abetment of human rights of a person or a group of persons, upon a petition or complaint filed to the Commission by the victim or any person on his/her behalf or upon information received from any source, or on its own initiative
 - (b) to forward recommendations to the concerned authorities for taking departmental actions against those authorities with particular duties or responsibilities to prevent the violations of the human rights but have failed to perform such responsibilities or show negligence in performing the assigned duties
 - (c) to make recommendations to lodge petitions in the court, if necessary, in accordance with the law against individuals or parties who have violated human rights
 - (d) to work jointly and in a coordinated manner with the civil society to enhance awareness on human rights
 - (e) to forward recommendations to the concerned authorities for taking departmental action or imposing punishment against the violators of human rights, stating clear reason and basis thereof
 - (f) to review prevailing laws related to human rights in a periodic basis and recommend the Government of Nepal for necessary reforms and amendment thereto
 - (g) to recommend with reasons to the Government of Nepal to become a party to any international treaties and instruments on human rights, if it is required to do so, and to monitor the implementation of the international treaties and instruments of human rights to which Nepal is a party and if found not being implemented, forward recommendations to the Government of Nepal for effective implementation of such instruments
 - (h) to publicize the names of the officials, persons or bodies not following or implementing the recommendations and directions furnished by the National

Human Rights Commission regarding the violations of human rights in accordance with law, and to record them as human right violators

- (3) The National Human Rights Commission in performing its functions and duties may use the following power:-
- (a) exercise the same powers as the court in requiring any person to appear before the Commission for recording his/her statement or information and examining them, receiving and examining evidence as well as ordering for the production of any physical proof
 - (b) enter, without prior notice, in case the Commission has received the information by any source that incidents of the violation of human rights has occurred or is going to occur, into any individual's residence or office, conduct search and seize any documents and evidences relating to human rights violations thereon
 - (c) enter any government premises or other places, without prior notice, in case the Commission has received information that violation of human rights of a person is happening thereon and immediate action is required to provide rescue
 - (d) order for compensation, in accordance with law, to the victims of human rights violations

1.2. Justification/importance of the fifth SP

The SP serves as the guidelines to steer human rights protection and promotion activities systematically and carry the annual activities and Action Plan of the NHRC to the targeted groups. This will play an important role in the NHRC's efforts to draft a SP and develop a framework for the implementation of the SP in order to support the NHRC to fulfill its responsibility effectively in accordance with the changed concept of human rights. Moreover, since it effectively allocates physical resources, timeframe and responsibilities necessary for the practical transformation of the Strategy, it helps to accomplish the task in an expected manner making it result-oriented.

As all human rights issues are universal, interrelated and indivisible, all human rights are of equal importance and necessity. This SP provides guidance to establish human rights, peace and justice, as well as ensure the access to justice for the conflict victims, civil and political rights, as well as economic, social and cultural rights. This Strategy also guides all the activities of the present NHRC to be consistent, and reviews the achievements made in accomplishing the tasks.

Moreover, it plays important role to enhance the cooperation with the government and constitutional bodies and various commissions to make the NHRC activities coherent with the plans and programs of the Government of Nepal, as well as monitor National Human Rights Action Plan. In addition, the SP is expected to help in investigating and swiftly settling pending cases filed in the NHRC and take initiation for the implementation of the recommendations made by the commission so far.

1.3. SP drafting process

In the course of drafting the present SP of the NHRC, the mid-term review of the SP (2011-2014) was conducted from 2013/12/22 to 2013/12/24. The activities carried out by the NHRC were measured in terms of the priority issues and strategic objectives of the SP. The periodic review concluded that a number of achievements were made by the NHRC to accomplish its activities despite having limited resources, to provide training to the employees under the Government of Nepal bodies by prioritizing human rights in development, transitional justice, economic, social and cultural rights, as well as to give priority to the investigation of complaints. The strength, weaknesses, opportunities and challenges of the NHRC were discussed during the review which provided the basis for drafting this SP.

1.3.1 Formation

Like the process followed during the drafting of the past SPs, a taskforce was formed under the convenership of Honorable Member Mr. Prakash Osti on 06/11/2014, comprising the following members:

Honorable Member, Mr. Prakash Osti	Coordinator
Director, Mr. Subarna Kumar Karmacharya	Member
Deputy Director, Mr. Yagya Prasad Adhikari	Member
National Project Manager a.i, Ms. Aarati Bista	Member
Human Rights Officer, Mr. Jayashor Chapagai	Member-Secretary

1.3.2 Consultations & Discussions

The taskforce submitted its initial draft of the present Fifth six-year SP (2015 - 2020), to the NHRC on November 28, 2014. Following this, discussions, consultations and interactive workshop/seminars were organized with the stakeholders on the first draft. In order to finalize the objectives and priority issues of the SP, interactive workshop/seminars were organized in 23 districts with the participation of the stakeholders, covering at least 3 districts under each region and sub-region, taking central, regional and sub-regional offices of the NHRC and all five development regions as the base.

A workshop/seminar was organized in January 3-5, 2015 in the presence of the Commissioners and employees of the NHRC to discuss the issues covered in the second draft. In order to discuss the third draft that included the suggestions from the workshop/seminar, a group discussion was held with the government authorities with thematic expertise, as well as the organizations and persons active in the field of human rights. The suggestions received from the group discussion were again discussed on 04/02/2015 with the donors and development partners. The fifth draft was developed by incorporating the suggestions received from the discussion at National Consultation Seminar organized on 06/02/2015 with the participation of various stakeholders, including the government bodies, political parties, professional association/organizations, constitutional bodies, thematic human rights commissions

and human rights organizations. A consultation was held on 18/02/2015 with the former Secretaries of the Government of Nepal, former Vice-Chairpersons of the National Planning Commission, high-level officers at the National Planning Commission, former Commissioners of the Election Commission, UNDP representatives, among others, to collect their input¹.

1.4. Past Achievements

The Plan felt the necessity to carry out the functions, duties and powers, as guaranteed by the Human Rights Act, 2000. Moreover, the NHRC has come out with the strategic goals and programs in order to fulfill its duty by setting out programs oriented to building human rights culture in the country. All the past SPs contained the objectives of reviewing the SP, determining priority areas for the NHRC, and its institutional strengthening.

Thanks to the tasks accomplished by the NHRC in accordance with all previous strategies, and their achievements the commission has always been able to retain "A" status in its accreditation with the International Coordination Committee of the Network of International Human Rights Institutions from the time of its inception. The NHRC made recommendations to provide justice and compensation to the conflict victims by monitoring the overall human rights situation of the country in cooperation with civil society, human rights defenders, Federation of Nepalese Journalists, Nepal Bar Association and Nepal Medical Association in the armed conflict period, urging the conflicting parties to practically implement and comply with the rights guaranteed by the International Human Rights laws and International Humanitarian laws. Human rights report was also published covering the cases of human rights violations during the conflict period.

Among the main activities undertaken by the NHRC in accordance with the previous SPs, investigation into the incidents, including those which took place in Doramba of Ramechhap district, Nagi of Panchthar and Siraha were conducted by teams of experts, including former justice of the Supreme Court and decisions to prosecute the culprits and provide compensation to the victims were made. Likewise, investigations were conducted on the incidents, including those which took place in Tansen-Palpa, Kotwada-Kalikot, Pili-Kalikot, Beni-Myagdi and recommendations were made to prosecute the culprits and provide compensation to the victims.

The bodies of the persons disappeared and killed by the State and the-then rebel, CPN Maoists during the armed conflict period were excavated and recommendations were made to criminally prosecute the culprits and provide compensation to the victims. Following the excavation of the bodies, the human remains were handed over to the families of the victims for the protection of social and cultural rights. Excavation work was carried out in Godar, where the security forces had killed persons after disappearance by a team of experts including international experts from Finland. The body of Dekendra Thapa, a journalist from Dailekh who was killed by the then rebels, CPN-Maoists after disappearance, was excavated and recommendations were

¹ Name of the participants is included in Annex 1.

made to prosecute the culprits and provide compensation to the victim. The NHRC, so far, has concluded the excavation of the bodies of 9 persons killed by security forces and 2 persons killed by the Maoists after their disappearances. The NHRC has also published reports on the excavation of the bodies.

The NHRC constantly carried out the monitoring of the implementation of Comprehensive Peace Accord reached between the Government of Nepal and the then rebels, CPN-Maoists, on November 21, 2006, for four years. The NHRC drew attention of both the parties to the agreement to comply with the basic human rights principles and international humanitarian laws on the basis of the findings of the monitoring and gave priority to provide justice to the victims.

The NHRC carried out investigation and monitoring activities during the transitional period by giving priority to the killings, disappearance, internal displacement, extrajudicial detention, torture, etc. that had taken place during conflict era by putting human rights at the center. The NHRC frequently drew attention of the government to establish Truth and Reconciliation Commission. The NHRC cautioned the government on 11/07/2011 to establish TRC as per international standard, not to withdraw cases without the consent of the victims, and drew attention on the government's decision to withdraw criminal cases pending in the courts as it was against the international human rights and humanitarian laws.

It also carried out monitoring in various stages of the process of the elections to the Constituent Assembly in 2008 and 2013 and on the human rights situations in all 75 districts. Following the investigation, it published 'Constituent Assembly Election Report from a Human Rights Perspective, 2008' and 'Constituent Assembly Election Report 2014'.

Various guidelines and directives have been developed in order to make the NHRC activities consistent, professional and transparent. Among them, 'Guidelines on Human Rights Defenders 2069 BS', 'Directives on Complaint and Action, 2069 BS', 'Guidelines for Excavation of Dead Bodies 2069', 'Directives on Cooperation and Coordination for Human Rights 2069', 'Directives on the Monitoring for the Protection and Promotion of Human Rights 2068', 'Monitoring Guidelines for the Protection and Promotion of Consumers' rights 2068' and 'Directives on Prison and Detention Centers Monitoring', are significant.

The NHRC has made 737 recommendations in response to the complaints based on the study, monitoring and investigation, and 46 policy recommendations to the Government of Nepal until F.Y. 2013/2014, since its establishment.

On the basis of the international human rights treaties, the categorization of the policy recommendations of the NHRC presents the following scenario:

a. Civil and Political Rights

It made recommendation to the-then government to immediately issue instructions to not use excessive force, including against the people participating in peaceful rallies, and passersby and to make arrangements to provide free health checkup

and medicine to the people injured by the security forces. The NHRC monitored the human rights situations of the people in custodies and under house arrest during the agitation movement organized by the political parties on various occasions, during the emergency and also made recommendations. In the context of the notice issued by the-then government to FM radio stations with the intent to control the service of the FM broadcasting organization, the NHRC, while drawing attention of the government to the fact that the public were deprived of the right to information, monitored various media houses and made recommendations to protect the Right to Information of the public, as well as the Freedom of Opinion and Expression.

b. Economic, Social and Cultural Rights

Monitoring and investigation activities were conducted on various incidents and occurrences, including the cholera outbreak in Dailekh and Jajarkot by giving priority to the rights to health, education, etc.

c. Women's Rights

The NHRC reviewed the prevailing law on the practice of witchcraft, a form of violence against women, and made recommendations to the government on 10/05/2010. Since the prevailing laws were not effective enough to prevent and control abuses and violence against women in the name of practicing witchcraft, as well as punish the culprits and the laws were also lacking the provision of appropriate compensation and rehabilitation provisions to the victims of abuses and violence, recommendations were made to draft an integrated law in order to prevent and control all forms of violence against women and punish the culprits.

Recommendations were also made to carry out awareness against dowry practice, still a pertaining problem causing VOW in Nepal and to prosecute the persons involved in this practice and provide justice to the victims.

d. Child Rights

As children require special protection from physical and mental perspectives, various recommendations regarding children's rights have been made to end child labor, manage street children and end physical punishment in schools.

e. Rights of the disappeared

The NHRC provided some suggestions to the Government of Nepal to amend some provisions in the *Bill on Disappearances (Crime and Punishment) Act, 2065*. The NHRC had studied various international conventions and the Interim Constitution of Nepal, 2007, as well as the Supreme Court order dated 01/06/2007 regarding the Bill. The suggestions were made to the Government of Nepal to make the Bill in consistent with international standard.

f. Rights of the persons living with disability

Recommendations were made to the Government of Nepal to effectively protect the rights of the persons living with disabilities and make their daily life easy, in the context where the legal provisions of the Disabled Welfare and Protection Act, 2039 (1982) and Rules, 2051 have not been effectively implemented.

g. Rights of the migrant workers and their families

Recommendations were made to the Government of Nepal on 22/11/2012 for the ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.

The NHRC recommendation stated: "The NHRC draws attention of the Government of Nepal to draft national acts, laws, policies, plans of action and necessary tools, in accordance with the recommendations made by the United Nations to sign and ratify the International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families by giving priority to the protection and promotion of the rights of migrant Nepali workers engaged in foreign employment, following the visit of the high-level team of the NHRC to South Korea and Malaysia."

Internal displacement

Recommendations were made to guarantee the rights of the internally displaced people to food, clothing and housing, as well as the right of their children to food, live and health care. A decision was made to send a letter to the CPN (Maoists) to return the land and houses captured by them, in accordance with the Comprehensive Peace Accord, 2006 and the agreement reached (between Government of Nepal and CPN Maoists) on 07/01/2008, in the context that the environment for the internally displaced people to return to home has not been created and the land and houses captured by the CPN Maoists have not been returned which was evident from field visit report of the NHRC.

Recommendations made by the NHRC following investigation upon the complaints registered in the NHRC are as follows:

S.N	F.Y.	No. of complaints	No. of recommendation	No. of interim recommendation and the action	No. of settlement		
					From recommendation	Set aside, dismissed and concluded	Total
1	2057/58	385	2		2	7	9
2	2058/59	302	5		5	71	76
3	2059/60	483	14		14	89	103
4	2060/61	1083	8		8	54	62
5	2061/62	1782	35	1	34	240	274
6	2062/63	2331	86		86	621	707
7	2063/64	1948	0		0	0	0
8	2064/65	1173	64	9	56	465	521
9	2065/66	677	80	18	62	558	620
10	2066/67	403	111	9	110	381	491
11	2067/68	345	131	10	122	579	701
12	2068/69	276	100	20	80	379	459
13	2069/70	219	99	8	91	396	487
14	2070/71	240	2		2		
	Total	11647	737	75	672	3840	4512

The table shows that out of 737 recommendations made by the NHRC upon the 11,647 complaints registered, 75 recommendations are of interim type, regarding providing interim relief and continue investigation. A total of 4,512 complaints were settled. No decisions were taken and recommendations made in F.Y. 2006/2007 due to the absence of the Commissioners in the NHRC. The 13 months absence in F.Y. 2013/2014 hampered the act of settlement of complaints, consequently affecting the right of the victim to receive justice.

Recommendations made by the NHRC based on the thematic areas are as follows:

Recommended F.Y.	Extrajudicial killings							Total	Injury/beatings	Intimidation	Extrajudicial detention/rights of the detainees/arbitrary arrest	Administration of justice	Internal displacement	Property seizure	Right to justice, healthcare, education, labor and housing	Torture	Disappearance	Abduction	Children's rights	Women's rights	Rights of the people living with disabilities	Right to information	Total
	From security forces	From CPN-Maoists	Death in the custody	From cross fire	From bomb explosion	From unknown group or any other reason	Total																
057-58	1						1				1												2
058-59	2						2				1				2								5
059-60							0									1				13			14
060-61	3	3					6		1		1												8
061-62	25	4			1	1	31					1				2	1						35
062-63	46	10	1	6	2	1	66				1	1			1	6	7			2			86
063-64							0																0
064-65	25	8	4		4	1	42	1			1	8				2	7	3					64
065-66	27	8	1	1	2	1	40				2	11				4	15	4	2				80
066-67	33	12	2	3	3		53				1	7			1	16	28	1		1			111
067-68	68	14		3	2		87	2			3	4			2	8	14	3	3	1			131
068-69	44	15	3	1			63	4							2	8	22	1					100
069-70	29	19			2		50	9			4	6			5	12	5	3	1			1	99
070-71			1				1									1							2
Total	303	93	12	14	16	4	442	18	1	10	8	38	8	13	59	99	15	6	17	1	1	737	

Likewise, the NHRC has been undertaking monitoring, investigation and promotional activities by giving priority to the protection of the rights of women, children, senior citizens, persons living with disability and dalit communities. It has been regularly publishing national reports on human trafficking by undertaking monitoring, investigation activities, discussions and collecting opinion on the issue.

It has published various reports by monitoring the situation of the implementation of the right to health and education, in order to drive the activities regarding the protection and promotion of economic, social and cultural rights in a constructive way. The NHRC has published 'Monitoring Indicator User Manual, 2067' on the right to adequate food, housing, healthcare, education and work by giving priority specifically to economic, social and cultural rights of the marginalized and vulnerable communities of the society and monitoring the implementation of these rights. Since the manual can be used by the state bodies, development organizations and human rights defenders, training programs on these have also been conducted.

Since the Interim Constitution of Nepal, 2007 has adopted the principles of gender and social inclusion and targeted to include women, indigenous nationalities, minorities, *dalits* and other backward communities in each level of the State, the NHRC also put the monitoring of the implementation of this target on priority.

A SAARC level regional seminar on children's rights was organized in November 2008, and workshop on South Asian Sub-Regional National Human Rights Institutions and Human Rights Defenders was organized in June 2009, jointly with Asia Pacific Forum.

Recommendation was made to the Government of Nepal to ratify the Rome Statute of the International Criminal Court in order to end impunity; Universal Periodic review of the human rights was jointly undertaken by National Women's Commission and National Dalit Commission under the convenership of the NHRC and a report was prepared and submitted to the United Nations Human Rights Council in February 2011. A periodic report on the status of the implementation of the UPR has also been published.

The NHRC reviewed the Terrorist and Destructive Activities (Control and Punishment) Ordinance 2006 issued by the then government, during the armed conflict period in the country and on 01/06/2006 made a recommendation to the government to immediately withdraw the Ordinance as the most of the provisions of the Ordinance were inconsistent with the international human rights treaties to which Nepal is party and the frequent issuance of the Ordinance without the approval of the parliament was against the Constitution and international standard.

The NHRC has been coordinating the human rights protection and promotion activities with civil society and human rights organizations. Various activities are conducted, including monitoring of human rights violations in Terai, monitoring of the overall human rights situation, search of the disappeared persons, human rights and torture, rights of the gender minorities, rights of the detainees and prisoners in detention centers and jails, right to food, etc.

Various activities were concluded for the protection of human rights through writ jurisdiction, and cooperation between the NHRC and the courts has increased. Workshop/seminars have been organized in Biratnagar of Eastern Region, Dhangadhi of Far-Western Region

and Pokhara of Western Region with the participation of the Appellate Court judges and District Court judges in the respective regions, with cooperation of the NHRC and Judges Society Nepal. Judicial decisions made by the courts have additionally benefited by such programs.

The Government of Nepal has integrated human rights course into Secondary School Level Curricula following the initiation and recommendations of the NHRC. As the violations of human rights have occurred in the past by the state agencies due to the lack of knowledge, skills and awareness of human rights, the NHRC made recommendations to the Government of Nepal in F.Y. 2063/064 to carry out policies and programs through formal and informal education in order to make arrangements for human rights education and training mechanisms in the concerned agencies, and take human rights education to the grass root level.

In the process of the implementation of NHRC recommendations, human rights education has been introduced in school curricula up to grade 8. The presentations and discussions made with the Curriculum Development Center have concluded that human rights education will be gradually introduced in grade 9 and 10 following the review of the course.

^: Various NHRC offices have been conducting awareness raising programs on human rights education for security personnel, school students, teachers and guardians. Suggestions have been provided to include human rights in the course for security personnel during the meetings and interactions with the chiefs of the security forces. Separate human rights resource books 2070 have been published targeting security personnel and teachers. The NHRC has hosted National Peace Conference, 2005, five regional conferences on children's rights in 2007 and National Conference for Human Rights Defenders in 2012.

Since development and human rights are interdependent and interrelated subjects, training programs on human rights approach in development were organized across the country for capacity building of the government bodies related to development, social security and human rights activists.

The promotional activities undertaken by the NHRC during the last three years as per the Fourth SP are as follows:

S.N.	Activities	F.Y. 068/069	F.Y. 069/70	F.Y. 070/71
1	Human rights promotional activities (Interaction, discussion, seminar, training)	196	281	300
2	Promotional activities in cooperation with other organizations	113		84
3	Specialized service (resource person, trainer, guest speaker)	57	114	51
4	Participation in the programs organized by other organizations	250	479	305
5	Publication (annual report/monthly bulletin)	13	1/12	1/12
6	Report and manual	37	25	13
7	Press release	33	44	38
8	Press conference	2		4

On the whole, the NHRC has played important role in maintaining its high image in national and international level by accomplishing the tasks, as specified in the past SPs.

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Part - 2

Context Analysis

Strength, weaknesses, opportunities and risks of the NHRC for the protection, promotion and enforcement of human rights in the context of present organizational structure and capacity of the NHRC, as well as the power provided by the Constitution are analyzed below:

2.1 Strength, weaknesses, opportunities and threats

Strength:

The NHRC, established in accordance with the Human Rights Commission Act, 2053 BS, is an autonomous and independent statutory body entrusted by the Interim Constitution of Nepal with additional responsibilities to protect the victims of human rights violations and document the names of the individuals and organizations who have failed to implement the recommendations and instructions by NHRC. The NHRC has retained "A" status in its accreditation with the International Coordination Committee of the Network of International Human Rights Institutions from the very beginning. The NHRC has opened up regional and sub-regional offices for the expansion of its activities and increase the access of the public to the NHRC. The NHRC has also enacted and implemented various policies, regulations and guidelines, such as Information and Communication Policy, Consumers' Rights Monitoring Guidelines, Complaint Management Guidelines, etc. The NHRC staff have received trainings on various human rights themes and capacity building, and gained experience at national and international levels. It has played an important role in simplifying the execution of the NHRC tasks and achieving result-oriented and effective results.

The Government of Nepal has approved Financial Guidelines 2071 for the financial autonomy of the NHRC. This has made the NHRC financially independent and autonomous to carry out its activities. The NHRC has, so far, published 188 reports on the basis of its research, study, monitoring and investigation related to various human rights themes since its establishment. Such publications serve as the knowledge base for the NHRC as well as researchers and scholars. Additionally, it plays important role on the protection, promotion and transmission

of human rights. Since the subjects of human rights are interrelated with economic, social, cultural and physical development as well as various sectors of social life, the NHRC stakeholders also include various government bodies, NGOs, civil society, professional associations, victims and the general public. Therefore, the NHRC has received cooperation from various stakeholders in course of the accomplishment of its constitutional and legal obligations.

Weaknesses:

Although the NHRC has been effectively working on the overall development of human rights as a statutory body, it has a number of challenges. Human and physical resources are the most important factors for accomplishing the tasks. However, there are far less employees in the NHRC than the vacant positions from the day of its establishment. Currently, there are only 149 employees working in the NHRC although there are more than 309 vacant positions. Due to the lack of adequate employees, the NHRC has not been able to implement its plans, policies and programs, and achieve desirable success. The central, regional and sub-regional offices of the NHRC lack necessary physical resources and no proper arrangements have been made for the office building. There is also a lack of internal communication, cooperation and coordination between the NHRC offices. This has had a negative impact on the accomplishment of NHRC activities.

There is an absence of the monitoring and periodic evaluation of the NHRC activities which is necessary to keep track of the activities under its SP, annual Plan of Action, Policy and programs and learn whether they are effective and meeting the desired goals or not. Due to this, adequate analysis on the success in accordance with the set target, expected results, effectiveness of the execution of the tasks, strength or the things to be improved have not happened.

The NHRC remained without the Commissioners for fifteen months in 2063 BS (2006/07) and thirteen months in 2070 BS (2013/14). Due to this, the accomplishment of NHRC tasks were hampered and the victims deprived of justice. The NHRC found it difficult to achieve desired results during this period as the accomplishment of its activities as per the targets and plan could not be achieved.

Opportunities:

Constitutionally, the functions, duties and powers of the NHRC are quite wide-ranging and important. The NHRC has had specialized power as equal to the court to accept complaints related to the incidents of human rights violation and investigate, monitor, enquire and search in response to a complaint, in course of human rights protection. The NHRC has not only had the power to make recommendations to the government on the basis of the facts received after the investigation, but also the power to blacklist a body, organization or person for not implementing the recommendations made by the NHRC.

Human rights awareness of the public has been gradually increasing due to the surge in the publication and broadcasting of the incidents of human rights violation and transmission of the awareness raising, educational and informative programs on human rights. This has made

the government, service providers and law enforcement agencies gradually more responsible towards human rights issues. It is an important achievement that people now rely and have faith on the NHRC.

The more the society is moving towards modernization, civilization and development, the more the human rights field is expanding. For example, new subjects such as human rights and trade, human rights and environment right, consumers' right, migrant workers' right are becoming the layers of human rights. It is a good opportunity for the NHRC to receive support from international organizations, including UNDP for the organizational capacity development and strengthening of the execution of its task from the beginning of the establishment of the NHRC.

Threats:

The victims have not been able to enjoy full justice yet in the absence of institutional development of the human rights due to the political instability and lengthy peace process in the country. The culture of impunity in the society has seriously hindered the development of human rights. There is the absence of effective implementation of human rights laws and international treaties and instruments. The recommendations made by the NHRC have not been fully implemented. The human rights issues have not been received priority, as the discussion on the annual report of the NHRC has not taken place in the parliament.

The human rights protection has been adversely affected mainly due to the absence of the political will of the government and political parties to protect and promote human rights. Human rights issues have sometimes been secondary due to the lack of adequate attention and sensitivity of the government, political parties and law enforcement agencies to the human rights issues.

2.2 Organizational Challenges:

It has been difficult for the NHRC to carry out its constitutional responsibility to protect, promote and ensure human rights effectively due to the lack of the employees in the vacant posts at the NHRC. This has also negatively affected the accomplishment of the daily activities of the NHRC. Thus, it is the priority of the NHRC to fulfill the vacant posts as soon as possible.

Organizational development of the NHRC has been adversely affected due to the lack of necessary physical and technical resources in its central, regional and sub-regional offices and permanent office building. The organizational activities cannot be efficient, systematic and regular in the absence of the proper management and mobilization of physical resources. Thus, arrangement of land and permanent office buildings for all the offices of the NHRC is essential for its institutional development.

It does not seem possible to protect and promote human rights with the sole efforts of the NHRC. Therefore, the coordination, liaison and collaboration of the NHRC with its stakeholders, including government bodies, courts, Legislature-Parliament, national and international NGOs,

human rights defenders, victims, deprived and marginalized class should be further strengthened.

Respect to human rights is not at all possible without the protection and promotion of economic, social and cultural rights. For this, it has been imperative for the NHRC to work systemically on the protection of rights to education, health, nutrition and housing with priority to the backward classes living in the rural areas.

Although the NHRC has had to give special priority to the people from marginalized communities, deprived, senior citizens, children, people living with physical and mental disability, *dalit* and backward classes, it has not been practically possible. Due to this, the individuals and communities which require protection and promotion of human rights more than others are being deprived of it.

It has become imperative for the NHRC to expand its institutional capacity to take its awareness programs at every household. It is important to conduct and expand human rights focused programs effectively in the remote areas. To this end, a strategy to take the human rights education, consciousness, information and informative programs or materials to every household through national and local media by establishing liaison unit as per the capacity of the NHRC must be implemented.



Part - 3

Human Rights Situation

3.1 Human rights situation analysis

Human rights situation in the country has been gradually improving due to the efforts made by, Government of Nepal, National Human Rights Commission and Non-Government Organizations working on human rights. The government has developed and implemented Human Rights National Action Plan effectively by putting human rights protection and promotion activities on national priority list. Nepal has become the party to 22 international and 2 regional human rights treaties and instruments, which effectively reflect the commitment of the government towards human rights.

The Interim Constitution of Nepal, 2007 has provided rule of law and basic human rights, such as equality, rights of the women, children and backward communities. The government has developed and enacted Caste Based Discrimination and Untouchability (Offence and Punishment) Act and also developed strategic action plan for the implementation of UN Security Council's Proposal No. 1325 and 1820 to protect the rights of women. Human rights curriculum is being integrated into school and university level education, as well as the examination conducted by Public Service Commission. The government has provided pro-target population free education, health and legal remedy to protect the rights of deprived and backward communities. Nepal has achieved most of the UN Millennium Development Goals and is likely to achieve some of them. Among them, reduction in the infant and maternal death rate and access of the children to primal education under the right to health and poverty reduction under economic rights have been achieved. Such improvements in the fields of human rights have created an atmosphere which has contributed to the development of human rights education, consciousness and culture.

Although there is a gradual improvement in the development of human rights, the overall situation is not fully satisfactory. Delay by the Constituent Assembly in making the constitution that guarantees the rights of all citizens of the country has further complicated the peace making process and the management of the transition period. The constitution should be

promulgated as soon as possible for the protection of the human rights of the public. Various human rights surveys and reports show that the cases of human rights violations have not been reduced as per expectation. Citizens have not been able to fully realize the rule of law, peace and security. The victims of the human rights violations during conflict and transitional period have not been guaranteed the right to justice. Although, legally everyone has equal rights, the right of all the people to live in a dignified and respectful manner has not been practically implemented. Not only the discriminatory practices based on gender, class, ethnicity, etc. but also the inhumane practices such as untouchability still exist.

The public is facing poverty and unemployment due to the weak implementation of the economic, social and cultural rights that are important human rights issues. Full implementation of the policy to provide free education, health care and legal assistance to the people living below the extreme poverty line has not been realized practically. In the absence of health care facilities, the people from disadvantaged communities are deprived of health care for even minor ailments. The rural areas not only lack health posts, hospitals and necessary resources, but the few hospitals and health posts in these areas also lack doctors and health workers. The ordinary public is still deprived of basic rights, such as right to food, clean and fresh drinking water and housing. A considerable number of people are not able to use minimum nutritional requirements due to the lack of the access to food security.

Because of the inability of the state to implement human rights laws effectively, desired success on the protection and promotion of human rights have not been achieved yet. The rights of the street children and those victimized by child labor, trafficking and transportation of the children, sexual violence, as well as deprived of the education and health care opportunities have been seriously violated. Right of the women to live freely is seriously violated due to various forms of violence against women. Heinous inhumane crime against women such as rape is on the rise. Domestic violence and other violence against women in the form of the evil practices such as *Chhaupadi*, *Badi*, *Jhuma*, and *Deuki* still exist in the society.

Rights of the laborers are not protected and promoted in accordance with the international human rights standard. Human rights of the migrant workers engaged in foreign employment have been seriously violated due to the exploitation of their labor, hazardous working conditions, etc.

The enjoyment of the rights of farmers in an agricultural country is pitiable, and the State does not seem to have taken notice of their rights. There is lack of facilities such as irrigation, fertilizers, seeds, developed technologies, access to transport, market and appropriate price necessary for farmers.

It is appreciable to try to address social justice and inclusion issues from the government side for the creation of human rights friendly culture. In spite of this, the state of the enjoyment of the rights of senior citizens, people living with disabilities, deprived, marginalized and backward classes is not satisfactory. Although the State has made arrangements for various policies, plans, services and facilities for the protection of the rights of the communities, they have not been effectively implemented. In the absence of disability-friendly roads, schools, hospitals and offices, the rights of the people living with disabilities have not been guaranteed.

Similarly, the consumers have not been able to use goods and services easily. The right of the people to health care is in danger due to adulteration of the goods used by people in their daily life, use of chemicals and the possible negative effect it may bring in the health of the public. The right of the consumers has been violated because they are compelled to buy low quantity and quality-less goods, goods with no price tag, date expired foods and pay more price than the original one.

Unsystematic urbanization, deforestation, use of pesticides, lack of awareness on sanitation, lack of the implementation of effective law on environment protection has deteriorated the environment of the country have contributed to the challenges of sustainable development and human rights protection. Basic human rights of the disaster affected people, and people living in emergency situations, such as right to life, security, food and housing have also not been protected.

It has become paramount to undertake various activities related to education, health, food, housing, drinking water, trade and commerce, employment, development, etc. from human rights perspectives. It is a matter of priority to implement human rights oriented development approach by linking development to human rights. Moreover, it is also important to integrate human rights issues into the development and extension of science and technology in order to materialize human rights friendly development concept.

In brief, overall human rights situation is not satisfactory. Enjoyment of rights should go together with the fulfillment of the duty of an individual. Implementation of the rules and laws related to human rights have not been achieved as expected in the absence of the duty of the citizens towards his/her family, society and the State, although the rights and duty are complementary to each other.

3.2 Priority issues

The NHRC has identified the following issues as the priority issues of this SP on the basis of the analysis of its strength, weaknesses, opportunities and risks, as well as the review of institutional challenges:

1. Economic, social and cultural rights, as well as civil and political rights
2. Implementation of human rights laws and international treaties and instruments
3. Effective implementation of the NHRC recommendations
4. Human rights awareness, education at every household, to develop human rights culture
5. Priority to the protection of the rights of deprived, marginalized and vulnerable communities
6. Protection of the rights of children, women, senior citizens, *dalits*, helpless and people living with disability
7. Expansion of the access, institutional development and personnel management of the NHRC
8. Strengthening internal and external coordination, liaison and cooperation
9. Strengthening the monitoring, investigation and performance system of the NHRC



Part - 4

Strategic Objectives and Concept

Vision, mission, goal, norms and values of the Strategy will be as follows:

4.1 Vision

Human rights culture will be developed by incorporating the main theme, "human rights for all, at every household."

4.2 Mission

To remain as an independent, impartial and credible leading national institution by adopting universally accepted human rights principles, norms and values.

4.3 Goal

To create an environment where everyone will be able to enjoy one's rights by developing human-rights friendly environment

4.4 Norms and Values

The NHRC will stick to the following norms and values in course of performing its main duty of protecting and promoting human rights:

Access

The NHRC will be active in providing an easy access to the public, especially deprived and vulnerable people to the services provided by the NHRC. The NHRC will show its presence in monitoring and investigation of as many incidents of human rights violation as possible. The NHRC will work for the access of the public to its human rights services and information on the basis of proximity and cost effectiveness. It will put special emphasis on the backward groups.

Equality and justice

The NHRC will carry out its activities in order to ensure the equal application of all forms of human rights to all. The NHRC is of the view that all forms of discrimination in the society

should be eliminated and exploitation should end. The NHRC will strive to promote equal opportunities in all of its activities. Equity is an important way to realize equality. Thus, the NHRC will drive gender and social promotion activities and will give emphasis to enhance social inclusion inside financial system. The NHRC will always be active to review and revise discriminatory policies, laws and rules.

Accountability

The NHRC will remain circumspect to fulfill its responsibility towards the public. Its credibility and success will rely upon the fulfillment of its responsibility. As part of the activity under its responsibility, the NHRC will prepare periodical report counting the task accomplished by it, and distribute it widely in all areas of the country. It will organize public hearings on the role and responsibility of the NHRC, as demanded by the public.

Impartiality

Independence, non-alignment and autonomy will be the basis of effective activities of the NHRC. The NHRC will be free from being prejudiced towards a person or organization on the basis of sex, ethnicity, faith, belief, social condition, etc. The NHRC will keep impartiality and fairness in its planning, monitoring, implementation and all the stages of decision making process.

Independence and autonomy

The NHRC will remain firmly committed to maintain and enhance its independence and autonomy. The NHRC is serious to nurture and promote human rights, an attribute of independence and autonomy, and end the culture of impunity.

Transparency

The NHRC will ensure transparency and the right to information by recognizing the right of the people to receive information without delay and the duty of the NHRC to provide correct information in the policy. In addition to this, the NHRC is committed to provide all information regarding the decisions made by the NHRC and major policies easily through print, electronic, as well as other media.

Participation and inclusion

NHRC has a policy to encourage direct or indirect participation of the people in the matters of public concern. The increased participation of the people in the NHRC activities will be focused on increasing their sense of ownership in the activities. The NHRC is committed to make every class of the society participate in its activities. The NHRC will give special focus to increase participation of the deprived and backward communities of the society in the economic, social, and political and development processes.

Respect for diversity.

The NHRC respects all the castes, ethnic groups, genders, classes, regions and communities in the society in an equal manner. Diverse issues will always be kept in mind in the policy making, planning and program process of the NHRC.

4.5 Strategic Objectives

Following are the objectives of the SP of the National Human Rights Commission for the next six years:

1. To investigate the cases of human rights violation and monitor human rights situation
2. To strengthen human rights promotion
3. To ensure the rights of deprived, marginalized and vulnerable groups
4. To expand the access, strengthen effectiveness and organizational development of the NHRC.

Strategic Objective 1: To investigate the cases of human rights violation and monitor human rights situation

- 1.1 Investigation and management process of complaint will be accessible and efficient
- 1.2 Implementation of the recommendations by NHRC will be increased
- 1.3 Right of the conflict victims to receive justice will be guaranteed
- 1.4 Human rights investigation system will be strengthened

Strategic Objective 2: To strengthen human rights promotion

- 2.1 Human rights education will be promoted among the stakeholders
- 2.2 Recommendations will be made to the government to implement human rights education in the school curricula
- 2.3 Awareness, education and information on human rights will be taken to every household

Strategic Objective 3: To ensure the rights of deprived, marginalized and vulnerable communities

- 3.1 Environment for the enjoyment of the human rights of deprived, marginalized and backward classes will be created
- 3.2 Awareness on the rights of deprived, marginalized and backward classes will be raised
- 3.3 National and International human rights laws will be effectively implemented

Strategic Objective 4: To expand access, strengthen effectiveness and institutional development of NHRC

- 4.1 Human resources will be managed in the NHRC
- 4.2 The NHRC offices will be technically and physically equipped
- 4.3 Organizational transaction system of the NHRC will be strengthened

4.6 Main Strategic Concept

The NHRC will adopt the following strategic concepts and work accordingly in order to achieve the objectives by effectively implementing this SP:

4.6.1 Coordination, Cooperation, Networking and Partnership

The NHRC will coordinate, cooperate, develop networking and build partnership with various bodies under the Government of Nepal, commissions, civil servants, security agencies, non-government organizations active in human rights and human rights activists in order to make human rights protection and promotion more effective to achieve the strategic goals. In addition, it will also coordinate with the international and regional human rights organizations,

development partners, etc. The policy of coordination, cooperation and partnership will move ahead on the basis of the Directives on Cooperation and Coordination, 2069.

4.6.2 Communication and Information System

The NHRC will make internal communication between its central, regional and sub-regional offices, as well as between its departments, divisions, sections and units efficient. In order to facilitate information sharing and communication between regional and sub-regional offices of the NHRC, arrangements will be made to organize video conferences between the central and other offices. Human rights activities, as well as the publication and broadcasting materials will be managed using information system. Moreover, information and communication system will be optimally used to transmit human rights promotional materials to the public.

4.6.3 Simplicity and clarity of the work

Standard Operating Procedure will be adopted to make the NHRC activities efficient, easy, clear and systemic. The NHRC activities will be made transparent and accountable.

4.6.4 Reconciliation

In the context of the global practice of using alternative means of dispute resolution, the human rights institutions have also adopted the best practice of resolving disputes through reconciliation methods even in the context of human rights violation. The prevailing Act, Rules and Directives of the NHRC have provided reconciliation between the parties to disputes. Reconciliation has its own importance as it helps improve relations and maintain social harmony, and it is cost-effective as well. Thus, the same approach will be used in the cases where law permits reconciliation.

4.6.5 Internal Monitoring

The NHRC will continuously monitor the implementation of its programs for the desired achievement and goals by effectively implementing the SP. Its progress will be periodically monitored and reviewed.

4.6.6 Investigative Activities

Investigative study and research will be conducted in order to provide the victims justice by effectively undertaking the human rights protection and promotion activities. The NHRC will make recommendations for the policy improvement on the basis of the research report.

4.6.7 Training

Human rights education and basic awareness raising trainings will be provided to the government bodies, security agencies, human rights activists, journalists, teachers, rural volunteers, social mobilizers, health volunteers, etc. Human Rights issues will be expanded to rural level through trainings for trainers by including human rights subjects in the programs conducted by state bodies. Additionally, contributions will be made to promote human rights by organizing human rights education, sensitivity and orientation trainings to the service providers from government bodies and right-holders.

4.6.8 Recommendations

The recommendations serve as important means for the protection of human rights in accordance with the constitutional and legal obligations of the NHRC. It will be the main

priority of the NHRC to make recommendations to the government to prosecute the culprits and provide compensation and justice to the victims by investigating the cases of human rights violations registered in the NHRC. It will make recommendations to the government to improve the prevailing policies and regulations that are not human rights friendly and create new ones as required. Similarly, it will make recommendations to the government to make arrangements for the promotion and protection of human rights, effectively implement human rights laws and protect the victims. The NHRC will form a recommendation implementation committee to effectively implement the recommendations.

4.6.9 Dialogue, Advocacy and Interaction

The NHRC will organize programs such as interactions, workshops and dialogues on various priority issues for human rights promotion. A policy to cooperate with the government representatives, human rights organizations and other stakeholders in order to identify various human rights issues, develop policies, draft action plans, amend existing laws, draft new policies and regulations, as well as to work with the media in various parts of the country to transmit information and messages will be adopted. The NHRC will conduct dialogues and interactions with the academic institutions, experts from universities and policy makers, planners, educationists, lawyers, etc., as per the necessity.

Advocacy will be conducted with the Government of Nepal, concerned stakeholders, officials from judicial and quasi-judicial bodies to promote human rights and develop policies and programs to successfully implement this Strategy.



Part - 5

Implementation of the Strategic Plan

5.1 Implementation Modalities of the SP

In line with the SP of the NHRC, various departments, divisions, regional and sub-regional offices will develop separate Action Plans for six years, prioritizing their individual responsibilities and priorities. The employees at the concerned divisions, regional and sub-regional offices will develop the Action Plans in coordination with the partner organizations of the NHRC. The Action Plans will give priority to regional and district level human rights issues. The Policy Investigation and Planning Division of the NHRC will organize central and regional level seminars for the implementation of the SP and Action Plans, as well as the consistency.

Reviews will be organized every two years on the implementation of the SP of the NHRC. A four-monthly review will also be conducted to examine if the annual programs are conducted in line with the SP and resolve the problems. A Steering Committee will be formed under the convenership of a Member as prescribed by the Chairperson of the NHRC which will examine whether the works are conducted as per SP or not. The Committee will consist of Chairpersons of National Women's Commission, National Dalit Commission, National Federation of the Indigenous Nationalities, Central Child Welfare Board and National Muslim Commission. The Committee will monitor if the SP has been implemented or not, and ask to conduct activities in accordance with the SP. Additionally, the Secretariat will regularly monitor the indicators to measure whether the expected result has been achieved as specified in the monitoring and evaluation framework or not and the NHRC activities have been carried out in accordance to the objectives or not. The Secretariat will also coordinate the activities such as study, monitoring, investigation, field visits, data collection and monitoring report writing to know the status of the indicators.

The NNHRC will fulfill the positions by making the employees working in the NHRC permanent, in accordance with the approved positions. There are 4 departments, 9 divisions in the central

office, and five regional and 3 sub-regional offices of the NHRC. The Administration, Finance, Policy and Planning Department, Advocacy and Collective Rights Department and Coordination Department are under Central Office. The Policy Research and Planning Division, Administration Division, Financial Management Division, Law Division, Investigation Division, International Treaty Monitoring Division, Collective Rights Division, Gender and Social Inclusion Division, Promotion and Advocacy Division, International Desk, Regional Office Coordination Section, Data and Human Rights Resource Center, Reporting Unit and Information Technology Unit are under the departments.

The organizational structure will be scientifically reorganized, in accordance with the new human rights principles and necessities, keeping in mind the mandate of the current departments and divisions.

5.2 Risks and Mitigation Measures

Risks	Types	Impact	Mitigation measures
Decrease in the coordination and cooperation with the human rights stakeholders	Strategic/ institutional	The protection and promotion of human rights is almost impossible with the sole effort of the NHRC, without the extensive participation, coordination and cooperation of the stakeholders.	Directives on the Cooperation with Organizations will be effectively implemented and the coordination, liaison and cooperation of the NHRC with the stakeholders will be strengthened.
Delay in the personnel management in the NHRC	Organizational	The execution of the tasks of the NHRC gets affected in the absence of manpower management and security.	Personnel will be managed in the NHRC.
Political instability and transitional period	Political	Due to political instability, the government may not fulfill its obligations pertaining to human rights.	The government and the political parties will be held accountable to human rights forging strong alliance with human rights organizations.
Lack of the implementation of the full implementation of human rights related domestic laws and international treaties to which Nepal is a party.	Political	Without the effective implementation of human rights related laws, the overall situation of human rights cannot improve.	Regular interactions and discussions will be held with the government bodies for the effective implementation of national and international human rights related treaties and instruments to which Nepal is party.
Inadequacy of the budget allocated by the government to the NHRC	Economic	Institutional development, accomplishment of the tasks and access expansion of the NHRC get adversely affected.	Discussion will be held with the government bodies to make arrangements of adequate economic and physical resources, in accordance with Paris Principles.

Risks	Types	Impact	Mitigation measures
Challenges of rule of law and impunity	Political	Victims of human rights violations are likely to be deprived of the right to justice and perpetrators to get immunity. This will contribute to the challenges in creating human rights culture.	Activities will be carried out to provide justice to the victims in coordination with Truth and Reconciliation Commission and Commission on Disappearance.
Political conflict	Political	Human rights monitoring, investigation and the process of the implementation of the NHRC plans and policies gets hampered. Moreover, the overall human rights situation of the country deteriorates.	Interaction and discussion will be held with the political parties to end conflict. Protection of the rights will be actively undertaken in cooperation with civil society and human rights defenders.
Squabble and conflict among the people of various communes in the society	Social	Activities of the NHRC, including monitoring, investigation will be hampered.	Communal and social conflict will be mitigated by promoting programs such as social reconciliation, cooperation and co-existence.
Inadequacy of implementation of economic, social and cultural rights	Economic, Social and Cultural	People will not be able to enjoy economic, social and cultural rights adequately.	Human rights promotion and protection activities will be conducted prioritizing economic, social and cultural rights.
Low implementation of the NHRC recommendations by the government	Political	In the absence of the implementation of the recommendations, the credibility of the NHRC gets damaged and protection of human rights is adversely affected.	A recommendation implementation mechanism will be set up in order to make the government responsible to implement the recommendations, and the status of the recommendations will be regularly monitored.



Part - 6

Strategic Action Plan

Strategic Objective 1. To investigate the cases of human rights violation and monitoring human rights situation
Output 1.1 Complaint investigation and management process will be accessible and efficient

In NRs. 00,000/

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.1.1 To expand the access to complaint investigation	<ul style="list-style-type: none"> To establish liaison office in all 75 districts of the country by coordinating with human rights organization To establish separate desk to look into the complaints of backward and marginalized communities To develop a software to keep record of the situation of the complaints made by victims. 	<ul style="list-style-type: none"> liaison offices will have been established gradually in all 75 districts of the country software developed to keep the record of the situation of the complaint number of complainants who receive information about the situation of the cases 	<p>NHRC, Secretary, Admin. Section, central, Regional, Sub-Regional offices</p> <p>NHRC, Secretary, Investigation Division</p> <p>Information Technology, Complaint Section</p>	Office of the Prime Minister and Council of Ministers; Ministry of Finance; Nepal Bar Association; NGOs	Continuous	150

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.1.2 To improve complaint investigation and management process	<ul style="list-style-type: none"> To develop a mechanism to settle complaints swiftly and smoothly To give priority to investigate the pending complaints To investigate the complaints within the limitation set by the Act To revise human rights investigation procedure timely To conduct specialized trainings and seminars on new dimensions and systems on complaint investigation To keep record of the data from all complaints. 	<ul style="list-style-type: none"> ❖ All of the pending complaints in the NHRC will have been settled ❖ Every year, investigation into at least 800 complaints will have been conducted ❖ Revised Human Rights Investigation Procedure ❖ Every year specialized trainings on investigation will have been conducted for the employees. 	<p>Investigation Division, Complaint Section, Regional, Sub-Regional offices</p> <p>Investigation Division, Regional, Sub-Regional offices</p> <p>Investigation Division, Regional, Sub-Regional offices</p> <p>Investigation and Law Division</p> <p>Investigation and Administration Division</p> <p>Investigation Division, Complaint Section, Regional, Sub-Regional offices</p>		Continuous	90

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.1.3 To guarantee the security of victims, witnesses and human rights defenders	<ul style="list-style-type: none"> ❖ To develop directives on the protection of victims and witnesses ❖ To establish psychosocial counseling room to assist victims and witnesses ❖ To draft and implement a policy to protect human rights defenders in course of the investigation of human rights violations ❖ To conduct programs such as trainings, seminars, discussions and interactions on the safety of human rights defenders, journalists, victims and witnesses. ❖ To organize trainings for the development of pro-victim justice system. 	<ul style="list-style-type: none"> ❖ Psychosocial counseling center will have been established ❖ Number of victims who received counseling from psychosocial counseling center. ❖ Number of security personnel who received training on the safety of victims and witnesses. 	<p>Investigation & Law Division</p> <p>NHRC, Admin. Division</p> <p>Investigation and Law Division</p> <p>Investigation, Promotion and Admin. Division</p> <p>Investigation, Promotion & Admin. Division</p>		First three years	50

Output 1.2: Implementation of the NHRC recommendation will be increased.

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.2.1 To take initiative to ensure the implementation of the recommendations made by NHRC to the Government	<ul style="list-style-type: none"> > To publish periodic reports on the efforts made by the Government of Nepal to implement the recommendation and status of their implementation > To set up special committee to effectively implement NHRC recommendations > To undertake advocacy, face-to-face meeting and interaction with the stakeholders for the effective implementation of the recommendations > To make the supervision and monitoring system of the pending complaints effective > To develop a software to record the status of the implementation of NHRC recommendations > To develop necessary guidelines and procedure to publicize the names of the organizations, individuals and bodies that have not implemented NHRC recommendations > To publicize the names of the organizations, individuals or bodies who have not implemented NHRC recommendations. 	<ul style="list-style-type: none"> ❖ A committee will have been formed for effective implementation of the recommendations ❖ Reports on the status of the implementation of the recommendations will have been published annually ❖ Interactions will have been conducted with high level government officers and bodies for the implementation of the recommendations ❖ Title/names of the bodies, organizations and persons who have not implemented recommendations will have been publicized by the NHRC. 	<p>Investigation Division, Report Writing Section</p> <p>NHRC, Investigation Division</p> <p>Investigation and Promotion Division</p> <p>NHRC, Secretary, Investigation Division, IT Section</p> <p>NHRC, Investigation and Law Division</p> <p>NHRC, Investigation and Law Division</p>	<p>Office of the Prime Minister and Council of Ministers; Ministry of Finance; Ministry of Home Affairs; Ministry of Defense; Office of the Attorney General; Nepal Police; Nepal Army</p>	Continuous	5

Output 1.3 Right of the conflict victims to receive justice will be protected.

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.3.1 To coordinate with transitional mechanism to investigate conflict related incidents	<ul style="list-style-type: none"> ❖ To coordinate with the transitional justice mechanisms, such as Truth and Reconciliation Commission and Disappearance Commission to investigate conflict-related incidents. ❖ To take initiative with the concerned bodies in order to forward the peace process and provide appropriate compensation and reparation to the victims. ❖ To cooperate and share information with local peace committees in different districts. ❖ To make the pending complaints in the NHRC effective through reconciliatory conflict resolutely approach ❖ To conduct specialized programs, such as trainings, interactions and seminars on reconciliation 	<ul style="list-style-type: none"> ❖ Number of investigation concluded in coordination with transitional mechanism ❖ Number of persons who have received compensation ❖ Number of concluded training, seminars on reconciliation and conflict transformation. 	<p>Investigation Division</p> <p>NHRC, Investigation Division</p> <p>Investigation Division, Regional, Sub-Regional offices</p> <p>Investigation Division, Regional, Sub-Regional offices</p> <p>Investigation Division, regional offices</p>	<p>Ministry of Peace and Reconstruction; Truth & Reconciliation Commission; Disappearance Commission</p>	<p>First 2 years</p>	<p>30</p>
1.3.2 To cooperate with government bodies for the protection of the rights of crime victims	<ul style="list-style-type: none"> ❖ To conduct interactions and consultations with the stakeholders on the economic, social condition, as well as to guarantee the right to justice, and for the victims-based justice ❖ To look into the rights of the victims as provided by The Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power, 1985 and make recommendations. 	<ul style="list-style-type: none"> ❖ Interaction on the rights of victims with government bodies and other stakeholders will have been conducted ❖ Study on the human rights of crime victims will have been conducted. 	<p>Investigation Division, Regional, Sub-Regional offices</p> <p>Investigation Division, regional and sub-regional offices</p>	<p>District Administration Office; Nepal Police; Local Peace Committee</p>	<p>Continuous</p>	<p>20</p>

Output 1.4 Human rights monitoring system will be strengthened.

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.4.1 To monitor the status of the implementation of national law and international treaties and conventions related to human rights.	<ul style="list-style-type: none"> ❖ To monitor the status of the implementation of international human rights treaties and instruments to which Nepal is party ❖ To study international treaties and make recommendations to harmonize them with national laws ❖ To monitor Human Rights National Plan of Action of the Government of Nepal and make recommendations for improvement ❖ To monitor sudden occurrences of human rights violations ❖ To regularly monitor various issues related to economic, social, cultural, civil and political rights and publish and distribute report ❖ To make recommendation to the government to review prevailing acts, policies and regulations and revise them as per requirement 	<ul style="list-style-type: none"> ❖ Monitoring will have been conducted on the situation of the implementation of international treaties every year ❖ Reports on the situation of the implementation of the laws will have been published and distributed every year ❖ Awareness on the implementation of Human Rights National Action Plan will have been raised ❖ Monitoring will have been conducted on economic, social, cultural, civil and political rights. 	<p>Treaty Monitoring Division, Regional, Sub-Regional offices</p> <p>NHRC, Treaty Monitoring and Law Division</p> <p>NHRC, Treaty Monitoring Division, Regional, Sub-Regional offices</p> <p>Treaty Monitoring Division, Regional, Sub-Regional offices</p> <p>Treaty Monitoring Division, Reporting Section, Regional, Sub-Regional offices</p> <p>NHRC, Policy Planning, Law, Treaty Monitoring Division</p>	<p>Office of the Prime Minister and Council of Ministers;</p> <p>Ministry of Home Affairs; Ministry of Finance;</p> <p>Ministry of Defense; Office of the Attorney General;</p>	Continuous	20

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.4.2 To enhance cooperation with government and non-government organizations on monitoring	<ul style="list-style-type: none"> To monitor the human rights situation in collaboration with government bodies, National Women's Commission, National Dalit Commission and other bodies To organize capacity building trainings for the government and non-government organizations and civil society in order to prepare national report and complementary report To cooperate with law enforcement agencies, professional organizations, human rights workers and human rights organizations in monitoring activities. To conduct seminars and interaction programs with the stakeholders regarding the implementation status of the Universal Periodic Review (UPR) 	<ul style="list-style-type: none"> Monitoring activities will have been conducted in collaboration with government and non-government organizations, and women and <i>dalit</i> commissions Number of people who have received capacity building training on report writing Discussions and interactions on UPR will have been conducted 	<p>Treaty Monitoring, Gender Equality Division, Regional, Sub-Regional offices</p> <p>Promotion, Admin. Division, Regional, Sub-Regional offices</p> <p>Treaty Monitoring, Investigation, Promotion Division, Regional, Sub-Regional offices</p> <p>Treaty Monitoring, Promotion Division, Regional, Sub-Regional offices</p>	<p>Office of the Prime Minister and Council of Ministers;</p> <p>Ministry of Home Affairs; District Administration;</p> <p>DDC; National Women's Commission;</p> <p>National Dalit Commission;</p> <p>National Foundation of Indigenous</p>	Continuous	5

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
1.4.3 To monitor prisons, jails, schools, hospitals, industries, businesses, etc.	<ul style="list-style-type: none"> To regularly monitor the prisons and detention centers across the country and make recommendations to the Government of Nepal based on the report of the monitoring To conduct orientation trainings and interaction programmes to transform the prisons into penitentiary and skill development centers To conduct human rights training for the security personnel and employees in the jails To monitor government, community and private hospitals, schools, universities, industries, businesses, etc. To monitor the human rights situation of the consumers To monitor the situation of the rights of migrant workers. 	<ul style="list-style-type: none"> All the prisons and detention centers across the country will have been monitored and recommendations for the improvement will have been made in the first two years Human rights situation in schools, hospitals and businesses will have been monitored every year Monitoring of the situation of the rights of consumers and migrant workers will have been conducted 	<p>NHRC, Investigation Division, Reporting Section, Regional, Sub-Regional offices</p> <p>Investigation, Promotion Division, Regional, Sub-Regional offices</p> <p>Investigation, Promotion Division, Regional, Sub-Regional offices</p> <p>Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices</p> <p>Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices</p>	<p>Ministry of Home Affairs; Ministry of Education; Ministry of Health; Ministry of Labor and Employment; Dept. of Foreign Employment Promotion; Department of Prison Management; District Administration Office; District Education Office; District Public Health Office; District Prison Branch; District Chamber</p>	Continuous	50

Strategic Objective 2: To strengthen human rights promotion

Output 2.1 Human rights education will be promoted among the stakeholders

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
2.1.1 To raise awareness of the law enforcement agencies and stakeholders in education sector about human rights education	<ul style="list-style-type: none"> To organize educational trainings and seminars on human rights for the representations of the law enforcement agencies (security agencies, Council of Justice, Civil Service) To organize interactions, discussions and consultations on human rights promotion with the stakeholders To organize seminars, workshops and interaction programmes on human rights with lawyers, journalists, health workers, social workers, educational and academic persons periodically To make arrangements for human rights trainers training for Bar Association, Federation of Nepalese Journalists, Nepal Police, APF, Nepal Army and Civil Servants in order to increase the number of the human rights trainers To organize human rights training for CDO, Police (Nepal Police and APF) and prison officers. 	<ul style="list-style-type: none"> Annually 40 interactions, discussions and seminars will have been conducted with the stakeholders on human rights promotion Number of people who have received human rights training by profession (security personnel, lawyers, civil servants, journalists, health workers, etc.) Percent of the trained people whose awareness on human rights has been raised. 	<p>Promotion Division, Regional, Sub-Regional offices</p> <p>Promotion Division, Regional, Sub-Regional offices</p> <p>Promotion Division, Regional, Sub-Regional offices</p> <p>Promotion Division, regional sub-regional offices</p> <p>Investigation, Promotion Division, Regional, Sub-Regional offices</p>	<p>Ministry of Home Affairs; Ministry of Defense; Nepal Army; Nepal Police; Armed Police Force; Regional Administration Office; District Administration Office; District Police Office</p> <p>Nepal Bar Association; Federation of Nepali Journalists;</p>	<p>First 3 years</p>	50

Output 2.2 Recommendations will be made to the government to implement human rights education in the school curricula

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
2.2.1 To review school level curricula.	<ul style="list-style-type: none"> To organize interactions, discussions, and seminars to review school level curricula To collaborate with Education Manpower Development Center for effective teaching of human rights and provide training through Educational Training Center To organize art, elocution and quiz contests in schools and universities on the occasion of Human Rights Day and the NHRC establishment day. 	<ul style="list-style-type: none"> Number of seminars, interactions and other programs organized to include human rights education in the curricula Number of the persons who have received trainings on human rights education and skill development. 	<p>Promotion Division, regional and sub-regional offices</p> <p>Promotion Division, regional and sub-regional offices</p>	<p>Ministry of Education; Curriculum Development Center; District Education Office; Educational Development Center</p>	<p>First 2 years</p>	<p>20</p>

Output 2.3 Human rights awareness, education and information will be taken to every household

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
2.3.1 To use the media effectively to promote human rights education and awareness	<ul style="list-style-type: none"> To draft promotional policies to make the human rights promotion activities effective To produce or assist in the production of messages, advertisements, tele-serials, dialogues and other programs on human rights education and transmit and broadcast them through radio, television, newspapers, etc. in order to raise awareness on human rights at every home To produce human rights education, message, advertisement on human rights in local and national languages and broadcast them through radio and fm To organize regular discussion programs and produce tele-serial on citizens' rights and the obligation of the State, public service and good governance, rule of law, etc. and broadcast them through television To broadcast information and message in interesting, easy and simple language through famous artistes and personalities. 	<ul style="list-style-type: none"> ❖ Number of media (radio, tv, newspaper) that have published/broadcast human rights program in collaboration with the NHRC ❖ Number of national languages in which human rights education, message, advertisement have published. ❖ Districts where human rights education, messages and advertisements have been published/broadcast. 	<p>Promotion, Admin. Division, Communication Section, Regional, Sub-Regional offices</p> <p>Promotion, Admin. Division, Communication Section, Regional, Sub-Regional offices</p> <p>Investigation, Promotion Division, Com. Section, Regional, Sub-Regional offices</p> <p>Promotion Division, Com. Section, regional sub-regional offices</p> <p>Promotion Division Communication Section, Regional, Sub-Regional Offices</p>	<p>Ministry of Information and Communication; Ministry of Tourism and Civil Aviation; Association of Community Radio Broadcasters</p>	Continuous	120

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
2.3.2 To conduct orientation, trainings, seminars, interaction programmes as well as publicize, publish and distribute human rights materials.	<ul style="list-style-type: none"> To conduct/assist in conducting orientation program on human rights for media personnel To publish and distribute academic and research journals in order to transmit human rights information To honor journalists/writers who have written or transmitted outstanding information, materials, articles, etc. on human rights, on human rights day To select the best song on human rights and transmit it through various media by translating them in various languages To take human rights education to every household through posters, pamphlets and hand books on human rights. 	<ul style="list-style-type: none"> Number of participants in the discussions, interactions, orientation programs on the publication and broadcast of human rights related news, articles Research oriented journals on human rights will have been published biannually Persons annually felicitated for the best articles, news reports or materials on human rights Number of posters, pamphlets, stickers, logos and calendars on human rights distributed. 	<p>Promotion, Admin. Division, Communication Section, RRRegional, Sub-Regional offices</p> <p>Policy, Investigation, Planning, Promotion Division, Com. Section</p> <p>Promotion, Admin. Division, Communication Section, Regional, Sub-Regional offices</p> <p>Promotion, Admin. Division, Communication Section, Regional, Sub-Regional offices</p>	<p>Ministry of Information and Communication;</p> <p>Ministry of Tourism and Civil Aviation; Ministry of Federal Affairs and Local Development;</p> <p>DDC; Municipality; VDC</p>	Continuous	50

Strategic Objective 3: To ensure the rights of deprived, marginalized and backward communities.

Output 3.1 Environment for the enjoyment of the human rights of deprived, marginalized and backward classes will be created

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.1.1 To review prevailing laws and draft necessary rules and regulations and to ensure the rights of deprived, marginalized and vulnerable groups	<ul style="list-style-type: none"> To conduct study/research on the status of the enjoyment of the rights of farmers, labors, deprived, marginalized and vulnerable groups To review prevailing policies, rules and laws on the rights of farmers, labors, deprived, marginalized and vulnerable groups To draft necessary policies and rules to protect and promote the language and culture of indigenous nationalities and obsolescent communities To monitor and investigate the situation of the implementation of the rights of children, senior citizens, women, <i>dalits</i> and people living with disabilities who are deprived of their rights To draft policies and rules to ensure the rights of farmers, labors, deprived, marginalized and vulnerable groups. 	<ul style="list-style-type: none"> At least one report will have been prepared annually on the status of the enjoyment of rights of farmers, labors, etc. Monitoring, investigation on the situation of the implementation of the rights of children, senior citizens, women, etc. will have been conducted Policies and rules on the protection of rights will have been drafted and at least one recommendation will have been made annually. 	<ul style="list-style-type: none"> Investigation, Policy Research, Planning Division, Regional, Sub-Regional offices Policy Research, Planning, Law, Gender Equality Division Investigation, Policy Research, Planning Division, Regional, Sub-Regional offices Investigation, Collective Rights Division, Regional, Sub-Regional offices NHRC, Law, Collective Rights Division 	<p>Ministry of Women, Children and Social Welfare; Ministry of Agriculture;</p> <p>Ministry of Federal Affairs and Local Development;</p> <p>DDC; Women and Children's Office</p>	First 3 years	20

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.1.2 To take initiative for the arrangement of easy access to the services and benefits provided by the State to the targeted individuals and classes.	<ul style="list-style-type: none"> To monitor the situation of the implementation of enjoyment of free legal assistance, health care and education To monitor the situation of the enjoyment of the rights of farmers and labourers To monitor the situation whether the services and benefits provided by the State have been easily enjoyed by the targeted population To undertake advocacy with the concerned parties in order to ensure the free legal assistance, health care and education are received by targeted persons, classes or communities To make recommendation to the government to make necessary improvement in the delivery of the services and facilities provided by the State 	<ul style="list-style-type: none"> Monitoring will have been conducted on the status of the implementation of free legal assistance, health care, education Monitoring will have been conducted on the human rights situation of farmers and labourers At least one recommendation will have been made to revise acts and rules. 	<ul style="list-style-type: none"> Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices Investigation, Collective Rights, Law Division NHRC, Law Division 	Ministry of Women, Children and Social Welfare; Ministry of Agriculture; Assistance Committee; DDC; District Public Health Office; Women and Children's Office; Municipality	Continuous	20

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.1.3 To give priority on the protection of the rights of marginalized and backward classes	<ul style="list-style-type: none"> To give priority to the victims from <i>dalits</i>, helpless, people living with disabilities, deprived, senior citizens, children, and marginalized groups for investigating To make recommendations to the government to make congenial atmosphere for the enjoyment of the rights of Haliya, Kamlari, Badi, Haruwa and Charuwa To discuss, interact with the government to make the government and private office buildings, hotels, hospitals, footpath, etc. disabled-friendly while constructing them To undertake necessary advocacy, discussion and interaction for the protection of the rights of children at risk To make recommendations to the government for the protection of the rights of the helpless, deprived, and people living with full disability effectively through Special Assistance Fund 	<ul style="list-style-type: none"> Number of victims prioritized for the recommendations for compensation Report on the improvement on the status of the implementation of the rights of Haliya, Kamlari, Badi, Haruwa, Charuwa, etc. will have been published and distributed annually Disabled-friendly roads, hospitals, schools and building will have been constructed 	<ul style="list-style-type: none"> Investigation Division, Complaint Section, Regional, Sub-Regional offices NHRC, Collective Rights, Law Division Collective Rights Division, Regional, Sub-Regional offices Collective Rights Division, Children's right Desk, Regional, Sub-Regional offices NHRC, Collective Rights Division 	Ministry of Women, Children and Social Welfare; Ministry of Federal Affairs and Local Development; DDC; Women's and Children's Office; Municipality	First 4 years	20

Output 3.2 Awareness on the rights of deprived, marginalized and backward classes will be raised

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.2.1 To raise awareness of the people about the rights of backward communities	<ul style="list-style-type: none"> To organize dialogues, interaction programs on the rights of deprived, marginalized groups, labors, farmers and backward classes To publish/broadcast information, education and awareness programs on the rights of backward classes in various national languages through the media To organize awareness raising program in order to fight bad traditions like violence against women, such as Chhaupadi, Jhuma, dowry, etc. To conduct sensitivity programs on the environmental impact on food, health and farmers. 	<ul style="list-style-type: none"> Programs on the rights of farmers, labors and backward communities will have been conducted Awareness raising and informative programs will have been conducted in media Programs on the impact made by climate change on farmers will have been conducted. 	<p>Investigation, Promotion Division, Com. Section, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p>	<p>Ministry of Women, Children and Social Welfare; Ministry of Federal Affairs and Local Development; DDC; Women's and Children's Office; Municipality</p>	Continuous	10
3.2.2 To conduct awareness raising programs on the rights and duties.	<ul style="list-style-type: none"> To organize sensitizing programs on the rights and duties of the individuals in order to make them respect others' rights while enjoying one's own rights and, understand one's duty towards family, community and the State. To organize educational trainings and seminars to sensitize the marginalized and backward classes on human rights To organize sensitivity programs in every household in coordination with mothers' group and social campaigners to eliminate caste-based discrimination and untouchability To organize interaction programmes and seminars for service providing agencies on their duty to protect the rights of the farmers, labors and backward classes. 	<ul style="list-style-type: none"> Awareness raising programs on the rights and duties will be regularly conducted Training on rights will have been conducted every year Training on the responsibility to protect collective rights will have been conducted every year. Campaigns will have been conducted against caste-based discrimination and untouchability. 	<p>Investigation, Promotion Division, Com. Section, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p> <p>Collective Rights, Promotion Division, Regional, Sub-Regional offices</p>	<p>Ministry of Women, Children and Social Welfare; Ministry of Agriculture; District Administration Office; DDC; Women's and Children's Office; Municipality; VDC</p>	First 3 years	40

Output 3.3 National and International human rights laws will be effectively implemented

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.3.1 To make the law enforcement agencies accountable for the protection of the rights of women, children, helpless, people living with disabilities, <i>dalit</i> s and marginalized groups.	<ul style="list-style-type: none"> To review the discriminatory laws based on ethnicity, sex, culture, economic condition, physical and mental disability, etc. To study and research the national human rights laws regarding <i>dalit</i>s, women, children, helpless, people living with disabilities, marginalized communities consistent with international human rights treaties and instruments or not To undertake advocacy with the government agencies and law enforcement agencies for the protection and promotion of the rights of backward classes To make recommendations to the government for the effective implementation of human rights on the basis of the report. 	<ul style="list-style-type: none"> ❖ Recommendation will have been made for the revision of discriminatory laws ❖ Every year 10 advocacy works with the representatives of law enforcement agencies will have been conducted ❖ Recommendations will have been made to the government for the implementation of human rights treaties and laws 	<p>Collective Rights, Treaty Monitoring, Gender Equality, Law Division</p> <p>Policy Research, Planning, Treaty Monitoring, Law Division</p> <p>Collective Rights, Promotion, Gender Equality Division</p> <p>NHRC, Policy Research, Planning, Law Division</p>	Ministry of Home Affairs; Ministry of Women, Children and Social Welfare	Continuous from 2018	15
3.3.2 To improve the programs targeted at deprived, marginalized groups, people living with disabilities, helpless.	<ul style="list-style-type: none"> To monitor the organizations, such as old agehomes, orphanages and rehabilitation centers To undertake study and research on the enjoyment of the right to education, health care and food To interact with the government bodies for the implementation of the programs on the services and facilities for targeted classes and individual. 	<ul style="list-style-type: none"> ❖ The old age homes, orphanages and rehabilitation centers improved on the basis of the NHRC's monitoring reports ❖ Discussions held with the government bodies on the services and facilities provided to targeted population. 	<p>Investigation, Treaty Monitoring Division, Regional, Sub-Regional offices</p> <p>Investigation, Collective Rights, Regional, Sub-Regional offices</p> <p>Promotion, Collective Rights, Regional, Sub-Regional offices</p>	Ministry of Women, Children and Social Welfare; Ministry of Education; Ministry of Commerce and Supply; Ministry of Health; Nepal Police	From 2016 to 2019	15

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
3.3.3 To revise social inclusion and gender equality policies timely.	<ul style="list-style-type: none"> ❖ To monitor and review the current situation of the implementation of prevailing policies and laws on gender equality and social inclusion ❖ To conduct discussions and interactions with the government, political parties and law enforcement agencies on social inclusion ❖ To provide trainings and education on social discrimination of women, <i>dalits</i>, backward classes and marginalized groups 	<ul style="list-style-type: none"> ❖ Discussions and interactions on social inclusion will have been conducted with the stakeholders, including government bodies and political parties ❖ Trainings on social inclusion will have been conducted 	<p>Gender Equality, Law Division, Regional, Sub-Regional offices</p> <p>Promotion, Gender Equality, Law Division, Regional, Sub-Regional offices</p> <p>Promotion, Gender Equality, Regional, Sub-Regional offices</p>	<p>Ministry of Home Affairs; Ministry of Women, Children and Social Welfare; Nepal Police; National Foundation of the Development of Indigenous Nationalities; Universities</p>	Continuous	15
3.3.4 To undertake research on the issues as prioritized by the NHRC	<ul style="list-style-type: none"> ❖ To undertake research on the issues as prioritized by the NHRC, including the marginalized and backward classes each year ❖ To publish and distribute research reports ❖ To make recommendations to the government to implement the conclusion of the research. 	<p>Research on various human rights thematic areas will have been conducted every year.</p>	<p>Policy Research Planning, Investigation Division, Regional, Sub-Regional offices</p> <p>Policy Research Planning, Promotion Division, Report Writing Section</p> <p>NHRC, Policy Research Planning Division</p>	<p>Ministry of Women, Children and Social Welfare, Nepal Police; National Foundation of the Development of Indigenous Nationalities; Universities</p>	Continuous	30

Strategic Objective 4: To expand access, strengthen effectiveness, and institutional development of NHRC.

Output 4.1 Human resources will be managed in the NHRC

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
4.1.1 To manage the NHRC employees, provide them career growth opportunities and build their capacity	<ul style="list-style-type: none"> To manage the NHRC employees To fulfill the vacant positions in the NHRC To provide organizational orientation and specialized trainings to the newly appointed staff To draft and implement career growth plans of the employees To make arrangements of motivation and award to the outstanding employees through annual performance appraisal To draft and implement transparent policy to provide the employees opportunities for study leave, national and international trainings, observation trips and participation in meetings and conferences. To make appropriate arrangements to provide benefits, facilities and opportunities to the employees to keep their morale high. 	<ul style="list-style-type: none"> Serving employees will have been properly managed New employees will be appointed in accordance with the vacant posts Number of new employees who have received organizational orientation and specialized trainings. Number of employees who have got the opportunity of career growth. Performance appraisal system will have been regularized 	<p>NHRC, Managing Committee, Admin. Division</p> <p>NHRC, Managing Committee, Admin. Division</p> <p>Policy Research Planning, Promotion, Admin. Division</p> <p>NHRC, Secretary, Admin. Division</p> <p>NHRC, Secretary, Admin. Division</p> <p>NHRC, Secretary, Admin. Division</p>	Office of the Prime Minister and Council of Ministers; Ministry of Finance; Public Service Commission	Within first year	50

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
4.1.2 To draft Act, Rules, Regulations related to the NHRC	<ul style="list-style-type: none"> To carry out discussions, interactions and advocacy activities with the government bodies in order to pass Human Rights Service Act pertaining to the service and benefits for the employees To review rules, regulations related to the employees timely To revise prevailing acts and laws related to the NHRC. 	Human Rights Service Act will have been passed.	NHRC, Secretary, Admin., Law Division NHRC, Secretary, Law Division NHRC, Secretary, Admin., Law Division	Parliament; Office of the Prime Minister and Council of Ministers; Ministry of Finance;	Within first 2 years	5

Output 4.2 The NHRC offices will be equipped with physical resources

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
4.2.1 To construct permanent office building of the NHRC	<ul style="list-style-type: none"> To make arrangements of the land for the central, regional and sub-regional offices of the NHRC and construct office buildings To make arrangements of adequate physical and technical resources in all the offices of the NHRC to improve the execution of tasks To make recommendations to construct safe houses to provide temporary shelter to the victims of human rights violations To establish Human Rights Training Academy to conduct human rights training. 	<ul style="list-style-type: none"> Each NHRC office will have its own permanent building NHRC offices will be better equipped with physical and technical resources. At least one national level Human Rights Training Academy will have been established. 	NHRC, Secretary, Admin. Division NHRC, Director, Admin. Division, Regional, Sub-Regional offices NHRC, Secretary, Law Division NHRC, Secretary, Admin. Division	Office of the Prime Minister and Council of Ministers; Ministry of Finance; Judicial Foundation	Until 2019	Government budget

Output 4.3 Organizational transaction system of the NHRC will be strengthened

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
4.3.1 To undertake organizational improvement for the effective execution of tasks	<ul style="list-style-type: none"> To review and revise the organogram of the NHRC To develop Terms of References (TOR) of all the employees and accomplish, or caused to be accomplished tasks accordingly To improve report writing, publication and distribution system to make the report writing standard and consistent To modernize the documentation center and make it more resourceful To make the IT Section more resourceful with more capacity in order to utilize it more effectively 	<ul style="list-style-type: none"> New organogram of the NHRC will have been developed All the employees will have executed their duty as per TOR Report writing, publishing and distribution system will have been revised IT Section will have been resourceful and capacitated 	<p>NHRC, Secretary, Policy Planning Division</p> <p>NHRC, Secretary, Policy Planning Division</p> <p>Director, Admin. Division, Data</p> <p>Section, Admin. Division, IT Section</p> <p>Secretary, Admin. Division, IT Section</p>	Within first 3 years		200

Strategy	Activity	Indicator	Responsibility	Partner agencies	Timeframe	Resources/ Budget
4.3.2 To enhance internal and external coordination, liaison and cooperation.	<ul style="list-style-type: none"> To issue guidelines to enhance coordination, liaison and cooperation between the central, regional and sub-regional offices and the same office of the NHRC and implement it To enhance coordination, cooperation and liaison with the stakeholders, including government bodies, non-government organizations, civil society, human rights organizations, law enforcement agencies, political parties, professional organizations, media, victims, etc. To enhance cooperation with regional and international human rights organizations, UN agencies and development partners To increase programs such as seminars, interaction and discussion programs, advocacy, rallies, etc. in cooperation with human rights stakeholders. 	<ul style="list-style-type: none"> Internal coordination, communication and cooperation of the NHRC will have been enhanced Coordination, liaison, cooperation with government bodies, civil societies, NGOs, media, etc. will have been enhanced Number of international organizations with whom coordination and cooperation has been achieved. 	<p>Secretary, Chairperson's Secretariat, Admin. Division, Com. Section</p> <p>Secretary, Chairperson's Secretariat, Meeting Coordination Division, Com. Section</p> <p>Secretary, Com. Section, International Relation Desk</p> <p>Secretary, Com. Section, International Relation Desk</p>	Office of the Prime Minister and Council of Ministers; Ministry of Finance	Continuous	50
4.3.3 To develop organization for the improvement of the execution of the tasks	<ul style="list-style-type: none"> To develop human rights policies, rules and guidelines as required, and implement them To provide capacity development training, seminars for the NHRC staff for leadership development, management, as well as on human rights themes To form a committee to effectively implement and monitor SP and Action Plan. 	<ul style="list-style-type: none"> Newly drafted policies, rules and directives on human rights Number of employees who have received capacity building thematic training, by gender Periodical report of the SP and Action Plan Implementation Monitoring and Evaluation Special Committee 	<p>Secretary, Admin, Law Division</p> <p>Secretary, Admin., Promotion Division</p> <p>NHRC, Secretary, Policy Planning Division</p>	Office of the Prime Minister and Council of Ministers; Ministry of Finance; National Women's Commission; National Dalit Commission	Continuous	10

Part - 7

Monitoring and Evaluation Framework

Strategic Objective 1. To investigate the cases of human rights and monitor human rights situation

Result	Activity	Base data	Target	Verification source
Impact: Implementation of the NHRC recommendation will have been effective and monitoring and investigation process will be improved.	Percent of growth on the implementation of the NHRC recommendations	14% full implementation (2014)	More than the base data	NHRC recommendations and annual report, Office of the Prime Minister and Council of Ministers report
	Persons who have received compensation through NHRC recommendations, (a) number of persons, (b) amount of money provided as compensation	Rupees 150 million provided as compensation (as of 2014)	-	NHRC annual report, Office of the Prime Minister and Council of Ministers report, NHRC record
	Number of educational institutions, hospitals, jails and detention center which have implemented/provided basic rights and facilities.	No base data	Gradual improvement in the human rights situation on the basis of NHRC monitoring.	NHRC annual report, media report, various government organizations' report, survey report

Result	Activity	Base data	Target	Verification source
Strategic Output 1.1: Complaint investigation and management process will be accessible and efficient.	<p>Number of complainant who have been updated on the proceeding of the case</p> <p>Status of the settlement of old pending cases</p> <p>Investigation on the basis of revised human rights investigation procedure</p> <p>Number of victims who received counseling from psychosocial center.</p>	<p>No software system to provide updated information.</p> <p>6500 complaints yet to be investigated</p> <p>Investigation Procedure, 2069</p> <p>There is no psychosocial center in any of the NHRC offices</p>	<p>Development of a system to provide update on the status of the investigation of a case (2018)</p> <p>Investigation and settlement of 800 complaints annually (2020)</p> <p>Revision of Investigation Procedure (2017)</p> <p>Establishment of psychosocial center in each of the NHRC offices (2018)</p>	<p>System development report, NHRC annual report</p> <p>Annual report, investigation report, NHRC data archive</p> <p>NHRC report, Investigation Procedure</p> <p>Annual report, Psychosocial center's record</p>
Strategic Output 1.2: Implementation of the NHRC recommendations will be increased.	<p>Status of the formation of the Committee on the implementation of recommendations</p> <p>Increase in the programs such as discussion, interaction and advocacy with government to make the implementation of recommendation effective</p> <p>Updated report published on the status of the implementation of recommendation</p> <p>Publicized name list of the bodies, organization or persons who have not implemented recommendations</p>	<p>Committee not formed</p> <p>5 interactions (2014)</p> <p>Committee not formed</p> <p>No such names/titles publicized as of now</p>	<p>Formation of the committee to effectively implement recommendations (2015)</p> <p>At least 2 interaction and discussion programs per year</p> <p>Publication of an annual report</p> <p>Publicizing the names of the bodies and organizations that have not implemented recommendations</p>	<p>NHRC decision register, formed mechanism, NHRC report</p> <p>Annual report, media report, report on the status of the implementation of recommendation</p> <p>Report on the status of the implementation of recommendation, monthly magazine, annual report</p> <p>NHRC report, enlisted names, government bodies' reports, recommendation report</p>

Result	Activity	Base data	Target	Verification source
Strategic Output 1.3: Victims of conflict related cases will receive justice.	Situation of the coordination with transitional justice mechanisms for victims' justice	Transitional mechanisms have not been operational	To conduct activities in coordination with transitional mechanisms (first 2 years)	NHRC report, Truth and Reconciliation Commission' & Disappearance Commission report
	Number of the victims who received fair compensation	TBD	–	Survey report, NHRC report, Truth and Reconciliation Commission & disappearance commission report
	Number of the participants who participated in the trainings on reconciliation and conflict transformation	Three training programs concluded	–	NHRC report, TRC and disappearance commission report
	Research/study on the human rights of the crime victims	No research/study on the crime victims conducted	Research/study will have been conducted	Investigation and reporting reports, NHRC annual report, news reports
Strategic Output 1.4: Human rights monitoring system will be improved.	Number of monitoring activities on the situation of the implementation of international treaties and instruments	TBD	20 monitoring activities per year	Annual report, monitoring report
	Improvement in the implementation of human rights national plan of action	No base data	Regular monitoring of the Human Rights National Action Plan	Office of the Prime Minister and Council of Minister's report, government bodies' reports, NHRC report
	Number of joint monitoring concluded in coordination with government, non-government bodies as well as women and <i>dalit</i> commissions	No joint monitoring conducted	5 joint monitoring activities per year	NHRC report, women and <i>dalit</i> commissions' report, social organizations' reports
	Number of the prison employees and security personnel whose human rights consciousness has enhanced	No base data	Training/seminars on human rights for employees and security personnel	Survey report, NHRC report, media report and news
	Improvement-oriented Action Plan prepared on the basis of the human rights situation in hospitals, schools, industries, businesses, etc.	No base data	Regular monitoring and publication of an updated report on the situation of human rights	Annual report, monitoring report, NHRC record

Strategic Objective 2: To strengthen human rights promotion

Result	Activity	Base data	Target	Verification source
<p>Impact: Human rights consciousness of the public will be developed.</p>	<p>Percent of the people surveyed who think their human rights consciousness has increased</p> <p>Situation of the implementation of the recommendation made to the government to include human rights education in school curriculum</p>	<p>No base data</p> <p>Human rights education partially included in school curricula</p>	<p>More than 40% (2020)</p> <p>Human rights education gradually implemented in secondary school education</p>	<p>Survey report, NHRC report, news reports</p> <p>Ministry of Education report, school curricula, NHRC report,</p>
<p>Strategic Output 2.1: Human rights education will be promoted among stakeholders.</p>	<p>Increase in the interaction, discussion, rally and consultation with stakeholders re human rights promotion</p> <p>Number of people who have received human rights training, by profession (security personnel, lawyer, civil servants, journalists, health workers, etc.)</p> <p>Improvement in human rights consciousness among the people who have received training</p>	<p>TBD</p> <p>No base data</p> <p>No base data</p>	<p>30 interactions, discussion in a year (until 2017)</p> <p>TBD</p> <p>Improvement in the situation after the training as compared to the previous knowledge</p>	<p>Annual report, program report</p> <p>Government bodies reports, annual report, program report</p> <p>Survey report, NHRC report, monitoring report, training report</p>
<p>Strategic Output 2.2: Recommendations to the government will be made to include human rights education in the school curricula.</p>	<p>Number of seminars, interactions and programs organized to include human rights education in curriculum</p> <p>Recommendations made to include human rights course in school curricula</p> <p>Number of the teachers who have received training to enhance knowledge, skills on human rights education</p> <p>Percent of the trained teachers whose human rights education skill has improved</p>	<p>TBD</p> <p>Recommended in 2064 BS</p> <p>Publication of human rights education resource materials and conducting training</p> <p>No base data</p>	<p>20 interactions, dialogues and seminars organized in a year (until 2016)</p> <p>Review of school curricula by 2017</p> <p>Training for teachers every year in coordination with educational institutions</p> <p>Skill enhancement after the training.</p>	<p>Ministry of Education report, news reports, annual report, program report</p> <p>Ministry of Education report, NHRC report</p> <p>Ministry of Education report, NHRC report, monitoring report</p> <p>Survey report, NHRC report, monitoring report</p>

Result	Activity	Base data	Target	Verification source
Strategic Output 2.3: Human rights education, awareness and information will reach every household.	Number of media which have published/broadcast human rights program in collaboration with NHRC	Human rights education broadcast on community radio/fm radio	---	Annual report, media advertisement, message
	Number of national languages in which human rights education, messages, advertisements have been published/broadcasted	No such program conducted	-----	Ministry of Information and Communication report, media report, messages, annual report
	Districts where human rights education, messages, advertisements have been published/broadcasted	75 radio programs in various districts, 2069/70	Broadcasting in all districts gradually.	Survey report, NHRC report, monitoring report
	Number of human rights pamphlets, posters, stickers, calendars, etc. distributed.	Human rights materials not distributed in remote areas	Human rights materials distributed in every household in remote areas every year.	NHRC report, record of the distributed materials, media report

Strategic Objective 3. To ensure the rights of deprived, marginalized and vulnerable communities.

Result	Activity	Base data	Target	Verification source
Impact: Situation of the enjoyment of human rights by deprived, marginalized and vulnerable groups will be improved.	Number of laws re the rights of marginalized and backward classes	TBD	More than base data	Annual report, Ministry of Law and Justice report, UN report
	Situation of the implementation of the development budget allotted for targeted communities, including women, children, dalit, etc.	Provision of 35% budget to be allocated	Implementation of the budget meant for target population	Annual reports of Ministry of Finance and Local Development, reports of women and dalit commissions

Result	Activity	Base data	Target	Verification source
Strategic Output 3.1: Environment for the enjoyment of the human rights of deprived, marginalized and backward classes will be created	<p>Number of recommendations made to revise acts and rules, and to ensure rights</p> <p>Situation of the creation of Special Assistance Fund for the protection and promotion of the rights of targeted population</p> <p>Number of the victims who were given priority for the recommendation for compensation.</p>	<p>No base data</p> <p>No special fund</p> <p>Not prioritized</p>	<p>Review of the laws as per necessity and recommendation for improvement</p> <p>Recommendation made to the government to protect the overall rights of marginalized communities through Special Assistance Fund</p> <p>Priority given to dalits, helpless, persons living with disabilities, deprived, senior citizens, children, marginalized communities on investigation and recommendation.</p>	<p>Annual report, Ministry of Law and Justice report, reports of women and <i>dalit</i> commissions</p> <p>NHRC report, Annual budget of the government, Ministry of Finance report</p> <p>Annual report, complaint registration record, investigation report</p>
Strategic Output 3.2: Awareness on rights of farmers, laborers, deprived, marginalized and backward classes will be enhanced.	<p>a. Number of programs, b. number of participants in the programs organized to sensitize the rights of farmers, labors and backward communities.</p> <p>Number of training programs on the responsibilities to be taken for the protection of collective rights.</p>	<p>No base data</p> <p>No base data</p>	<p>Regularly conduct programs such as discussions, interactions, seminars, etc.</p> <p>Regular training programs.</p>	<p>NHRC annual report, media report, reports of the organizations</p> <p>NHRC report, monitoring report, program report</p>
Strategic Output 3.3: The concerned parties will be accountable to women, children, helpless, people living with disabilities, <i>dalits</i> and marginalized communities.	<p>Increase in the advocacy activities with the law enforcement officials to ensure human rights</p> <p>Number of old age homes, orphanages rehabilitation centers improved following NHRC monitoring</p> <p>Number of research activities on thematic human rights issues</p>	<p>TDD</p> <p>No base data</p> <p>No research conducted on thematic issues</p>	<p>Regular advocacy</p> <p>Gradual improvement on the basis of monitoring</p> <p>Five research activities every year on the thematic issues selected by NHRC</p>	<p>Annual report, news reports</p> <p>NHRC report, survey and monitoring reports, social organizations' report</p> <p>Research and survey report, NHRC report, news reports</p>

Strategic Objective 4: Expansion of the access, strengthening effectiveness and organizational development of the NHRC.

Result	Activity	Base data	Target	Verification source
<p>Impact: The capacity of the NHRC to play the constitutional responsibility to protect, promote and ensure human rights of the citizen will be strengthened.</p>	<p>Situation of the expansion of the NHRC access</p> <p>Percent of the NHRC beneficiaries who feel satisfied by the role it has played on protection and promotion of human rights.</p>	<p>9 offices including central, regional and sub-regional office</p> <p>No base data available</p>	<p>Establishment of liaison body in rest of the districts gradually (by 2020)</p> <p>Capacity of the NHRC to accomplish its task will be improved gradually</p>	<p>Annual report, established liaison bodies</p> <p>Concept Survey report, NHRC report</p>
<p>Strategic Output 4.1: Human resources will be managed in the NHRC.</p>	<p>Number of the employees recruited in the vacant posts</p> <p>Number of new employees who have received organizational orientation and specialized training</p> <p>Regulation in performance appraisal and the employees who have been rewarded</p>	<p>Employees not recruited in the approved vacant posts</p> <p>Vacant posts not fulfilled</p> <p>Performance appraisal conducted</p>	<p>New employees appointed in the vacant posts (2016)</p> <p>Specialized training for all new employees (2016)</p> <p>Yearly performance appraisal</p>	<p>Annual report of the NHRC, Name list of the appointed employees</p> <p>Monthly bulletin of the NHRC, training report</p> <p>Report of the NHRC, Performance appraisal report</p>
<p>Strategic Output 4.2: NHRC offices will be equipped with physical resources.</p>	<p>All the NHRC offices will have their own buildings.</p> <p>Establishment of Human Rights Foundation.</p>	<p>No office has its own building</p> <p>No human rights foundation.</p>	<p>Arrangement of land and buildings for all NHRC offices (2020)</p> <p>At least one human rights foundation will have been established (2019)</p>	<p>Progress report, newly built building</p> <p>Established Human Rights Foundation; NHRC report</p>

Result	Activity	Base data	Target	Verification source
Strategic Output 4.3: Organizational transaction system will be strengthened.	Status of the review of NHRC organogram The employees will have been working as per TOR	Organogram developed	Organogram reviewed and revised (2017)	NHRC report, newly developed organogram TOR
	Enhanced coordination, liaison and cooperation with stakeholders, such as government bodies, national and international organizations, etc.	TBD	Drafting TOR of the employees	Annual report, record of the NHRC activities
	Newly drafted directives on human rights	TBD	Gradual enhancement in cooperation	Annual report, directives developed by the NHRC
	Number of employees who have received capacity building trainings	7 Directives (by 2014) TBD	Drafting and implementation of the directives, as required	Annual report, NHRC record, training report
	Periodic report of SP and Action Plan Managing Committee	No Committee formed	----	Monitoring and Periodic Evaluation reports, Steering Committee report
			Formation of the steering Committee to effectively implement, monitor and evaluate the SP (2015)	



Schedule

Name list of the participants of consultation meetings

National conference, Lalitpur, 6 February 2015

S.N.	Name	Organization
1	Anup Raj Sharma	Chairperson, NHRC
2	Prakash Osti	Member, NHRC
3	Sudip Pathak	Member, NHRC
4	Mohana Ansari	Member, NHRC
5	Govinda Sharma Poudyal	Member, NHRC
6	Kedarnath Upadhyaya	Former Chairperson, NHRC
7	Gauri Pradhan	Former Member, NHRC
8	Lilamani Paudel	Chief Secretary, GoN
9	Bed Prasad Bhattarai	Acting Secretary, NHRC
10	Bijul Kumar Bishwokarma	Former Chairperson, NDC
11	Subodhraj Pyakurel	INSEC
12	Dilliraj Ghimire	MoLJPA
13	Rishiraj Bhandari	MoPR
14	Om Bhandari	Office of the Prime Minister
15	Subarna Kumar Karmacharya	NHRC
16	Yagya Prasad Adhikari	NHRC
17	Jayashwar Chapagai	NHRC
18	Mayadevi Sharma	NHRC
19	Madhab Regmi	SCNHRC
20	Bimala Lakhe	NHRC Butwal
21	Janakraj Bhandari	NHRC
22	Bishnu Pokharel	Juri Nepal
23	Prem Prasad Ghimire	NMC
24	Aarati Bista	SCNHRC
25	Yam Bahadur Dura	SCNHRC
26	Pradip Pokharel	Hudep Nepal
27	Bir Magar	NHRC
28	Krishna Tamang	APF Nepal
29	Bishwa Prasad Bhandari	NHRC
30	Om Aryal	Advocate
31	Chhatra Pradhan	National Senior Citizen Federation
32	Bharat Giri	NHRC
33	Kumar Tamang	NHRC
34	Shriram Karki	NHRC
35	Nir B.G.	NHRC
36	Ram Krishna Tamang	NHRC
37	GS Bhandari	MoFA
38	B.P. Kharel	NHRC
39	Sushil Joshi	
40	Sarita Gyawali	NHRC
41	Som Luitel	People Forum
42	Ramesh Thapa	NHRC
43	Surya Bahadur Deuja	NHRC
44	Gita Humagai	Public Service Commission

S.N.	Name	Organization
45	Krishnajivi Ghimire	Office of Attorney-General
46	Ashok Shrestha	MoFA
47	Ramesh Khatiwada	CHFN
48	K.R. Wasti	APFHQ
49	Gita Gurung	MoD
51	Manju Lama	Danish Embassy
53	Lekhnath Paudel	National Judiciary Academy
54	Bhojraj Shrestha	
55	Sudam Pandit	
57	Kopila B.K.	National Dalit Commission (NDC)
58	Amrit Basnet	SCNHRC
59	Rajeshwar Bhattarai	Nepal Army
60	Sanjaya R. Sharma	Nepal Police
61	Kushal Subedi	MOLJCAP
62	Bajayanti Karn	Women Security Pressure Group
63	Chhetra Shankar	HURJA
64	Hiraraj Regmi	NFDIN
65	Himal Puri	Rastriya Janamorcha
66	Dipak Shrestha	UNICEF
67	Balsagar Giri	NHRC
68	Deviraj Aryal	APF Nepal
69	Mukunda Dahal	NFDIN
70	Rajesh Hamal	SDC
71	Pabitra Bishwokarma	SDC
72	Hira Sharma	Nepal Times
73	Padam Sundas	Samata Foundation
74	Nar Bahadur Oli	NHRC
75	Prem Baral	Human Rights Activist
76	Gajadhar Sunar	Dalit NGO Federation
77	Suman Adhikari	Conflict victim
78	Nabaraj Adhikari	Advocacy Forum
79	Bimala Nepali	NDS
80	Sita Nilar	NDS
81	Dharmaraj Kuinkel	MoE
82	Nanimaiaya Pariyar	NHRC
83	Jennifer Ilkins	WFWF
84	Aswasthama Bhakta Mathema	Tribhuvan University
85	Rina Shrestha	Nari Abhiyan
86	Nabin Chaudhari	Nari Abhiyan
87	Sakriman Tamang	SCNHRC
88	Pradip Subedi	SCNHRC
89	Bijaya Prakash	MSP Project
90	Rajib Pokharel	MoHP

S.N.	Name	Organization
91	Pratima Mudbhari	WFWF
92	Rajib Karn	NHRC Biratnagar
93	Pramila	WVAF
94	Nirmala Dhital	NWDA
95	Raju Chapagain	Juri Nepal
96	Posta Bahadur Thapa	SCNHRC
97	Bishnu Sharma	ABC Nepal
98	Prof. Dr. Ghanashyam Lal Das	MM Campus
99	G Sharma Paudel	NHRC
100	Yadav Paudel	NHRC
101	Dr. Shri Krishna Shrestha	Consultant
102	C.B. Shrish	Rastriya Janamukti Party
103	Ghanashyam Marasini	Nepal Police
104	Dhana Shah	FAO
105	Kishor Paudel	HURTA
106	Shriram Khadka	Nepal Police
107	Bhanubhakta Dhakal	CNFN
108	Dinesh Mahat	National News

S.N.	Name	Organization
109	Roshi Pokharel	IHRICON
110	Jagat Baram	NEFIN
112	Binod Bhattarai	IMS
113	Charan Prasai	Human Rights Activist
114	Jyoti Prasad Ghimire	NHRC
115	Suraj Raitihala	Radio Kantipur
116	Man Bahadur Nepali	NDC
117	Nirajan Nepali	NDC
118	Ranjana Karki	Law Association Nepal
119	Karna Bahadur Thapa	Nepal Law Campus
120	Lok Kumar Shrestha	NHRC
121	Ganesh Bohora	NHRC
122	Santosh Bhandari	NHRC
123	Binod Bhandari	NHRC
124	Binod Karki	National Human Rights Org
125	Shyam Babu Kafle	NHRC
126	Tek Tamata	UNDP
127	Shriram Adhikari	NHRC

Name list of the participants of the programs organized in various districts

1. Jumla, September 1, 2014

S.N.	Participants	Organization/Office
1	Bishnu Bahadur Thapa	DAO, Jumla
2	Subarna Kumar Karmacharya	NHRCHQ, Lalitpur
3	Devi Bahadur Sujewal	Appellate Court Bar, Jumla
4	Meghraj Neupane	Kirdak Nepal, Jumla
5	Tulsi Prasad Subedi	Education Training Center, Jumla
6	Manju Pandey	Women and Children's Office
7	Raju Sharan Neupane	Chandranath H.S.S.
8	Bishnu Mahat	District Agriculture Dev. Office
9	Binita Nagarkoti	Women Activist
10	Puma Prasad Chaulagai	B Group Jumla
11	Tika Nagarkoti	Women Right Forum
12	Bhabani Pande	Pace Nepal
13	Lilaraj Khatri	Dalit Sewa Sangh, Jumla
14	Netra Bahadur Shahi	Disabled Rehabilitation Center
15	Hari Krishna Thapa	Surya Samajik Sewa Sangh
16	Sher Bahadur Singh	FNJ, RSS, Jumla
17	Bishnu Bahadur Rokaya	Human Rights and Rural Dev. Cen.
18	Robin Acharya	Sangrila Association, Jumla
19	Mandal Rawal	INSEC, Jumla
20	Meghraj Giri	Rojgar Info. Center.
21	Harikiran Basnet	Gramin Samudayik Bikas Kendra
22	Pradip Karki	DPO, Jumla
23	Min Bahadur Mahat	PBMWJ Jumla
24	Dev Kumar Baral	Education Training Center
25	Padam Bahadur Shahi	Constitution Inf. Center Jumla
26	Tanka Mahat	Education Training Center
27	Nepal Tharu	DAO
28	Durga Prasad Pande	NGO Federation
29	Jitendra Giri	DAO
30	Padam Bhandari	Education Training Center
31	Rajendra Prasad Neupane	NHRC, Jumla
32	Krishna Narayan Shrestha	NHRC, Jumla
33	Balsingh Sunar	NHRC, Jumla

2. Khotang (with administrators), November 11, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Govinda Sapkota	DAO, Khotang
3	Subarna Kumar Karmacharya	NHRC
4	Ram Bahadur Thapa	Shri Jabar Jung Battallion
5	Lalbabu Prasad Shah	DPO, Khotang
6	Phurgeli Sherpa	Sri Halesi Company, Khotang
7	Shital Kumar Rajbanshi	National Investigation D.O.
8	Jayashwar Chapagai	NHRC Central Office
9	Lal Bahadur Rai	NHRC Sub-Regional Office

3. Khotang (including human rights activist/civil society), November 12, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Govinda Sapkota	DAO, Khotang
3	Subarna Kumar Karmacharya	NHRC
4	Ram Bahadur Thapa	Shri Jabar Jung Battallion
5	Lalbabu Prasad Shah	DPO, Khotang
6	Phurgeli Sherpa	Sri Halesi Company, Khotang
7	Mahendra Kumar Sapkota	DDC
8	Bishwamani Acharya	DFO
9	Samiksha Nirala	Women and Children's Office
10	Kopila Rai	District Post Office
11	Hari Prasad Khanal	DECO
12	Madhab Prasad Sharma	Education Training Center
13	Hari Prasad Guragai	PSPSD N.3, Khotang
14	Prem Kumar Rai	Nepali Congress, Khotang

S.N.	Name	Organization
15	Narayan Prasad Joshi	Himali Club, Diktel
16	Dip Narayan Rijal	NGO Federation
17	Rajendra Rai	Community Forest C
18	Arjun Khawas	Diktel Municipality Office
19	Dinesh Kumar Ghimire	Peace Committee
20	Pramod Shrestha	Bas Sewa Samaj Nepal
21	Gyanendra Rai	Nabikaran Sewa Samaj Nepal
22	Robin Rai	JVKS, Khotang
23	Jiban Kuman Shrestha	RPP Nepal, Khotang
24	Dharma Avatar Koirala	District Attorney Office
25	Ganesh Prasad Bhattarai	DEO
26	Narayan Das Rai	NVA, Khotang
27	Prithvi Kirati	UCPN - M, District Chairperson
28	Rashmi Rasaili	UCPN-M District Member
29	Parbat Rai	CPN- M
30	Chitra Kumar Karki	Citizen
31	Krishna Paudel	Citizen
32	Ganesh Bahadur Karki	DTCO
33	Dilip Khatri	Editor, Khotang Khabar Weekly
34	Jiban Basnet	Tempa-5, Khotang
35	P.K. Khambu	Pabi-7
36	Nirmal Rai	Diktel Municipality-10
37	Kisan Kumar Rai	Diktel Municipality-10
38	Prem Kumar Rai	Diktel Municipality-10
39	Sumnima Rai	Diktel Municipality-10
40	Shubha Chandra Rai	Diktel Municipality-10
41	Rajkumar Rai	Diktel Municipality-10
42	Bimala Radung	Diktel Municipality-10
43	Yas Kumar Rai	Diktel Municipality-10
44	Arun Rai	Diktel Municipality-10
45	Sona Rai	Diktel Municipality-10
46	Rojana Rai	Diktel Municipality-10
47	Anish Rai	Diktel Municipality-10
48	Chintamani Rai	Diktel Municipality-10
49	Samjhana Rai	Diktel Municipality-10
50	Abhinaya Rai	Diktel Municipality-10
51	Santosh Rai	Diktel Municipality-10
52	Bishal Rai	Diktel Municipality-10
53	Hemkala Rai	Diktel Municipality-10
54	Manoj Rai	Diktel Municipality-10
55	Jasraj Kirati	Indigenous Nationalities Khotang
56	Hira Bahadur Niraula	HURON
57	Kumarsingh Basnet	Nepal Red Cross Society
58	Kedar Magar	FNJ
59	Dhan Kumar	Federal Socialist Party
60	Roshan Rai	1
61	Gopal Rai	11
62	Yugsan Kirat	KRY Secretary, Khotang
63	Tulak Rai	--
64	Prasram Rai	Yayokkha Khotang
65	Shrestha Bahadur Rai	Payado-3
66	Buddhi B. Rai	Payado-2
67	Ranjib Rai	Payado-2
68	Uttam Chaulagai	Journalist, Halesi FM
69	Saraswati Bajimaya	CA Member
70	Rojina Rai	--

S.N.	Name	Organization
71	Harkamaya Rai	--
72	Bimala Devi Poudyal	--
73	Dambar Kumari Acharya	Diktel Municipality
74	San Bahadur Rai	Federal Socialist Party
75	Umesh Chandra Acharya	Agriculture and Environment Com.
76	Bimala Rai	Inter Pary Forum Network
77	Upin Kuman Rai	Khotan FNCCI
78	Kabindra Kumar Rai	Sakela Club, Nepal
79	Devendra Prasad Acharya	Senior Citizen
80	Ambar Bahadur Raul	NHRC
81	Ganesh Acharya	DDC
82	Tek Bahadur Pande	Nepal Army
83	Chhabi Regmi	Nepal Police
84	Hem Baruwal	Nepal Police
86	Dilliraj Dahal	NHRC
87	Gyan Bahadur Dahal	NHRC
88	Loknath Ghimire	NHRC
89	Sanjita Rai	NHRC
90	Shrikumar Rai	District Election Office
91	Kalpana Rai	RPP
92	Bishnukumar Rai	NC
93	Devraj Rai	Federal Socialist Party

4. Okhaldhunga (with administrators), November 14, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Ratna Bahadur Godar	Shri Shamsher Dal Bataillion
3	Subarna Kumar Karmacharya	NHRC
4	Ganesh Prasad Bhattari	DAO
5	Kumar Budhathoki	National Investigation Office
6	Harinarayan Shrestha	AFP
7	Baidyanath Yadav	DPO
8	Loknath Ghimire	NHRC

5. Solukhumbu, November 15, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Uddhav Prasad Timilsina	CDO, DAO
3	Mahesh Kirati	UCPN-Maoist
4	Dak Bahadur Shahi	Social Democratic Party
5	Chandradev Rai	DPO
6	Dhruva Parajuli	CPN-Maoist
7	Bikram Shrestha	Himal FM
8	Kavita Niraula Dhungel	District Election Office
9	Manoj Kumar Shrestha	FNJ, District Chairman
10	Bhojendra Basnet	Solu FM
11	Sarita Rai	Himal News
12	Bhojraj Karki	Radio Chomolongma
13	Bibas Kulung Rai	Gorkhapatra Daily

S.N.	Participants	Organization/Office
14	Purna Chandra Pangeni	White Hills HSS
15	Binod KC	VDC Secretary, Juming
16	Raj Bahadur Rokaya	VDC Secretary, Makanje
17	Khyam Khatiwada	VDC Secretary, Necha, Batase
18	Bhim Rai	RPP, District Chairman
19	Dal Bahadur Magar	UCPN- Maoist
20	Jayantri Karki	RPP- Nepal
21	Tulsi Basnet	Drinking Water and Road
22	Narayan Thapa	Teacher
23	Sushila Karki	Teacher
24	Basudev Shrestha	Prison Head
25	Amar Bhuvan Chaudhari	District Ayurveda Health Center
26	Paban Kuman Mandal	Horticulture Center, Phaplu
27	Ram Ashish Das	DPSO
28	Yubraj Pokharel	DDC Program Officer
29	Bhairav Prasad Ghimire	DFO, Solu
30	Krishna Prasad Paudyal	RB Bank, Salleri
31	Subas Karki	National Investigation District O.
32	Punam Regmi	Women and Children Office
33	Pabimaya Rai	Bak-2,
34	Manika Rai	Bak-2
35	Tankimaya Basnet	Woman human rights defender
36	Yek Kumari Basnet	Service Center for Domestic Violence Victims
37	Manbir Rai	CPN-UML
38	Ananta Kumar Basnet	DAO
39	Chandra Acharya	Secretary, NC
40	Rewati Adhikari	VDC Secretary
41	Naniram Bhujel	Energy Development Officer
42	Suresh Kumar Dahal	District Health Office
43	Baburam Acharya	Local Peace Committee
44	Motiram Rasaili	Radio Chomolongma
45	Buddhiraj Koirala	Land Revenue Office
46	Sugol Saha	Land Revenue Office
47	Rajendra KC	DDC
48	Dhiraj Khatri	Shri Naya RanBhim Company
49	Chetnath Ghimire	Cottage and Small Farmer Office
50	Dibyaraj Kattel	Shri Kalika Devi HSS
51	Ramkaji Shrestha	District Post Office
53	Loknath Dahal	BPK Sanskrit Campus

S.N.	Participants	Organization/Office
54	Madhav P. Pokharel	BP Campus
55	Samjhana Acharya	Women and Children Office
56	Suresh Pant	NS
57	Shiv Kumar Bista	DPO
58	Ram Kumar Rai	DPO
59	Nepal Police Personnel	DPO
60	Nepal Police Personnel	DPO
61	Jayashwar Chapagai	NHRC
62	Subarna Karmacharya	NHRC
63	Loknath Ghimire	NHRC Khotang

6. Ramechhap, November 18, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Shambhu Prasad Marasini	DAO, Khotang
3	Babukaji Dahal	Chairman, Nepal Bar Association
4	Gyan Bahadur Thapa	District Livestock Office
5	Binod Karki	Nepali Congress
6	Indra Shrestha	CPN-Maoist
7	Ramchandra Sharma Kandel	RPP, Ramechhap
8	Keshav Devkota	District Agriculture Dev. Office
9	Janardan Dhakal	National Investigation Office
10	Lok Bahadur Chaulagai	Drinking Water Division Office
11	Chakrapani Acharya	District Election Office
12	Dr. Bijaya Bhurtel	District Ayurveda Health Center
13	Uddhav P. Badal	Prison Office
14	Yadav Silwal	Nepal Army
15	Dipak Kumar Shah	DSP DPO
16	Prem Prakash Sigdel	APF District Security Base
17	Tilakram Pokharel	Assistant CDO
18	Apil Adhikari	Peace Committee, Ramechhap
19	Sagarbikram Basnet	Community Manpower Dev. Prog.
20	Suresh Udas	Shantidip Youth Group
21	Tika Prasad Bhatta	Sub-Editor, Kantipur
22	Nabin KC	Ramechhap NCCI
23	Laxmi Neupane	Shri Nagkanya SS
24	Ishwari Prasad Subedi	District Post Office
25	Pabita Paudel	Shri Manthali HSS
26	Gita Basel	Shri Manthali HSS
27	Ambika Basel	Shri Manthali HSS
28	Ranjita BK	Shri Manthali HSS
29	Pritisa BK	Shri Manthali HSS

S.N.	Participants	Organization/Office
30	Ashish Majhi	Shri Manthali HSS
31	Bipasa Nepali	Shri Manthali HSS
32	Ganesh Nepali	Shri Manthali HSS
33	Bishal Lama	Shri Manthali HSS
34	Chandra Bahadur Ghising	Shri Aledambar SS
35	Purushottam Ghimire	Disabled Sensitivity Service Center
36	Milan Kumar Ghising	Community Dev. Society
37	Lav Shrestha	Srijanshil Youth Society
38	Umanga Mainali	SALGP-DPSU
39	Babita BK	DDC
40	Kamala Basnet	Conflict Victim Society for Justice
41	Krishna Prasad Subedi	DPO
42	Pranaya Kumar Upadhyaya	DHO
43	Roshan Pakhrin	NGO
44	Narahari Rijal	District Land Conservation Office
45	Gyanu Shrestha	Jhankar FM
46	Dayananda Joshi	Land Measurement Office
47	Keshar Bahadur Saud	DTCO
48	Raju Mugtati	Progressive Dalit Service Society
49	Ratna Prasad Kandel	Pahadi Samaj Kalyan
50	Ramchandra	Citizen
51	Jhamak Kandel	Ramechhap
52	Sanjib Satyal	Ramechhap
53	Yunic Birfa Ghising	FNJ
54	Jagannath Dahal	General Secretary, NCCI
55	Tanka Prasad Dahal	Principal, Manthali HSS
56	Pandav Prasad Prasai	Advocacy Forum
57	Nabaraj Pathik	INSEC
58	Rajkuman Karki	DPO
59	Binod Bhujel	DDC
60	Sureshman Shrestha	DPO, Ramechhap
61	Lekh Bahadur BK	Nepal National Dalit Welfare Society
62	Jayashwar Chapagai	NHRC
63	Subarna Kumar Karmacharya	NHRC
64	Kumar Lama	NHRC

7. Panchthar, December 13, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Surya Kumar Niraula	Nepal Human Rights
3	Saraswati Siwakoti	District Child Welfare Committee
4	Bal Krishna Kafle	Local Peace Committee
5	Mangal Begha	INSEC, Panchthar

S.N.	Participants	Organization/Office
6	Prem Ojha	HURCODOC
7	Tika Timilsina	Nepal Bar Association
8	Lavdev Dhungana	FNJ
9	Giriraj Baskota	FNJ
10	Saraswati Rijal	Women for Human Rights
11	Subarna Karmacharya	NHRC
12	Koshraj Neupane	NHRC, Biratnagar
13	Bal Krishna Ojha	NGO Federation
14	Khimananda Basyal	NHRC
15	Khagendra Baskota	Nepal Bar
16	Nabin Dhungel	Disabled Service Association
17	Goma Wagle	Women and Childre Office

8. Taplejung, December 14, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Ganga Prasad Neupane	DAO
3	Meghraj Kandel	DPO
4	Bibek Singh Bishwokarma	Shri Box Company
5	Dipak Raj Aryal	APF Kanchanpur Company
6	Durga Prasad Chapagain	National Investigation
7	Gita Sendang	Mahila Jagaran Sangh
8	Manju Lohani	Women and Children Office
9	Matrika Sherpa	NEFIN
10	Himal Timilsina	EPDF
11	Dadhiram Ghimire	Cottage and Small Industry Dev. Com.
12	Raju Das	Dalit Right Forum
13	Narapati Paudyal	CPN-Maoist
14	Meghraj Bharati	Prison Chief
15	Khadgabikram Subedi	Human Rights Network
16	Prem Kumar Saling	UCPN-Maoist
17	Laxmi Prasad Limbu	Phakumba-9
18	Bijaya Prasad Limbu	Torture victim
19	Rita Mohan	Federal Limbuwan Party
20	Abhir Mohan	RPP Nepal
21	Dhirendra Prasad Lingh	DFO
22	Jayaram Upreti	Taplejung Municipality
23	Badri Prasad Dahal	District Agriculture Dev. Office
24	Dr. Kumud Bhattarai	District Health Office, Taplejung
25	Purna Bahadur Darji	DEO
26	Durga Prasad Shrestha	DDC
27	Pabitra Gurung	HURF Taplejung

S.N.	Participants	Organization/Office
28	Bal Prasad Samsohang	CPN UML
29	Santosh Chamling	Environment Protection & Dev. Forum
30	Dilu Shrestha	Human Rights Single Woman
31	Keshav Prasad Bhattarai	FNJ
32	Indra Thulung	Rastriya Janamukti Party
33	Krishna Pradhan	DPO Taplejung
34	Bikki Jardar	DPO
35	Raman Pande	DAO, Taplejung
36	Bharat Kattel	DAO, Taplejung
37	Kamal Dulal	DPO
38	Sandip Parajuli	APF Kanchanjangha Company
39	Dev Narayan Rajbanshi	APF Kanchanjangha Company
40	Haren Chandra Rajbanshi	APF Kanchanjangha Company
41	Ajayaraj Subba	APF Kanchanjangha Company
42	Tirtha Kuman Bamjan	APF Kanchanjangha Company
43	Basanta Rai	Shri Box Company
44	Narendra Ale	Shri Box Company
45	Ram Kumar Mukhiya	Shri Box Company
46	Khimananda Basyal	NHRC

9. Ilam, December 15, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Nabaraj Shankar	Human Rights Forum Nepal, Ilam
3	Prakash Adhikari	Human Rights Network
4	Benup Bhattarai	Journalist, Nagarik Daily
5	Kokila Dhakal	INSEC
6	Bir Bahadur Khadka	HURF/NBA, Ilam
7	Mohansingh Thebe	Human Rights Forum, Ilam
8	Yograj Sapkota	Human Rights Forum, Ilam
9	Nita Karki	Women Welfare Society
10	Devi Mukhiya	Human Rights Network
11	Koshraj Neupane	NHRC, Biratnagar
12	Subarna Kumar Karmacharya	NHRC
13	Khimananda Basyal	NHRC
14	Kumar Tamang	NHRC

10. Jhapa, December 17, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Ramesh Kuman Khatri	District Court
3	Bishnu Kharel	Human Rights Network

S.N.	Participants	Organization/Office
4	Dipak Niraula	Advocacy Forum
5	Gopi Prasad Ghimre	Cottage and Small Industry
6	Dev Prasad Subedi	HURON
7	Dr. K.P. Subedi	HURON
8	Kamal Bahadur Thapa	DAO
9	Samikchya Niraula	Women and Children Office
10	Aishwarya Prasad Timilsina	HURON
11	Ramesh Kumar Subedi	District Attorney's Office
12	Chandra Dev Mehata	District Public Health office
13	Pitambar Thaku	Human Rights
14	Suryanath Mehata	--
15	Kapil Singh	Kali Bahadur Company
16	Jiban Shrestha	ZPO mahi
17	Premraj Pokharel	BSO, Jhapa
18	Phanindra Dahal	DDC, Jhapa
19	Sushil Shrestha	DPO, Jhapa
20	Dipendra Kumar Khatri	District Prison Office
21	Dinesh Kumar Pokharel	DTCO
22	Madhav Prasad Pokharel	Division Road
23	Tulsi Prasai	National Investigation
24	Ananta Bahadur Budathoki	Nepal Bar Association
25	Uddhav Bista	DEO
26	Parbata Shrestha	Disabled Women's Department
27	Rishi Chapagai	RRF Nepal
28	Nirman Kumar Bhattarai	Mechi Custom Office
29	Ramesh Kumar Ojha	Land Reform Office
30	Sumendu Rajbanshi	Professional Skill Dev. Training Center
31	Dipak Adhikari	Naulo Awaj
32	Gopal Giri	Nagarik FM
33	Mohammad Sadrul	RSS
34	Chintamani Dahal	Nagarik FM
35	Khagendra Dhungana	NCDC
36	Rebatiraj Ghimire	Journalist
37	Dron Adhikari	Journalist
38	Uttam Nepal	Journalist
39	Pankaj Sharma	Himalayan TV
40	Pitambar Ghimire	National Disabled Federation
41	Kumarsingh Khatri	District Livestock Office
42	Meghnath Timsina	District Agriculture Dev. Office
43	Shadananda Gurung	ARK, Bhadrapur
44	Santosh Ghimire	Bhadrapur Municipality
45	Bigam Shrestha	Himshikar/Mountain TV
46	Partha Mandal	ABC TV
47	Laxmi Neupane	Balika tatha Kishori Nagarik S.S.
48	Tej Prasad Paudel	CDO, Jhapa
49	Mukundaraj Acharya	SP, DPO

11. Jhapa (Human Rights Activist/Citizen Rights Activist), December 18, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Jiban Kumar Shrestha	Bhadrapur-6, CPN-UML
3	Dipak Niraula	Advocacy Forum
4	Dipak Adhikari	Journalist
5	Bhagwan Paudel	Pharmacy Professional
6	Subarna Kumar Karmacharya	NHRC
7	Ishwar Adhikari	Journalist
8	Ganesh Pokharel	NC Regional President
9	Koshraj Neupane	NHRC
10	Uttam Nepal	Journalist
11	Khimananda Basyal	NHRC
12	Bal Bahadur Bhujel	Chandragadhi
13	Tekendra Adhikari	Chandragadhi
14	Pritisinh Limbu	Chandragadhi
15	Gopal Rayamajhi	Chandragadhi
16	Lambu Chaudhari	Chandragadhi
17	Thak Bahadur Rai	Chandragadhi
18	Bishnu Thakuri	DAO, Jhapa
19	Tek Bahadur Rajbanshi	Jhapa
20	Homnath Bhattari	Jhapa
21	Karna Shrestha	Driver
22	Padam Bahadur Magar	DPO
23	Kumar Bhattarai	District Court
24	Kumar Bogati	Jhapa
25	Roshan Shrestha	Jhapa
26	Nabin Khadka	Jhapa

12. Saptari, December 18, 2014

S.N.	Participants	Organization/Office
1	Sudip Pathak	NHRC
2	Birendra Kumar Yadav	DAO
3	Komal Prasad Dhamala	DDC
4	Dansing Bohora	DPO
5	Hriday Narayan Singh Kandel	APF
6	Bimal Thapa	Nepal Army
7	Ramesh Bhattarai	Nepal Police
8	Madhavi Shaha Thakuri	WHR. SAP
9	Anita Devkota	WHR.SAP
10	Gyanu Bhattarai	PLCC
11	Punam Kumari Yadav	Inter Party Society
12	Bishnu Koirala	District Service Center
13	Sushma Basnet	District Paralegal
14	Sangita Khadka	District Paralegal
15	Manohar Kumar Pokharel	INSEC
16	Uma Pokharel	HUPEC

S.N.	Participants	Organization/Office
17	Ambika Dahal	Journalist
18	Bimala Parajuli	Journalist
19	Manu Khanal (Pokharel)	Constitution Information Center
20	Anita Pokharel	District Service Center
21	Balkrishna Dhungana	Shambhu Theater
22	Saryugnath Das	--
23	Gobinda Lal Shrestha	Civil Society
24	Gosai Saha	Saptari
25	Prayog	Saptari
26	Mahendra Banbasi	Chandrama FM
27	Baldev Kumar Mandal	National Disabled Federation
28	Bishnu Prasad Gurung	Rajbiraj Municipality
29	Hemrokar Sahi	Madhesh Kranti Weekly
30	Sumit Yadav	Student
31	Nabin Kumar Gupta	Journalist
32	Bijaya Kumar Dev	Rajbiraj Municipality
33	Yogendra Prasad Ray	Student
34	R.N. Biswas	Kantipur TV
35	Mala Karn	Kalyan Daily
36	Jrivan Kumar Dev	FNJ
37	Sanjiv Bikram Shah	Radio Nepal
38	Prakash Khatiwada	FNJ
39	Yagya Prasad Adhikari	NHRC
40	Ajit Kumar Thakur	NHRC
41	Buhar Narayan Sahani	NHRC
42	Jaya Prakash Yadav	NSU Secretary
43	Nabaraj Khadka	DDC, Saptari
44	Jagadish Prasad Aryal	Intellectual Disability
45	Mahendra Kumar Chaudhari	Appellate Bar
46	Sunil Kumar Jha	Sadbhavana Party
47	Devnanda Chaudhari	Blue Diamond Society
48	Upendra Saha	Child Rights and Child Society Nepal
49	Baidyanath Jha	Aajoko Batabaran
50	Rajnarayan Thakur	Jijan Karyalaya
51	Ram Prakash Chaudhari	Sahayogi Samaj
52	Yam Bahadur Khapangi Magar	District Chairman, INH
53	Dibakar Saha	News Today Daily
54	Dinesh Sharma	Krishna A. Daily
55	Upendra Kumar Singh	District Agriculture Dev. Office
56	Devram Yadav	Natkhat Daily
57	Bindu Kumar Yadav	Purba Prabhat Daily
58	Kamaleshwar Biradi	DDC
59	Ama Setu Singh	CECADEHURUF
60	Representative	Shri Krishna Dal Battalion
61	Madan Bista	Shri Krishna Dal Battalion
62	Yam Baral	Shri Krishna Dal Battalion
63	Rajendra Khadka	CDO Guard
64	Rajkumar Mehata	DDC
65	Chandreshwar Yadav	DDC
66	Dharmadev Yadav	DDC

S.N.	Participants	Organization/Office
67	Sushil Yadav	DDC
68	Kalu Bishwakarma	DDC
69	Mahendra Yadav	DDC
70	Dipak Bishwakarma	DDC
71	Lalita Devi	DDC
72	Jayanarayan Thapa	DDC
73	Mohammad Javed Ali	DDC
74	Mahash Kuthadab	DDC
75	Nripadhwaj Dhamala	Zonal Police Office
76	Suman Danuwar	ZPO
77	Dhawajal Khadka	ZPO
78	Dinesh Magar	ZPO
79	Babalal Danuwar	DPO
80	Krishna Khatiwada	DPO
81	Dan Bahadur BK	DPO
82	Rohan Gurung	DPO
83	Gajendra Rai	DPO
84	Prabin Rai	DPO
85	Gokul Narayan Shrestha	Saptari
86	Bir Bahadur Chaudhari	Saptari
87	Dipak Magar	Saptari
88	Bharat Bahadur Kafle	Saptari
89	Suran Kunwar	Saptari
90	Raju Bishwakarma	RSS

**13. Siraha (HR defenders/administrators),
December 16, 2014**

S.N.	Participants	Organization/Office
1	Sudip Pathak	NHRC
2	Durga Prasad Mahato	Overall Regional Office, Lahan
3	Raj Kumar Raut	HURON
4	Sancha Narayan Yadav	CPN-UML
5	Krishna Bahadur Yadav	Lahan
6	Dev Kumari Mahara	WOREC Nepal
7	Muni Shaha	Former Mayor, Lahan
8	Swami Shailendra Kumar Karna	HURON
9	Rakesh Jha	TMLP
10	Brahma Kumari Srijana	Brahmakumari Rajyog
11	Parbati Chaudhari	HURON
12	Renu	Brahmakumari Rajyog
13	Rohit Kumar Mandal	Himalaya Times
14	Santosh Niraula	Area Police Office
15	Manilal Bishwakarma	Journalist
16	Firoj Siddiki	Journalist
17	M. Mahato	--
18	Sarita Mahato	--
19	Lau Kumari Saha	City Women Chairperson
20	Ajaya Yadav	---
21	Rajkumar Bhattarai	---
22	Pramila Mahato	---
23	Soni Pandit	---
24	Raju Bishwakarma	RSS
25	Nirmala Dahal	Active Journalist

S.N.	Participants	Organization/Office
26	Alina Himangu Chaudhari	Active Journalist
27	Anupam Jha Saugat	---
28	Jagadip Yadav	----
29	Santosh Saha	Student
30	Dan Prasad Ghimire	Area Admin. Office, Lahan
31	Rabindra Prasad Chaudhari	Area Admin. Office, Lahan
32	Ramdayal Mahato	---
33	Premkala Ku. Shah Bina	OBC
34	Yagya Prasad Adhikari	NHRC
35	Bhuban Nath	NHRC

**14. Siraha (HR activist/citizen activist),
December 17, 2014**

S.N.	Participants	Organization/Office
1	Sudip Pathak	NHRC
2	Shivnanda Prasad	HURON
3	Gopal Adhikari	DDC, Siraha
4	Badal Prasad Yadav	MJF Nepal
5	Rajkumar Raut	HURON
6	Durga Pariyar	INSEC
7	Bharat Gardha Magar	Kantipur Daily
8	Durga Prasad Mahato	Overall Service Office, Lahan
9	Dev Kumari Mahara	R.K. Nepal
10	Nadhuni Mandal	Nepal Human Rights Org. Center
11	Surendra Kumar Kamati	Reporter, Commander Postn=
12	Surya Narayan Thakur	Om Shanti
13	Gopal Prasad Dev	Agriculture Dev. Office
14	Dev Narayan Shah	Kantipur Daily
15	B.K. Manju	Brahmakumari Rajyog
16	B.K. Sita	Brahmakumari Rajyog
17	Phuleshwar Yadav	Nepal Electricity Authority, Siraha
18	Sita Mahato	Worec Nepal
19	Brahmadatta Mahato	---
20	Devi Lal	RPP Nepal
21	Shriya Devi	CPN-United
22	Stashila Devi Paswan	Dalit Community Development
23	Upadesh Thakur	National Investigation
24	Ranjit Kumar Singh	Nepal Army
25	Ramsagar Paswan	CPN-ML
26	Abdul Kalam Khan	DAO
27	Ramcharitra Prasad Shaha	MJF Democratic
28	Om Bahadur Katwal	DEO
29	Ramesh Phuyal	Siraha
30	Radheshyam Thakur	Siraha
31	Gajesh Khadka	Siraha
32	Durga Kari	Siraha
33	Nabaraj Sigdel	Land Revenue Office
34	Manab Yadav	Sadbhavana Party
35	Kari Yadav	DDC
36	SP Gaurab ICT	Journalist Dev. Forum
37	Bijaya Kumar Yadav	DDC

S.N.	Participants	Organization/Office
38	Ramkamal Shaha	DPO, Siraha
39	Mahesh Kumar Shrestha	Border Security Office, Siraha
40	Devraj Pokharel	Samagra Janautthan Kendra
41	Indra Singh Lama	National Investigation
42	Badrinarayan Yadav	Naba Jagriti Weekly
43	Renu Karn	Mukti Nepal
44	Yogendera Shaha	Agriculture Dev. Bank
45	Kameshwar Sahha	Rastriya Baniya Bank
46	Santosh Subedi	Gorkhapatra
47	Devkumar Yadav	FNJ
48	Ganesh Shaha	Sagarmatha TV
49	Bishwanarayan Mishra	NEA Lahan
50	Yagya Prasad Adhikari	NHRC
51	Nagendra Khatiwada	DPO
52	Birendra Prasad Yadav	DPO
53	Mutkun Yadav	DPO
54	Bishwakiran Chaudhari	DPO
55	Buddhiman Chaudhari	Admin.
56	Gobinda Kumar Majhi	Admin.
57	Asana Majhi	DPO
58	Krishna Bajagai	DPO
59	Ram Prasad Mandal	Admin.
60	Ram Kumar Majhi	DPO
61	Jibachh Saha	Human Rights Dev. Center
62	Ramdev Yadav	Nepal Red Cross
63	Pramod Yadav	CPN-UML
64	Santosh Kumar	TMLP
65	Jibachh Yadav	UCPN-Maoist
66	Dr. Nabin Kumar	UCPN-Maoist
67	Sanjiv Kumar Singh	NWPP
68	Pramod Kumar Mishra	Sadbhavana Party
69	Hansu Mukhiya	Drinking water project
70	Shankarlal Karna	Prison Office
71	Rajkumar Yadav	RPP
72	Arjun Thapaliya	Journalist
73	Nareshkumar Yadav	NC

15. Dhangadhi, December 20, 2014

S.N.	Participants	Organization/Office
1	Gobinda Poudyal	NHRC
2	Mahadev Pantha	DAO
3	Mohandev Joshi	NHRC
4	Dipendra Bahadur Singh	Human Rights Council
5	Indu Chaudhari	Tharu Kalyankarini Sabha
6	Bhagvati Joshi	Conflict victim
7	Suman Sharma	Single women for human rights
8	Jugina Chaudhari	Free Kamlari Dev. Forum
9	Aradhana Shrestha	National HIV Federation
10	Bishwambhar Jha	MJF-D
11	Keshavraj Mishra	Nepali Congress
12	Biraj Rosyara	Godabari FM
13	Dammar Giri	Radio Paschim Trade
14	Shilcharan Chaudhari	Maiti Nepal
15	Bassudev Bhattarai	Shanti Punarsthapana Kendra

S.N.	Participants	Organization/Office
16	Sur Bahadur Pariyar	INSEC
17	Dipak Oli	Rajdhani Daily
18	Sunil Audi	Koseli FM
19	Yam Bam	Anumodan Daily
20	Khagendra Bhatta	World Vision International
21	Dolraj Joshi	UK Nepal
22	Lila Bhatta	CWIN Nepal
23	Dirgha Joshi	CPN-UML
24	Ganesh Bahadur Singh	DEO
25	Dhanpati Dhungel	Phaya Nepal
26	Tejtarani Magar	NEFIN
27	Upendra Bahadur Swar	Land Revenue Office
28	Siddharaj Ojha	Adjus Nepal
29	Prem Chaudhari	Pahura Daily
30	Nabaraj Rana	Nepal Rana Tharu Society
31	Kumbharaj Sharma	District Public Health Office
32	Binita Kumari Singh	Blue Diamond Society
33	Khema Joshi	RUDAC Kailai
34	Manojkumar Yadav	Labor Office
35	Bhupendra Bahadur Dhami	NHRC
36	Ganesh Bahadur Malla	Conflict victim
37	Sujit Chaudhari	Youth Campaign
38	Om Prakash Joshi	RPP-Nepal
39	Tek Bahadur Thapa	DAO
40	Uddhav Bahadur Singh	DAO
41	Madhav Lohani	CWIN Nepal
42	Nar Bahadur Pun	Nepal Army
43	Jayasingh Bista	Nepal Police
44	Himalaya Bikram Bista	District Bar
45	Hari Krishna Pandey	Local Peace Committee
46	Jagatnarayan Shrestha	APF BS
47	Bikram Chand	DPO
48	Rajendra Bahadur Saud	Nepal Bar Association
49	Bhim Bahadur Shaha	Kailali Disabled Network
50	Krishna Prasad Lamsal	DDC
51	Bideshram Chaudhari	NHRC
52	Karna Shah	Dhangadhi Power Daily
53	Harisingh Chaudhari	DSO
54	Gopal Japrel	DSO
55	Keshav Bohara	DSO
56	Rajendra Kunwar	DSO
57	Rajendra Bista	DSO
58	Dhamdhar Bhatta	DSO
59	Pabankumar Bhatta	NHRC
60	Balmukunda Karki	DSO
61	Bikas Rai	NHRC
62	Mahima Chaudhari	NHRC

16. Doti, December 21, 2014

S.N.	Participants	Organization/Office
1	Gobinda Poudyal	NHRC
2	Loknath Paudyal	DAO
3	Ramharit Das Shrestha	Regional Education Directorate
4	Amitkumar Jha	District Health Office
5	Madhukar Rana	Far-Western Irrigation Dev. Div.

S.N.	Participants	Organization/Office
6	Prakash Raghubansi	
7	Sushilbabu Dhakal	Div. Road Office, Doti
8	Basantakumar Khatri	DEO
9	Dr. Dikardev Bhatta	Regional Livestock Office
10	Bishnu Bahadur Karki	Shivadal Battalion
11	Gaganchandra Thakuri	Dipayal
12	Madanraj Joshi	District Technican Office
13	Krishnadatta Pandey	District Agriculture Dev.
14	Bikram Shaha	Land Revenue Office
15	Gorakh Bahadur Rana	Post Office
16	Waelal Chaudhari	Radio Nepal
17	Shiva Prasad Sharma	DFO Achham
18	Pushparaj Bartaula	DFO
19	Laxmikumar BK	Road Office
20	Dan Bahadur Airi	Doti
21	Surendra Bhatta	Local Peace Committee
22	Dal Bahadur Malasi	District Election Office
23	Prakash bahadur Ale	Cottage Industry
24	Yagyraj Pathak	Prison Office
25	Rameshchandra Abasthi	Water Induced Disaster Control
26	Ram Prasad Ojha	Regional Health Directorate
27	Ishwar Kumar Shrestha	DTCO
28	Dambardatta Bogati	FWRR Directorate
29	Kedar Khatiwada	World Vision International
30	Prakash Rawal	Drinking Water and Sewage Dep.
31	Mohan Bahadur Kunwar	National Investigation
32	Dhyan Bahadur Thapa	DDC
33	Rameshchandra Joshi	DC Municipality
34	Nabaraj Joshi	INSEC Doti
35	Sabina Shrestha	Women and Children Office
36	Jiun Raut Ahir	District Land Reform Office
37	Yogendra Balaya	FNJ Doti
38	Bhoj Jung Shaha	DPO

17. Achham, December 22, 2014

S.N.	Participants	Organization/Office
1	Gobinda Poudyal	NHRC
2	Ananda Sharma Bhushal	DAO
3	Mohandev Joshi	NHRC
4	Jhapatraj Dhungana	District Health Office
5	Tej Bahadur Bista	RPP
6	Shivaraj Dhungana	INSEC Achham
7	Krishna Shahi	Achham District Court
8	Narayan Chand	DPO
9	Shiva Prasad Kunwar	District Attorney Office
10	Beludevi Chhetri	DPO
11	Bhupendra Singh	DPO
12	Hom Bahadur Saud	Radio Janpriya
13	Shivaraj Dhungana	Piswin, Achham
14	Uddip Bahadur Singh	APF Khaptad
15	Sharmila Dharel	Radio Janapriya
16	Narendra Bahadur Bohora	UCPN-Maoist
17	Prem Bahadur Budha	District Child Welfare Committee

S.N.	Participants	Organization/Office
18	Goma Prasai	Women and Children Office
19	Saraswati Rawal	Women Human Rights Defender
20	Bindu Rawal	Sewak Nepal
21	Rupraj Dhungana	National Investigation
22	Mahendra Nepali	Prison Office
23	Chhatra Bahadur Bista	Civil Society
24	Dhruvakumar Shahi	Nepal Red Cross Society
25	Bhim Bahadur Janala	CPN-UML
26	Janakraj Bhandari	FNJ
27	Sukeshwar Jha	District Agriculture Dev. Office
28	Sarita Upadhyaya	Inter-party women network
29	Anilkumar Bista	Local Peace Committee
30	Gyan Prakash Paudel	Drinking Water Sub-Division Office
31	Bhaktaraj Giri	DFO
32	Ram Bahadur Shaha	NC
33	Kamal Prasad Dhungana	Achham CCI
34	Nareshkumar Shahi	Ramaroshan Daily
35	Khadga Bahadur Khadka	District Bar
36	Haridatta Joshi	DEO
37	Shivaraj Khatri	Radio Achham
38	Keshavdatta Joshi	DAO Guard
39	Lok Bahadur Sunar	Police Post
40	Nar Bahadur Tamang	Police Post
41	Tul Bahadur Kunwar	Baidyanath National Daily
42	Tekraj Bhandari	Station Manager, Radio Ramaroshan
43	Bishnu Prasad Bhandari	Avenues TV
44	Krishna Prasad Dhungana	Nepal Environment Association
45	Laxmi Sob	Dalit Women Association
46	Apsara Kunwar	Women Rights Forum

18. Dadeldhura, December 24, 2014

S.N.	Participants	Organization/Office
1	Gobinda Poudyal	NHRC
2	Sundar Jairu	NNDSWO
3	Prakash Bhat	NH
4	Bharat Nepali	Gramin Dalit Sudhar Samiti
5	Lalit Bohora	Radio Amargadhi
6	Rajendra Thagunna	INSEC
7	Hemanta Shahi	NGO Federation
8	Ramesh Singh Thagunna	HURMOS
9	Dhanadevi Jairu	Single Woman
10	Ashish Malla	NGO Federation
11	Padma Bhandari	Women Human Rights Defender
12	Anju Gaire	HURMOS
13	Dhana Gaire	Single Woman Committee
14	Hikmat Bahadur Singh	Avenues TV
15	Sunita Gaire	Mahila Mukti Samaj
16	Tara Khati	MSBKN
17	Radhika Roka Dube	Dalit Women Society
18	Prem Bahadur Mhar	MPDS Dadeldhura
19	Lal Bahadur Airi	Kantipur TV
20	Kishori Dhani	Pedo Dadeldhura

S.N.	Participants	Organization/Office
21	Tularam Paneru	ICARDS Nepal Dadeldhura
22	Tek KC	---
23	Shivaraj Joshi	DAO Dadeldhura
24	Durgadatta Bista	DEO
25	Krishnadev Joshi	DDC
26	Bindu Chataut	Women and Children Office
27	Dinesh Prasad Sapkota	District Agriculture Dev. Office
28	Shivadatta Bhatta	---

19. Rautahat, December 15, 2014

S.N.	Participants	Organization/Office
1	Sudip Pathak	NHRC
2	Madan Bhujel	DAO
3	Harischandra Dhungana	District Court
4	Mohan Prasad Sharma	Senior Citizen
5	Bikram Kishor Jha	HURON
6	Ramesh Kumar Shribastav	Gaurishankar Campus
7	Baidyanath Prasad Sing	Juddha HSS
8	Anirudra Mahato	NBA
9	Jagadish Ray Yadav	NBA
10	Binda Sahani	Human Rights Network
11	Sanubabu Thapaliya	DPO
12	Sanju Baitha	NNDSWO
13	Saroj Karki	Nepal Army
14	Bhavanath Jha	UNFPA
15	Babulal Saha Kanu	TMLP
16	Ajaya Gupta	MJF Nepal
17	Paras Husain	RDC Nepal
18	Gitadevi Mahato	Inter Party Women Network
19	Bina Raut	Nari Chetana Cooperative
20	Kiran Thakur	Women and Children Office
21	Mohammad Makasu Ranki	Central Haj Committee
22	Mohan Mehata	District Agriculture Dev. Office
23	Hemanta Raya Yadav	Samudayik Shakti, Gaur
24	Ram Shrestha	ISDN
25	Munindra Kumar Thakur	Rautahat CCI
26	Rambilas Patel	ADB
27	Laxminarayan Pande	Patanjali Yoga
28	Maheshwarlal Karn	Senior Citizen District Association
29	Shivashankar Paswan	Dalit Network
30	Bharatkaji Aryal	DEO
31	Prabin Tibdewal	Terai TV
32	Rampukar Raut	Rajdevi Media Center
33	Dharmendra Kumar Saha	Rautahat FM
34	Sandipkumar Sahu	Local Peace Committee
35	Chhabilal Prasad Yadav	RPP Nepal
36	Shekh Jamsed	Sadbhavana Party
37	Rasrail Ansari	National Madhesh Sadbhavana Party
38	Rewanta Jha	CPN-UML
39	Rabindra Prasad Saha	Kohinoor FM
40	Shiva Prasad Thapa	Border Security Office
41	Bishwa Chalak	DAO

S.N.	Participants	Organization/Office
42	Bidur Khadka	APF BSO
43	Karna Mahat	Annapurna Post
44	Harendra Prasad Gupta	District Health Office
45	Dhirendra Prasad Dev	Land Measurement Office
46	Bidya Kumar Thapa	National Investigation
47	Sunilkumar Thakur	District Post Office
48	Narendra Jha	Land Reform Office
49	Kameshwarkumar Barma	Engineer
50	Rajnikanta Jha	Sarlahi
51	Nathuni Prasad Chaudhari	NP Dal
52	Shailendra Gupta	FNJ
53	Premchandra Jha	Kantipur Daily
54	Bharat Bhattarai	APF
55	Kishor Prasad Yadav	Nepal Police
56	Shiva Adhikari	Nepal Army
57	Jivan Raya	Rautahat
58	Yagya Prasad Adhikari	NHRC
59	Bhuvan Nath	NHRC
60	Rajendra Prasad Chaudhari	Division Road Office
61	Jaya Prakash Yadav	FNJ
62	Debaki Nepal	Women Security Pressure Group
63	Bipin Gautam	INSEC
64	Jagannath Prasad Kesari	Civil Society
65	Laxman Mahato	Rastriya Banijya Bank
66	Khadga Bahadur Kari	Prison
67	Madhusudan Upadhyaya	Division Cooperatives Office
68	Ramesh Thakur	Kantipur TV
69	Bindeshwar Yadav	UCPN-Maoist
70	Jivan Kumal	Nepal Police
71	Santosh Chaudhari	--
72	Kas Tajpuriya	--
73	Prakash Paudel	--
74	Baburam Lama	DPO
75	Aita Lama	DPO
76	Ramkumar Baniya	Red Cross
77	Prabhatkumar Jha	The Himalayan Times
78	Gautam Shrestha	Avenues TV
79	Nabaraj Bishwakarma	District Attorney Office
80	Suraj Limbu	Blue Diamond Society
81	Kopila Timilsina	Shakti Samuha
82	Abhimanu Raut	Himalayan TV
83	Lakhinder Saha	Rastriya Janamorcha
84	Shashibhushan Shrestha	CPN-United
85	Matuk Paswan	Bahujan Samajbadi Party
86	Harisharan Bhujel	Nepal Army
87	Hum Bahadur Rana	Nepal Army
88	Kanti Devi	Conflict victim
89	Sudjmandevi Paswan	Martyr's family
90	Saroj Jha	Conflict victim
91	Rajesh Singh	Conflict victim
92	Prakash Karki	DPO

20. Doti, (HR Activist/citizen rights activist), December 21, 2014

S.N.	Participants	Organization/Office
1	Gobinda Sharma Poudyal	NHRC
2	Nareshman Shrestha	Red Cross
3	Naresh Ale	Rastriya Janamorcha
4	Gopi Nepali	RPP-Nepal
5	Bharat Bahadur Bohora (Yogendra)	UCPN-Maoist
6	Chakra Malla	CPN-UML
7	Karna Bahadur Chanda	Naya Patrika National Daily
8	Shiva Oli	Community Radio, Shaileshwari
9	Harikrishna Tamrakar	Community Radio, Tribeni FM
10	Yashoda Gurung	Women Human Rights Defender
11	Sharada Bhatta	Human Rights Forum
12	Roshan Bogati	Disabled Service Association
13	Khagendra Nepali	National Dalit Network
14	Shankardip Maid	HURPEC
15	Debaki Bohara	Short Term District Women Ser Cen.
16	Shankar Thapa	Radio Nepal
17	Dirgha Khatri	INSEC
18	Nabaraj Joshi	INSEC
19	Bijaya Khadka	NC
20	Shashi Sop	Modo
21	Gorakh Sarki	Haliya Mukti Samaj
22	Dipa Shrestha	Single Women Group
23	Chandra Shrestha	Federal Socialist Party
24	Mohan Shahi	FNJ
25	Sita BK	Haliya Mukti Samaj

21. Bardiya, January 14, 2015

S.N.	Participants	Organization/Office
1	Anupraj Sharma	NHRC
2	Mohana Ansari	NHRC
3	Bed Bhattarai	NHRC
4	Basantaraj Paudel	District Court
5	Laxmi Nepal	District Legal Assistance Committee
6	Tirtha Bahadur Chand	CPN-ML
7	Basantaraj Paudel	Federal Socialist Party
8	Amritkumar Karmacharya	Ayurveda Health Center
9	Sushilkumar Lamichhane	Nepal Pariwar Dal
10	Krishna Khanal	CPN-UML
11	Bhim Bahadur Bohara	RPP
12	Hariram Shrestha	Babai Irrigation Project
13	Khimananda Pande	Bardiya District Court
14	Pashupati Bhattarai	Social worker
15	Hardwar Chaudhari	District Post Office
16	Rohitkumar Shrestha	Prison Office
17	Jit Bahadur Shaha	DEO
18	Pramesh Shaha	CWIN Nepal
19	Durga Chhetri	Dalit Service Association
20	Hima Sunar	DSA

S.N.	Participants	Organization/Office
21	Sanjivkumar Karna	Advocate
22	Ratna Prakash Giri	District Attorney's Office
23	Urmila Tamrakar	DWO Bardiya
24	Balkrishna Oli	Bardiya Civil Society
25	Santosh Paudel	RSS
26	Pawankumar Shahi	District Election Office
27	Arjun Ban	Mineral and Road
28	Shivaram Bhattarai	DTCO
29	Shyamjung Shaha	DPO
30	Narahari Tiwari	Land Reform Office
31	Raju Shah	APF BSO
32	Sanjivsingh Sijapati	Shri Rudradhwaj Battalion
33	Mohammad Kar Khan	FEFOCON
34	Kuman Prasad Pande	Bardiya Bar Asso.
35	Narendra Sharma	Bardiya Bar Asso.
36	Keshavkumar Yadav	TMLP
37	Sunil Pande	District Health Office
38	Binodkumar Gupta	Bardiya Bar
39	Nirmalraj Sigdel	Bardiya Bar
40	Sumitra Chaudhari	Bardiya Cooperatives Group
41	Himakumari Chaudhari	Darpan Cooperatives
42	Menaka Chaudhari	RSS
43	Premraj Godiya	MJF-D
44	Yashoda Thapa	Naba Laksha Bal Club
45	Karishma GM	Naba Laksha Bal Club
46	Dabal Mahatara	DC Nepal com
47	Diksha Giri	District Children Network
48	Riya Yogi	Student Children Club
49	Bimala BK	Dalit Women Upliftment Asso.
50	Rima BK	DWUA
51	Dipa Lamichhane	Tharu Women Upliftment Center
52	Yubaraj Dhakal	RJM
53	Santosh Chand	NHRC
54	Rameshkumar Thapa	NHRC
55	Kamala Gyawali	Community Forest Consumers Federa.
56	Tikaram Chaudhari	Blue Diamond Society
57	Durga Acharya	Avenues TV
58	Nita Ghimire	Children Club
59	Shobha Thapa	RPP
60	Gita Basnet	RPP Nepal
61	Shashiram Oli	APF
62	Aruna GM	Children Club
63	Chetana Gautam	Bardiya Times Daily
64	Shyam Thapa	Bardiya Bar
65	Shobha Chaudhari	INSEC
66	Krishna Bhattari	Division Cooperatives
67	Bhagiram Chaudhari	Conflict victim
68	Man Bahadur Chaudhari	INSEC
69	Drabya Shaha Suman	UCPN-Maoist
70	Topendra KC	DAO
71	Ghanesh Yadav	Sadbhavana Party
72	Sarala Regmi	NCCI

**22. Nepalgunj (with administrators),
January 12, 2015**

S.N.	Participants	Organization/Office
1	Anupraj Sharma	NHRC
2	Mohana Ansari	NHRC
3	Bed Prasad Bhattarai	NHRC
4	Mindhawaj Khadka	Brigade Chief, No.4 Brigade
5	Ashok Bahadur Chand	Batallion Chief, Rudradhwaj
6	Kesh B. Shahi	Regional Police Office, Surkhet
7	Bed Prakash Lekhak	DAO, Banke
8	Rajendra Shrestha	Zonal Police Office
9	Shekhar Koirala	CDO
10	Suman Baidya	National Investigation
11	Shambhu Subedi	APF BSO
12	Sushilsingh Rathaur	DSP, DPO
13	Bijayakumar KC	APF Custom Security
14	Kama Bahadur Budha Magar	Bageshwari Batallion
15	Ramchandra Thapa	APF, District Security Base
16	Rajendra Basnet	APF, Tripura Batallion
17	Krishna Thapa	APF, Industry Security

23. Nepalgunj (HR activists/citizen rights activist), January 12, 2015

S.N.	Participants	Organization/Office
1	Anupraj Sharma	NHRC
2	Bankumar Shrestha	Appellate Court, Nepalgunj
3	Yamuna Bhattarai	Appellate Court, Nepalgunj
4	Ramkrishna Bhatta	Appellate Court, Nepalgunj
5	Bhanubhakta Sharma	Appellate Court, Nepalgunj
6	Dinesh Prasad Sharma	Appellate Court, Nepalgunj
7	Dharmaraj Paudel	Banke District Court
8	Hari Pratap KC	Banke District Court
9	Ambarraj Paudel	Banke District Court
10	Indrajit Tiwari	Appellate Court, Nepalgunj
11	Suryanath Prakash Adhikari	Banke District Court
12	Bijayakumar Gupta	Senior Advocate
13	Abadh Bihari P. Sinha	Appellate Court, Nepalgunj
14	Ramkrishna Khanal	Appellate Court, Nepalgunj
15	Murari Kharel	NHRC
16	Bed Prasad Bhattarai	NHRC
17	Mohana Ansari	NHRC
18	Jayashwar Chapagai	NHRC
19	Dipak Karki	Appellate Court Security
20	Hemanta Chand	Nepal Police
21	Kanchharam Chaudhari	NP
22	Sanatkumar Shah	NP
23	Dal Bahadur Thapa	Banke District Court

S.N.	Participants	Organization/Office
24	Ashok K. Chaudhari	Appellate Court
25	Kalu	Appellate Court
26	Tatmu	Appellate Court
27	Rammash	Appellate Court
28	Niraj Gautam	RSS
29	Uma Thapa Magar	Kuritijanya Hinsya Antya
30	Kalpana Acharya	Saathi Regional Office
31	Dr. Bijayasingh Sijapati	Nepal Law Campus, Kathmandu
32	Pappu Singh	Banke Visual Impairment Ass.
33	Rudra Subedi	FNJ
34	Jagadish Bahadur Singh	MJF Nepal
35	Maimuna Siddiki	Fatima Foundation
36	Bhim Bahadur Shahi	NBA
37	Alam Khan	Third Alliance
38	Laxmi Lamichhane	Visual Impairment Assoc.
39	Sher Bahadur Raule	ISDC Nepal
40	Mita Thapa Magar	ISDC Nepal
41	Tulsi Thapa	Jilla Kishori Sanjal
42	Pashupati Thapa	Ekta Kishori Club
43	Janaki Budha	Jilla Kishori Sanjal
44	Bikas Acharya	Advocate, Appellate Court
45	Krishna Adhikari	Nepal TV
46	Dharmaraj Shahi	Nepal Red Cross Society

**24. Nepalgunj (including HR activists),
January 13, 2015**

S.N.	Participants	Organization/Office
1	Anupraj Sharma	NHRC
2	Mohana Ansari	NHRC
3	Bed Prasad Bhattarai	NHRC
4	Krishna Shrestha	NCCI
5	Rabindrakumar Karna	Advocacy Forum
6	Ruby Khan	Nepal Muslim Society Dev. Cons. Cen.
7	Gita Acharya	Women Rights Forum
8	Basanta Joshi	Conflict victim
9	Saraswati Malla	INSEC
10	Bindakumari Kharel (Pande)	Conflict victim
11	Binu Shrestha	Advocacy Forum
12	Yekmaya Bishwakarma	Conflict victim
13	Mina Parajuli	Save the Children
14	Basanta Gautam	Advocate
15	Lok Bahadur Shaha	NBA
16	Kebalsingh Tharu	District Court
17	Chandrakala Upreti	Conflict Victim for Justice Society
18	Bhishma Kal	Pristha Daily
19	Shanta B. Pradhan	RPP
20	Janardan Acharya	Professor
21	Damodar Paudel	Janaki SS
22	Jahir Ahmad Shesh	District Children Club Network
23	Tek Bahadur Rana	Human Rights Protection
24	Siddharaj Paneru	CWIN Nepal
25	Mustak Ali Rai	Rusuf Nepal
26	Padam Pande	SELLERD

S.N.	Participants	Organization/Office
27	Janak Nepal	Kantipur Daily
28	Prahlad Bahadur Karki	NBA
29	Bal Bahadur Chand	Appellate Court
30	Prabhatkumar Thakuri	HR activist
31	Kiran Dhakal	--
32	Krishna Chaudhari	Constitution Information Center
33	Devidatta Acharya	Disabled Empowerment Center
34	Keshav Koirala	Maiti Nepal
35	Bijaya Malla	Sadbhav National Daily
36	Rajan Barma	District Youth Club Network
37	Adhiraj Oli	Children Network
38	R.P. Kharel	CPN-Maoist
39	Gopalnath Yogi	NGO Federation
40	Tejbidram Shah	RPP Nepal
41	Bhabukjung Thapa	National Disabled Federation
42	Kanhaiyalal Rana	District Disabled Coordination Com.
43	Naraharinath Yogi	NWPP
44	Hemraj Bhatta	--
45	Santakumar Barma	Force Nepal
46	Lalita Chaudhari Tharu	--
47	Shobha BC	---
48	Binod Pande	INSEC
49	Parina Chaudhari	Paschim Tara
50	Somana Khadka	National Disabled Federation
51	Gikhir Prasad Agrawal	Advocate
52	Sharan Karmacharya	ABC TV
53	Maulahe Arya Dhobi	Dalit Association
54	Achhari Pokharel	----

25. Surkhet, January 15, 2015

S.N.	Participants	Organization/Office
1	Anupraj Sharma	NHRC
2	Bed Bhattarai	NHRC
3	Murari Kharel	NHRC
4	Ganeshkumar Karki	Radio Bheri
5	Sushil Khadka	Kankrebihar Daily
6	Rachana Budha	Surkhet Pahichan Daily
7	Pabitra Shahi	Women Human Rights Defender
8	Nanda Shrestha	Single Women Society
9	Netra Regmi	Environment Improvement Society
10	Nagendra Upadhyaya	Hamro Akhabar Daily
11	Bal Bahadur Shahi	Mid Western University
12	Gobinda Koirala	Human Rights Activist
13	Akash Tara Bayak	Radio Nepal
14	Nabinkumar Shahi	KIRDAC Nepal
15	Kalendra Sejuwal	Nagarik Daily
16	Rambabu BC	World Vision
17	Gobinda Khatri	--
18	Lalit Bahadur Budha	Annapurna Post
19	Dhruva Kumar Shrestha	Nepal Tax Council
20	Teckendra Bishwakarma	Bulbul FM

S.N.	Participants	Organization/Office
21	Prem Prakash Nepali	Women for Marginalized Women
22	Ganesh Kanchan Bharati	FNJ
23	Bibashkumar Basnet	Appellate Bar
24	Prakash Pant	Radio Bheri
25	Bhushankumar Manandhar	Senior Advocate
26	Krishna Bahadur Hamal	Advocate
27	Ishwar Adhikari	Journalist
28	Durga Prasad Sapkota	Advocate
29	Aishwarya Prasad Hamal	MW University
30	Hemraj Raut	Student
31	Shishir Shahi	Local Professional
32	Chandra Chaudhari	---
33	Santosh Chandra	NHRC
34	Ramesh Thapa	---
35	Jayashwar Chapagai	NHRC
36	Narayan Bahadur Thapa	Regional Administration Office
37	Subodhkumar Lal Karna	APF Maheshwari
38	Yatiraj Pangenji	National Investigation
39	Rajeshkumar Lal Karna	DPO
40	Chhetra Bahadur Malla	Shri Narsingh Dal Battalion
41	Madansingh Bista	APF Raktakali
42	Lok Bahadur Shahi	DHO
43	Ghanashyam Bogati	Transport Service Office
44	Prabin Bhandari	Statistics Office
45	Baburam Kharel	Mechanical Office
46	Jivraj Paudel	District Livestock
47	Dhruvaraj Paudel	DEO
48	Tilak B. Thapa	MW Regional Post Office
49	Thambaraj Shrestha	Road Department
50	Bijayakumar Giri	District Agriculture Dev. Office
51	Rajendra Prasad Bhari	HNP
52	Baldev Prasad Saha	District Cooperative Office
53	Thakur Prasad Kandel	Seismological Measurement Center
54	Krishnadev Giri	Regional Forest Office
55	Nabaraj Khatiwada	Educational Training Center
56	Ranjanraj Bhattarai	Water Induced Disaster Contro Office
57	Prem Prasad Acharya	Taxpayer's Office
58	Hiralal Regmi	DDC
59	Yagyraj Bohora	DPO
60	Devi Prasad Paudel	District Cooperative Office
61	Lal Bahadur Khatri	Prison Office
62	Dhiraj Pratap Singh	SP
63	Yogendra KC	National Investigation Office
64	Haribhakta Giri	Maheshwari Brigade
65	Ramsingh Kunwar	CDO Guard
66	Sunita Thapa	DDC
67	Bechulal Chaudhari	Regional Livestock Directorate
68	Hari Prasad Paudel	Regional Agricultural Directorate

S.N.	Participants	Organization/Office
69	Baikuntha Prasad Acharya	RAD
70	Barshatilal Chaudhari	APF Raktakali
71	Dhan B. DC	DAO
72	Prem B. Shahi	DAO
73	Ganesh Pande	DDC
74	Om Dhami	National Investigation Office
75	Chandra B. Dangi	Regional Police Office
76	Bir Bahadur Bista	DPO

Thematic discussion with target groups

1. NEFIN, December 7, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	P.B. Gole	NEFIN
3	Ram Maden	NEFIN
4	Sarina Gurung	NEFIN
5	Hiraraj Regmi	NEFIN
6	Jayashwar Chapagai	NHRC
7	Subarna K. Karmacharya	NHRC
8	Madhab Regmi	Consultant, NHRC

2. National Dalit Commission, December 7, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Man Bahadur Nepali	NDC
3	Yubaraj Rai	NDC
4	Ram Bahadur Bishwakarma	NDC
5	Shridhar Pudasaini	NDC
6	Dipak Nepali	NDC
7	Subarna K. Karmacharya	NHRC
8	Madhab Regmi	Consultant, NHRC
9	Jayashwar Chapagai	NHRC
10	Yagya P. Adhikari	NHRC

3. Child rights activists, December 8, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Kapil Aryal	Kathmandu School of Law
3	Namuna Bhushal	Central Children Welfare Committee
4	Sabita Upreti	Special School and Rehab. Center
5	Lokendra Khatri	Federation of Orphanage
6	Manoj K. Kandel	Child NGO Federation
7	Ramesh Khatiwada	Federation of Orphanage
8	Bhanubhakta Dhakal	Child NGO Federation
9	Madhab Regmi	Consultant, NHRC
10	Subarna Karmacharya	NHRC
11	Jayashwar Chapagai	NHRC

4. National Senior Citizens Federation, December 8, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Dr. Gaurishankar Lal Das	NASCIF
3	Chhatra Bahadur Pradhan	NASCIF
4	Ambika KC	NASCIF
5	Manohar Upreti	NASCIF
6	Sabita Upreti	SSDR
7	Subarna Karmacharya	NHRC
8	Yagya P. Adhikari	NHRC
9	Jayashwar Chapagai	NHRC
10	Madhab Regmi	Consultant, NHRC

5. National Federation of the Disabled (NFDN), December 8, 2014

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Sudarshan Subedi	NFDN
3	Tejkumari Tiwari	Nepal Disabled Society
4	Nirmala Dhital	Nepal Disabled Women Association
5	Mukunda Dahal	NFDN
6	Sadan Pandit	CIL
7	Bhojraj Shrestha	Independent Life Style Center
8	Mahadev Bharati	NFDN
9	Jayashwar Chapagai	NHRC
10	Madhab Regmi	Consultant, NHRC
11	Yagya P. Adhikari	NHRC

6. Professional Organizations/Associations, December 9, 2017

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Haribinod Adhikari	Freedom Forum
3	Gopal Lamsal	NGO Federation
4	Bishnu Prasad Timilsina	Consumers' Interest Protection Forum
5	Bishwamani Pokharel	World View Nepal
6	Bijaya Bhatta	World View Nepal
7	Lekhnath Paudel	National Judicial Foundation
8	Sushil B.K.	Dalit NGO Federation
9	Dr. Bhagwan Khadka	Nepal Chamber of Commerce
10	Rama Sapkota	Nepal Paty
11	Pabitra Sunar	Nagarik Daily
12	Aarati Bista	NHRC
13	Jayashwar Chapagai	NHRC
14	Subarna K. Karmacharya	NHRC
15	Jyoti Baniya	Consumers Interest Protection Forum
16	Suni Lama	NIWF
17	Yashokanti Bhattachan	NIWF
18	Krishnakumar Waiba	NIWF
19	Srijana Pradhan	NIWF
20	Madhab Regmi	Consultant, NHRC

8. With experts and former administrators, February 18, 2015

S.N.	Participants	Organization/Office
1	Prakash Wasti	NHRC
2	Bed Prasad Bhattarai	NHRC
3	Binda Hada	Former Secretary
4	Madhav Paudel	Former Minister/Secretary
5	Birendra Mishra	Civil Society
6	Pitambar Sharma	National Planning Commission
7	Mohan Banjade	Former Secretary
8	Dinesh Hari Adhikari	Former Secretary
9	Tirtharaj Dhakal	Joint Secretary, NPC
10	Dr. Shri Krishna Shrestha	Consultant
11	Subarna K. Karmacharya	NHRC
12	Yagya P. Adhikari	NHRC
13	Jayashwar Chapagai	NHRC
14	Madhab Regmi	Consultant, NHRC
15	Aarati Bista	SCNHRC
16	Khimananda Basyal	NHRC
17	Yamnath Sharma	UNDP
18	Tek Tamata	UNDP

7. Nepal Bar Association, December 26, 2014

S.N.	Participants	Organization/Office
1	Harikrishna Karki	NBA
2	Sunil Kumar Pokharel	NBA
3	Gobinda Sharma	NBA
4	Yagya P. Adhikari	NHRC
5	Aarati Bista	NHRC
6	Basudeb Bajagai	NHRC
7	Subarna K. Karmacharya	NHRC
8	Bed Prasad Bhattarai	NHRC
9	Prakash Wasti	NHRC
10	Sudip Pathak	NHRC

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फोन नं. : ०१-५०१००१५, १६, १७, १८
वेब साइट : www.nhrcnepal.org
फ्याक्स : ०१-५५४७९७३, ५५४७९७५
हटलाइन : ५० १० ०००

क्षेत्रीय कार्यालयहरू

विराटनगर, बरगाछी चोक
फोन नं. : ०२१-४६१९३१, ४६१०९३
फ्याक्स : ०२१-४६११००

जनकपुर, देवीमार्ग
फोन नं. : ०४१-५२७८११, ५२७८१२
फ्याक्स : ०४१-५२७२५०

पोखरा, जनप्रियमार्ग
फोन नं. : ०६१-४६२८११, ४६२८२२
फ्याक्स : ०६१-४६५०४२

नेपालगञ्ज, शान्तिनगर
फोन नं. : ०८१-५२६७०७, ५२६७०८
फ्याक्स : ०८१-५२६७०६

धनगढी, उत्तर वेहेडी
फोन नं. : ०९१-५२५६२१, ५२५६२२
फ्याक्स : ०९१-५२५६२३

उप-क्षेत्रीय कार्यालयहरू

खोटाङ, दिक्तेल
फोन नं. : ०३६-४२०२८४

रूपन्देही, बुटवल
फोन नं. : ०७१-५४६९११

जुम्ला, खलङ्गा
फोन नं. : ०८७-५२०२२२