



# COUNTRY STRATEGY

2023-28

PLAN INTERNATIONAL NEPAL

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# EXECUTIVE SUMMARY

## ALL GIRLS STANDING STRONG CREATING GLOBAL CHANGE

Plan International is a globally recognised international development and humanitarian organisation committed to advancing children's rights, and equality for girls. With a history of over 80 years, Plan International operates in more than 75 countries, across Africa, the Americas, and Asia. It works with various partners to create sustainable changes in the lives of children, their families, and communities.

Plan International has been working in Nepal since 1978. In these 45 years of child-centered community development, the organisation has played a crucial role in supporting the creation of an inclusive society where all children can reach their full potential. Plan International Nepal works primarily with sponsorship children, their families, and the communities who act as agents of change to advance the right of girls, adolescents, and young women for helping them to lead dignified lives.

Plan International Nepal's programme focus is guided by its global strategy – **Girls Standing Strong, Creating Global Change** – and the strong institutional foundation built over the past 45 years.

For the 2023-2028 strategy period, Plan International Nepal has a vision of becoming a leading organisation advancing the rights of girls, adolescents, and young women in Nepal with the aim to contribute towards an ***“Inclusive, Just, and Safe Society for all girls and young women in Nepal”***.

This strategy is informed by an extensive external review of our Refreshed Country Strategy (2020 to 2023) and the 45 years of experience of working in Nepal. The external evaluation included consultations with girls, adolescents, young women, sponsorship children, teachers, members of school management committees, government officials, peer organisations and relevant stakeholders.

The Refreshed Country Strategy implementation coincided with the unprecedented challenges posed by the spread of Coronavirus (COVID-19) infections when Plan International Nepal had to revisit its programme and redirect funds to support the Government of Nepal's priorities to combat the pandemic. We also provided humanitarian relief to our sponsored children and their families and continued to work innovatively to support our partners, direct programme participants, and networks and alliances to advance the rights of girls, adolescents, and young women.

During this strategy period (2023-2028), Plan International Nepal will continue to deepen its work and move to newer geographies to support sponsored children and other vulnerable and marginalised children by catalysing positive change.

**INCLUSIVE, JUST, AND SAFE SOCIETY FOR  
ALL GIRLS AND YOUNG WOMEN IN NEPAL.**

# EXECUTIVE SUMMARY

The strategy aims to reach 700,000 girls, adolescents, and young women directly and 1.5 million indirectly – to align with the global mandate to cover seven per cent of all girls in countries where Plan International works.

Plan International Nepal will position itself as a leading humanitarian response organisation, with the aim of becoming the first responder during humanitarian crisis, dedicated to addressing the pressing needs of vulnerable individuals and communities.

## THE GENDER TRANSFORMATIVE APPROACH WILL BE AT THE CORE OF PLAN INTERNATIONAL NEPAL'S STRATEGY.

It will work with girls, boys, adolescents, young people, parents/ caregivers/ guardians, governments, media, and civil society organisations (CSOs), and consider the impact of intersectionality including multidimensional poverty and discrimination perpetuated by gender, ability, ethnicity, caste, class, sexual orientation, remoteness, social status, and language.

Plan International Nepal will work in strategic partnerships with diverse organisations and find new ways to influence change and remain relevant and effective in a rapidly changing context to cater to the needs and aspirations of programme participants.

This strategy will reiterate, Plan International Nepal's commitment to improving the quality and impact of its community-based interventions, policy influencing and campaigning at all levels and deep-diving on the localisation agenda.

Robust communication will amplify our relations with existing and potential donors, government, and stakeholders; alongside improved risk and financial management, and streamlined systems and procedures.

## REACHING

# 700,000 DIRECTLY

# 1.5 MILLION INDIRECTLY

## GIRLS, ADOLESCENTS AND YOUNG WOMEN

# ACRONYMS

|               |  |
|---------------|--|
| <b>AA</b>     | Anticipatory Action  |
| <b>AODGs</b>  | Areas of Global Distinctiveness                                      |
| <b>CAY</b>    | Children, Adolescents and Youths                                     |
| <b>CCA</b>    | Climate Change Adaptation  |
| <b>CEFMU</b>  | Child, Early Forced Marriage and Union                               |
| <b>CPiE</b>   | Child Protection in Emergencies                                      |
| <b>CVA</b>    | Cash and Voucher Assistance  |
| <b>DEI</b>    | Diversity, Equity, and Inclusion                                     |
| <b>DRM</b>    | Disaster Risk Management   |
| <b>DRR</b>    | Disaster Risk Reduction  |
| <b>ECD</b>    | Early Childhood Development  |
| <b>EiE</b>    | Education in Emergencies   |
| <b>GESI</b>   | Gender Equity and Social Inclusion                                   |
| <b>GHI</b>    | Global Hunger Index  |
| <b>HMG</b>    | Health Mother Groups(s)  |
| <b>LGBTIQ</b> | Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Questioning |
| <b>MHH</b>    | Menstrual Health and Hygiene   |
| <b>SADDD</b>  | Sex, Age and Disability Disaggregated Data                           |
| <b>SRHRIE</b> | Sexual and Reproductive Health Rights in Emergencies                 |
| <b>SRSP</b>   | Shock Responsive Social Protection                                   |
| <b>VAC</b>    | Violence Against Children  |
| <b>WASH</b>   | Water, Sanitation, and Hygiene                                       |
| <b>YEEiE</b>  | Youth Economic Empowerment in Emergencies                            |



# ABOUT PLAN INTERNATIONAL NEPAL

For 85 years, Plan International (PLAN) has been working to create a world where all children can grow and reach their full potential. It operates in more than 75 countries, partnering with local communities, governments, youth, and like-minded organisations to drive change. With a strong presence in the communities, Plan International Nepal has recognised that girls face unique challenges and systemic barriers that hinder their access to education, healthcare, protection, and opportunities, and limit control over the resources. We seek to address these inequalities by promoting gender equality, empowering girls, and young women in both soft and hard skills, and by advocating for their rights at all levels.

Plan International Nepal works with local communities, governments at all three levels, civil society organisations (CSOs), networks, youth, and like-minded organisations, adolescents, and young women who are affected by multidimensional poverty and face discrimination at the intersectionality of gender, ethnicity, caste, sexual orientation, people with disabilities, spatial differences, social status, and harmful traditional norms and practices.

As part of the campaign, Girls Out Loud has been successful increasing safe digital spaces to help girls learn about their rights and lead discussions on gender issues. This platform has united over 2000 girls aged 13-24 years from all seven provinces of Nepal.

**#GIRLS OUT LOUD** | DIGITAL PLATFORM  
UNITED **2000** GIRLS  
13-24 YEARS OLD

Plan International Nepal's work has facilitated the strengthening of coordination in all three-tiers of the Government of Nepal. While most of the programmes have been implemented at the local level, there are activities that allow engagement at the provincial and national levels for implementing child rights policies and guidelines. For instance, Plan International Nepal engaged with the Federal and provincial governments to update and finalise child marriage strategies with costed implementation plans.

Plan International Nepal has been building a reputation as a leading humanitarian organisation in the country. It has robust technical expertise on the Climate Crisis (CC), Disaster Risk Management (DRM) and humanitarian programming, and experience of implementing small to medium scale projects on CC, DRM, School-Based Disaster Risk Management (SBDRM), Anticipatory Action (AA), Shock Responsive Social Protection (SRSP) and in providing humanitarian support during emergencies in different districts. It has worked with multiple stakeholders, especially government for mainstreaming CC, DRM, and humanitarian issues in the government (federal, provincial, and local) processes and systems with focus on children, young girls, and women, who suffer most from climate-induced disaster events in Nepal.

Plan International Nepal has been an active member of Association of International Non-government Organizations Task Group for Disaster Management (AINTGDM) under the umbrella of Association and co-leads for the Cash Coordination Group (CCG) that focuses on engaging stakeholders.

**2018-2023** IMPACT IN NEPAL  
**14 DISTRICTS**  
**SIX PROVINCES**

Between Fiscal Year 2018 to 2023, Plan International Nepal implemented programmes in 14 districts of six provinces.

Plan International Nepal's programmes have significantly contributed towards advancing rights of girls, adolescents, and young women. Girls Get Equal, a global campaign of Plan International, contributed to ensuring that girls and young women in all their diversity, have equal power, freedom, and representation.

It sought to ensure that every girl and young woman has power over her own life and can shape the world around her, a world free from discrimination, harassment, and violence.

# OUR PURPOSE

Nepal adopted a federated constitution in 2015, with one federal, seven provincial, and 753 local governments with varied authorities and responsibilities. The federal parliament has enacted 16 legislations to ensure the fundamental rights of the citizens guaranteed by the Constitution. The Constitution has envisaged local and provincial governments as public service providers.<sup>1</sup> After the election of local governments and the subsequent elections of provincial and federal parliaments in 2022, Nepal has entered a new phase in consolidating the rights of the citizens and ensuring the delivery of essential services. Hence, there is an opportunity to work with the local and provincial governments to improve their service delivery capacities.

The regions and communities where Plan International Nepal works are distant and remote and have populations who are socially marginalised and economically poor. Regional, caste, class, ethnic and gender variations of poverty and inequality are evident in Karnali and Madhesh provinces with high proportions of multidimensionally poor populations.<sup>2</sup> The incidence of climate and non-climate induced hazards and disasters is high in Plan International's work areas.

## THE SITUATION OF GIRLS, ADOLESCENTS, AND YOUNG WOMEN

Nepal has made significant progress in gender equality in government and politics. Women's representation in the federal and provincial parliaments is 33.09% and 36.62%<sup>7</sup>, respectively. Nearly 41.21%<sup>8</sup> of local representatives are women. However, prevalent traditional practices and harmful social norms hinder the development of children and young girls in Nepal.

In general, Child, Early and Forced Marriage (CEFM) is prevalent, in higher proportions in Madhesh Province. Similarly, the Dowry System is another harmful social practice in Nepal's Terai region and remains the main reason for continued violence against women.

The stigma of menstrual restriction, known as *Chhaupadi*, is a harmful practice still prevalent in the Karnali and Sudhuraschim provinces.



WE WANT  
**EQUALITY IN RIGHTS**

MULTIDimensionally POOR POPULATION  
IN RURAL NEPAL<sup>(3)</sup>

**25%**

ADDITIONAL POPULATION CLASSIFIED AS  
VULNERABLE TO MULTIDimensionAL  
POVERTY<sup>(4)</sup>

**17.8%**

10% OF THE WEALTHIEST POPULATION  
SHARES HIGHER INCOMES THAN  
THE POOR 40% BY<sup>(5)</sup>

**3X**

NEPAL'S RANK IN THE 2022 GLOBAL INDEX  
HUNGER (GHI) OUT OF 121 COUNTRIES<sup>(6)</sup>

**81**

Further, accusations of the practice of witchcraft are rampant in Nepal. This primarily stigmatises elderly women and widows. Worse, the accusations have always been accompanied by violence, sometimes life-threatening, against the victims. Young widows are subject to physical abuse and sexual violence by their family members and society.<sup>9</sup>

Prevalent patriarchal norms promote the preference of male children, and pre-birth gender selection remains a harmful social practice whose incidence has been increasing. Gender selection is illegal, but the practice remains rampant.

- **32.8% OF WOMEN AGED 20–24 ARE MARRIED BEFORE 18 YEARS OF AGE.**<sup>(11)</sup>
- **THE ADOLESCENT BIRTH RATE IS 63 PER 1,000 WOMEN AGED 15-19 (2021).**<sup>(12)</sup>
- **11.4% OF WOMEN AGED 15-49 REPORTED BEING SUBJECTED TO PHYSICAL AND SEXUAL VIOLENCE BY A CURRENT OR FORMER INTIMATE PARTNER IN THE LAST 12 MONTHS.**<sup>(13)</sup>
- **770,000 OUT-OF-SCHOOL CHILDREN ARE AGED 5-12 YEARS; MOSTLY GIRLS.**<sup>(14)</sup>
- **EDUCATION INFRASTRUCTURE AND TEACHING -LEARNING ENVIRONMENTS ARE NOT GENDER FRIENDLY.**<sup>(15)</sup>
- **NEPAL'S FEMALE LITERACY RATE IS ONLY 57.4% AS COMPARED TO 75.1% FOR MALES.**<sup>(16)</sup>
- **THE PERCENTAGE OF WOMEN AGED 15–19 WHO HAVE BEEN PREGNANT RISES WITH AGE, FROM 1% AT AGE 15 TO 32% BY AGE 19.**<sup>(17)</sup>
- **TEENAGE PREGNANCY IS HIGHEST IN KARNALI PROVINCE (21%), FOLLOWED BY MADHESH PROVINCE (20%), AND IS LOWEST IN BAGMATI PROVINCE (8%).**<sup>(18)</sup>

The seclusion of women (*purdah*) in Muslim and Hindu communities of Terai is another harmful social practice that continues to hinder women's development. The system of polygamy is still practiced in some rural areas.<sup>10</sup>

Gender and sexual minorities such as the Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Questioning (LGBTIQ+) face the high discrimination and stigmatization because larger Nepali society accepts only gender binary opposites, despite some efforts to accommodate sexual minorities in policies and laws.

In addition to the deeply rooted discriminatory social practices against girls and young women, the more recent climate-induced hazards have been perpetuating the cycle of inequality, discrimination, and servitude.

Nepal is highly vulnerable to the impact of climate change owing to its rugged topography and the fragility of the geologically young mountains. Every year Nepal loses nearly 300 lives and around USD 140 million to disaster events caused by natural hazards.<sup>19</sup> Disasters and multiple hazards impact girls, adolescents, and young women even more. Plan International's studies suggest that disasters affect children and girls by forcing them to drop out of school for early and child marriages, increasing the risk of violence, reducing employment opportunities and increasing their health problems.<sup>20</sup> This high mortality also links to the compounding impact of unjust economic and social rights of girls, boys, and women.

In this context of seemingly insurmountable structural and geographical barriers, Plan International Nepal has set out to become a leading organisation to advance the right of girls, adolescents, and young women by supporting programme participants to build agency and confidence to overcome discrimination at home and in their communities, and to influence and campaign for just and equitable public policies at local, provincial, and federal levels.

Aligning with the Global strategy- "*Girls Standing Strong, Creating Global change*"-, Plan International's "Humanitarian Scale Up" approach, and Government of Nepal priorities, Plan International Nepal, aspires to be a leading development and humanitarian organisation with capacity to become first responder in any disaster event within the country.





# OUR PROGRAMMES

Plan International Nepal's Country Strategy (2023-2028) is guided by the global strategy, **GIRLS STANDING STRONG, CREATING GLOBAL CHANGE** and the foundation it has built in Nepal in its 45 years of operation. This strategy is also informed by participatory internal and external reviews of the "Refreshed Country Strategy" (2020-2023) with girls, young women, school management committees, parent-teachers associations, teachers, head teachers, public service providers, government officials at all levels, partner NGOs, networks, alliances, and peer organisations.

Reflecting on emerging trends, analysis of the rapidly evolving context of Nepal, consultations with a wide range of stakeholders, and aligned to the Global Strategy, the Country Strategy sets out the following:

## PRIMARY PROGRAMME PARTICIPANTS

We aim to reach **700,000** girls, adolescents, and young women directly, and **1.5 MILLION** indirectly (guided by our global mandate to cover 7% of all girls in countries where Plan International works).

We will also work with **BOYS, MEN, AND TRADITIONAL POWER HOLDERS** to change the condition and position of our primary programme participants.

## VISION

**INCLUSIVE, JUST, AND SAFE SOCIETY FOR ALL GIRLS AND YOUNG WOMEN IN NEPAL.**

## MISSION

**ALL GIRLS AND YOUNG WOMEN STANDING STRONG, ENJOYING THEIR RIGHTS, AND FREEDOM WITH DIGNITY IN NEPAL.**

## VALUES

Plan International's shared values and behaviours are the guiding principles for working and interacting with others. They help foster a culture of openness, accountability, and transparency, allowing innovation, experimentation, and continuous learning.

The values are underpinned by **FEMINIST LEADERSHIP PRINCIPLES**, which are about fundamentally changing what power looks like at work and nurturing equality across gender identity, class, ethnicity, sexual orientation, race, colour, age, and ability

We strive for  
**LASTING IMPACT**

We are  
**OPEN & ACCOUNTABLE**

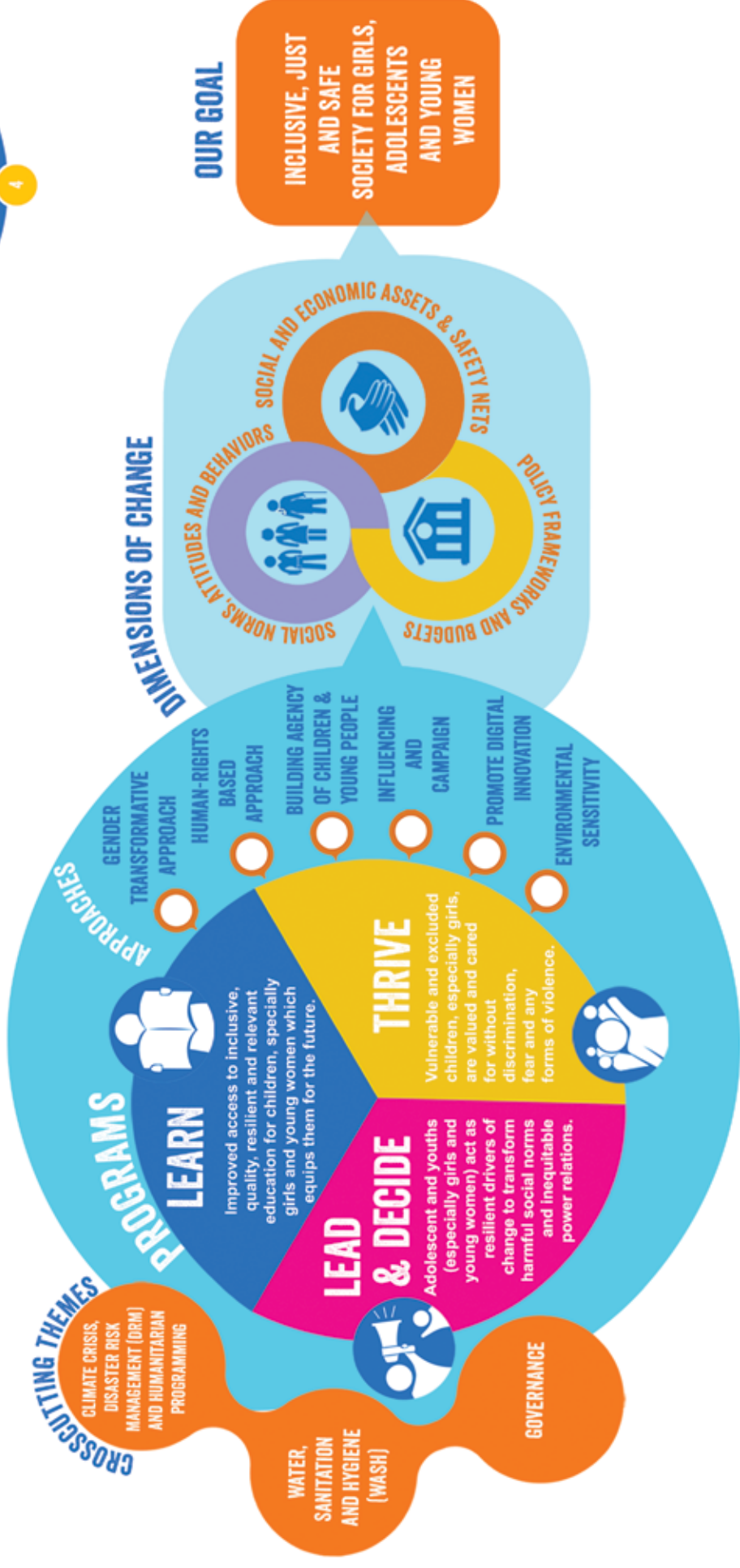
We work well  
**TOGETHER**

We are  
**INCLUSIVE & EMPOWERING**

# OUR PROGRAM FRAMEWORK

In the 2023-2028 strategy period, Plan International Nepal will contribute towards its vision by working alongside girls and young women in Nepal to help them to Learn (inclusive quality education and skill development), Lead (Youth) and Decide (Sexual and Reproductive Health and Rights, SRHR), and Thrive (Early Childhood Development and Protection from Violence). These three programme priorities are rooted in the community consultations, Plan International's global strategy and the priorities of the Government of Nepal.

Plan International Nepal will work in six Areas of Global Distinctiveness (AOGDs) to bring lasting changes in the lives of children, adolescents, and youths with a focus on girls and young women. By focusing on the AOGDs we will enhance the quality of our work and build evidence of our impact locally and globally. Alongside the AOGDs, we will work in four crosscutting themes during this strategy period.




# OUR PROGRAMME PRIORITIES

## LEARN

There is a global learning crisis resulting from the COVID-19 pandemic, conflict, and climate change. As such, children particularly girls, adolescent and young women are affected by lack of inclusive quality learning, knowledge, and skills. Thus, our priorities are delivering gender transformative education - **INCLUSIVE QUALITY EDUCATION (IQE)** and **SKILL AND OPPORTUNITIES FOR YOUTH EMPLOYMENT AND ENTREPRENEURSHIP (SOYEE)** under the LEARN programme framework.

The two thematic interventions are different yet they mutually reinforce ending CEFM to pave way for inclusive, just, and safe society for Nepal's girls, adolescents, and young women. LEARN will invest in effective approaches for marginalised and vulnerable in- and out-of-school students (girls, children with disability and the crisis affected) to help them to continue education (retain), enter and re-enter schools. Young people especially young women will be prioritised by expanding and strengthening their technical, entrepreneurial and life skills to leverage employment and economic empowerment.



**RIGHT4CHILDREN** is implementing the **PROMOTING YOUNG WOMEN IN EMPLOYMENT IN POKHARA** Project with funding and technical support from Plan International Nepal. The project aims to equip young women with marketable skills and help them to make the most of emerging job opportunities.

**SUSHMA** hopes to obtain her heavy equipment driving license after completing two years of working as an excavator operator.

# THREE DIMENSIONS OF LEARN

| AOGD  | CHANGING NORMS, ATTITUDES AND BEHAVIOURS  | STRENGTHENING ASSETS AND SAFETY NETS  | IMPROVING POLICY FRAMEWORKS, BUDGETS AND SERVICES  |
|---|---|---|--|
| <p><b>INCLUSIVE QUALITY EDUCATION (IQE)</b></p> | <p>Engaging with families, communities, leaders, schools, and children to promote and sustain the importance of education aimed at removing harmful social norms that are barriers to inclusive quality education, including those related to early marriage and pregnancy.</p> <p>Promote a culture of inclusive, gender transformative, safe, and resilient environment in and around schools.</p> <p>Engage with civil society and the media to promote non-stereotypical and non-discriminatory expectations related to girls and boys and value education for all.</p> | <p>Support parents, caregivers, and children to actively engage in school governance.</p> <p>Support the engagement of schools and communities in DRM planning.</p> <p>Promote child protection through robust feedback systems in schools.</p>   | <p>Collaborate with local, provincial and federal authorities to improve learning environment to make them inclusive, resilient and gender responsive.</p> <p>Support teachers training to facilitate inclusive, relevant and gender transformative teaching learning processes (pedagogy).</p> <p>Work with local, provincial, and federal authorities to implement policies and establish relevant and resourced educational opportunities for out-of-school children.</p> <p>Engage with federal, provincial and local authorities to implement education policies to ensure provisions for inclusive, gender-responsive, quality education services.</p> <p>School management and governance structures provide education in a safe/resilient, inclusive and gender transformative learning environment.</p> |
| <p><b>SOYEE</b></p>                             | <p>Dialoguing with parents and primary caregivers to co-develop new norms and practices for supporting women's control of their income and assets, and participation in training and decent work</p> <p>Supporting young people, especially young women, in their diversity, to pursue decent work (employment and self-employment) opportunities through skills development in both farm and off-farm sectors.</p> <p>Collaborating with media to promote positive portrayals of young people and women as economic actors and valuable contributors to community</p>      | <p>Supporting young women and men to make connections and build networks with peers, role models and mentors, and the wider community to facilitate linkages with labour and financial markets.</p> <p>Building the capacity of young women and men to participate in labour market decision-making processes.</p> <p>Working with financial institutions to develop youth- and gender-friendly financial services to support youth-led enterprise development.</p> | <p>Encourage private companies to invest in and practice gender equality and decent work principles for young people, particularly young women in business, and supply chains.</p> <p>Engage with government for gender-responsive and youth-friendly SOYEE policies.</p>  |

# OUR PROGRAMME PRIORITIES

## LEAD AND DECIDE

Children, adolescents, and youth are active drivers of change. Although constituting almost half of the world's population, the youth remain dramatically underrepresented. Only 22 per cent of parliamentarians worldwide are women, meaning that young women are among the least represented social groups worldwide<sup>21</sup>. While the World Health Organisation (WHO) has declared the end of the COVID-19 pandemic, its impact has continued and continues to affect the lives of girls, adolescents, and youth.

Approximately 16 million adolescent girls aged 15 to 19 years and 2.5 million girls aged 12 to 15 years give birth each year – nine in 10 births by adolescents occur within marriage or a union.<sup>22</sup> Complications during pregnancy and childbirth are the leading cause of death for 15 to 19-year-old girls globally<sup>23</sup>; and three in five of all maternal deaths take place in humanitarian and fragile contexts<sup>24</sup>. SRHR for children, adolescents and young people are stipulated in many international and regional human rights instruments.

Young people-led activism is an integral part of ending CEFM. Compounded by the negative impact of not being able to enjoy rights to sexual and reproductive health by girls, adolescents, and youth will further perpetuate CEFM. Thus, under the LEAD programme framework (Young people as active citizens) and Decide (SRHR), we will focus on girls, boys, and youth as active drivers of change and SRHR.



**RADHIKA**

As the part of **CHAMPIONS OF CHANGE** module, girls are provided with training on how to make reusable sanitary pads to manage their periods.

**RADHIKA** received the training two years ago and is now one of the trainers teaching younger girls to make homemade pads.

# THREE DIMENSIONS OF LEAD & DECIDE

| AOGD                       | CHANGING NORMS, ATTITUDES AND BEHAVIOURS   | STRENGTHENING ASSETS AND SAFETY NETS   | IMPROVING POLICY FRAMEWORKS, BUDGETS AND SERVICES   |
|----------------------------|--|--|---|
| <b>YOUNG PEOPLE/ YOUTH</b> | <p>Support young people to enhance their foundational capabilities needed to act as effective drivers of change in line with human rights, gender equality, and inclusion.</p> <p>Build young people's agency and their capacities to work together.</p> <p>Facilitate dialogue between different gender identities and generations to challenge power structures and foster joint and more equal solutions.</p>   | <p>Build connections and networks of youth with peers, CSOs, and decision makers and increase their access to information.</p> <p>Promote adult role models, networks of local champions and mentoring for youth, in particular young women.</p> <p>Support youth organisations and initiatives that work for gender equality to resource their collective action, including youth-led media initiatives.</p>  | <p>Ensure young people's organisations participate fully in project planning, steering, monitoring, planning and evaluation (MP&amp;E), and learning, including participation in DRM and response plan.</p> <p>Influence for gender responsive and inclusive policy frameworks and budgets.</p> <p>Promote and strengthen mechanisms and formal spaces for youth engagement in public accountability processes.</p> |
| <b>SRHR</b>                | <p>Encourage Children, Adolescents and Youth (CAY) to have positive attitudes and self-confidence on SRHR, including harmful practices and other forms of GBV.</p> <p>Encourage communities and community leaders to promote SRHR, to take actions, and facilitate local initiatives, including challenging stigma and harmful practices, including CEFM.</p> <p>Support girls and young women who are vulnerable, excluded, and at most risk to build positive coping mechanisms and engage in social networks.</p> <p>Facilitate CAY to obtain SRH and HIV services and supplies/ commodities when needed and to use them appropriately.</p> <p>In humanitarian settings, integrate CSE into life skills work.</p> | <p>Strengthen CSOs/ media capacity and commitment to support access for young people to gender responsive, inclusive SRHR information, education, and services, and CEFMU prevention.</p> <p>Support youth-led social accountability to strengthen the provision of adolescent responsive SRH services; ensure services are provided in communities and via outreach.</p> <p>In emergencies; support safe spaces and community and youth-led initiatives to help prevent sexual violence, and CEFMU; provide access to menstrual health materials and support.</p> | <p>Influence and support State health and education services to expand coverage of CSE and SRHR services, including maternal health, for young people (e.g., training, curriculum development, service standards).</p> <p>Capacitate service providers and health facilities to take action to provide quality adolescent and gender responsive and inclusive SRHR services.</p>                                    |

# OUR PROGRAMME PRIORITIES

## THRIVE

Early childhood (below the age of eight) is a period wherein a child masters increasingly complex levels of physical activity, thinking, feeling, communicating, and interacting with others. Through this process of physical, cognitive, social, and emotional development, a child acquires the knowledge, behaviours and skills that enable him/her to be happy and relate to others; to learn, function and make decisions independently; to be resilient, and adapt to changes in the environment. As such, it is imperative that every child is cared for and parents/ caregivers adopt behaviours and practices that value each child regardless of their gender or social pressure and create environments for them to grow in a context of favourable intra-household relationships. Such conditions will allow every child to thrive and also facilitate the ending of CEFM.

Every child has the right to grow and live a life free from violence and fear (*UNCRC Article 19*). Families are considered to be “protectors/ safety nets” of children from violence. Yet data shows that the perpetrators are often the “close ones”/families. Intimate partner violence (IPV) starts early in life and adolescent girls and young women have been experiencing high levels of IPV (*GLO-AOGD-Protection from Violence*). Violence against children, adolescents and young women in emergencies also continue violating their basic human rights.

The ECD related interventions cover providing necessary knowledge and skills to parents and male caregivers and building capacity of the government to plan and implement programmes on ECD. The protection from violence component includes building the agency of children especially girls for self-protection, creating safety nets for children by empowering and engaging parents/caretakers, community leaders, service providers, and finally strengthening systems and structures.



The **CHILD DREAM PROJECT** targets pregnant women and young parents of children under the age of three. Positive parenting sessions are conducted to teach parents new skills and knowledge.

**SANGITA**, 20, and **VIVEK**, 24, are the parents of a 13-month-old baby boy. The couple were invited to join parenting sessions for young parents, where they received vital prenatal information and were encouraged to visit the health centre regularly.

# THREE DIMENSIONS OF THRIVE

| AOGD  | CHANGING NORMS, ATTITUDES AND BEHAVIOURS   | STRENGTHENING ASSETS AND SAFETY NETS   | IMPROVING POLICY FRAMEWORKS, BUDGETS AND SERVICES   |
|---|--|--|---|
| <p><b>EARLY CHILDHOOD DEVELOPMENT (ECD)</b></p> | <p>Support strengths-based parenting programmes to improve caregivers' knowledge and skills to provide gender-responsive nurturing care and protection to all their children equally, starting before birth.</p> <p>Use gender and social norm change strategies such as collective dialogue and decision-making, social and behaviour change communication campaigns.</p> <p>Promote changes in discriminatory gender norms and unequal gender power relationships, focusing on meaningful male engagement in childcare.</p> <p>In emergencies: adapt parenting programmes to emphasise nurturing and responsive care, play and psychosocial support and conflict resolution.</p> | <p>Link families with young children to community-wide and household resilience building interventions.</p> <p>Partner with public service agencies to support health, nutrition and WASH related service providers to provide effective community interventions.</p> <p>Enhance the local health system to strengthen integrated ECD services and foster nurturing care.</p> <p>Support community health workers/ volunteers, learning with them how to feasibly expand their scope of work and further to enable them to provide more comprehensive care and counselling for ECD.</p> <p>Strengthen community-based health, nutrition, WASH, and early learning interventions to ensure that they are gender responsive, inclusive, and welcoming of male parents/ caregivers.</p> <p>Mobilise and support communities to implement and manage quality, inclusive and gender responsive community-managed play and stimulation corners.</p> <p>In emergencies: Support immediate relief for survival needs (health, nutrition, WASH) as well as psychosocial support, safe play, and early learning opportunities.</p> | <p>Influence for the implementation and resourcing of comprehensive policy and essential services for ECD.</p> <p>Promote and support implementation of government plan, policy, programme, and services on ECD for quality care and early learning opportunities for young children.</p> <p>In emergencies: influence for ECD in humanitarian planning and response; and inter-cluster coordination/ integration of sectoral ECD services.</p>   |
| <p><b>PROTECT</b></p>                           | <p>Support parents and caregivers to practice positive parenting approaches and promote a culture of protection and gender equality and reject violent "disciplining".</p> <p>Encourage children, adolescents, and youth, especially girls and young women, to demonstrate their knowledge and skills to protect themselves from all forms of violence, and CEFM including knowledge on protection mechanisms.</p> <p>Engagement with men and boys.</p>  | <p>Strengthen relevant actors including civil society coalitions for prevention of violence against children, adolescents, and youth to become more inclusive and gender/age aware; and promote their active collaboration.</p> <p>Encourage communities and community leaders to take actions, and facilitate local initiatives, including challenging stigma and harmful practices, including CEFM.</p> <p>Help community-based child and family protection mechanisms that meet quality standards.</p>  | <p>Strengthen service providers' capability to deliver gender responsive and inclusive protection services, particularly to children with immediate protection needs in both development and humanitarian settings.</p> <p>Influence key actors to adopt and enforce gender responsive and inclusive child and family protection frameworks.</p> <p>Collaborate with governments (various levels) for effective implementation, roll out of their plans, policies, programmes, and services in relation to protection and child marriage.</p> |



# CROSS-CUTTING THEMES

## CLIMATE CRISIS (CC), DISASTER RISK MANAGEMENT (DRM) AND HUMANITARIAN PROGRAMMING:

Plan International Nepal will support the strengthening of resilience of the most vulnerable girls, young women, and their communities by embedding CC and DRM in all programmes. We will continue to focus on child protection, emergency response (education in Emergencies, Child Protection in Emergencies, SRHR in Emergencies, Youth Economic Empowerment in Emergencies, Gender in Emergency, Food, and nutrition assistance-ECD) and resilience, which will be central to our CC, DRM and humanitarian programmes focusing on saving lives and promoting resilience. We will achieve this in coordination and collaboration with like-minded organisations, the Government of Nepal and concerned stakeholders. We will strictly adhere to the International Humanitarian Standards<sup>25</sup> during humanitarian response.

The tentative programmatic interventions are as follows:

- Collaborate with federal, provincial, and local governments for DRM and for minimising the impact of the climate crisis by promoting gender responsive preparedness planning and ready to respond approach to ensure that the specific needs of young women and girls are incorporated and addressed.
- Work closely with programme participants, local, provincial, and federal governments, and other stakeholders to create an enabling environment for increased and active participation of girls, women, and people at risk in formulating and implementing DRM, climate crisis and climate change adaptation strategies.
- Support efforts of communities and school management committees to make schools and community infrastructures safe, disaster-resilient and gender safe.
- Enhance capacity of relevant stakeholders on Shock Responsive Social Protection (SRSP), Gender Equality and Social Inclusion (GESI), Anticipatory Action (AA), Forecast base Action (FbA) and multi hazard early warning system.



- Provide timely and accountable humanitarian response to address the specific needs of people at risk in communities, especially girls and women and contribute to increase their resilience capacity to cope with future crises.
- Plan International Nepal's intervention will focus on different thematic sectors based on the result of Rapid Need Assessment and Rapid Gender Need Assessment. The themes include CPIE, Education in Emergencies Early Childhood Development (ECCDiE), SRHRiE and YEEiE with cash voucher assistance (CVA) as modality for humanitarian support.
- All humanitarian work data and information will be disaggregated in terms of sex, age, and disability, and an inclusive community feedback mechanism will be put in place.
- Plan International Nepal will adhere with the global policy on environment of Plan International and implement projects without causing harm to the environment and climate, including Plan International Resilience's pathways .<sup>26</sup>

## WATER, SANITATION, AND HYGIENE (WASH)

- Extend access to WASH services for women and girls before, during and after any emergency event and ensure their menstrual health and hygiene (MHH).
- Incorporate WASH in the education sector intervention in school, including the provision of menstrual restrooms, sanitary pad dispensers and disposal, separate toilets for girls and boys, and adequate and safe drinking water.
- Collaborate with federal, local, and provincial governments to develop and implement climate resilient WASH plans and policies, standard operating procedure, and guidelines.
- Promote Water Sanitation and Hygiene in emergencies (WASHiE) for humanitarian programmes.



## GOVERNANCE

- Promote participatory and consultative processes, including promoting a degree of access, consultation, and participation by programme participants, youth, and other stakeholders in planning, designing, and implementing development interventions.
- Ensure equity and inclusion of access to rules, public policies and services and uphold affirmative actions and positive discrimination to bring young women and children from the historically marginalised and excluded communities to the forefront.
- Promote accountability among programme participants to hold duty bearers to account by providing strategic knowledge and resources to the duty bearers.
- Promote transparency and right to information to uphold the principle of transparency in government and facilitate free flow of information about public policy decisions to affect the quality of governance at all levels.

# PROGRAMME OUTCOMES AND OUTPUTS

## LEARN

IMPROVED ACCESS TO INCLUSIVE, QUALITY, RESILIENT AND RELEVANT EDUCATION FOR CHILDREN, ESPECIALLY GIRLS AND YOUNG WOMEN WHICH EQUIPS THEM FOR THE FUTURE THEY DESIRE.

### KEY OUTPUTS

Increased access to inclusive resilient, relevant education to promote life-long learning opportunities for children – **INCLUSIVE QUALITY EDUCATION**

Enhanced skills, knowledge and attitude of girls and young people especially young women to secure employment opportunities – **SKILLS AND OPPORTUNITIES FOR YOUTH EMPLOYMENT AND ENTREPRENEURSHIP**

## LEAD & DECIDE

ADOLESCENTS AND YOUTH (ESPECIALLY GIRLS AND YOUNG WOMEN) ACT AS RESILIENT DRIVERS OF CHANGE, AND ARE ABLE TO MAKE INFORMED

### KEY OUTPUTS:

Young people take part fully in the political life in their communities and country – **YOUNG PEOPLE AS ACTIVE DRIVERS OF CHANGE.**

DECISIONS ABOUT THEIR BODIES AND LIVES.

Adolescents and young people make decisions governing their bodies, and to access information and services that support SRH and rights – **SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS.**

## THRIVE

VULNERABLE AND EXCLUDED CHILDREN, ESPECIALLY GIRLS, ARE VALUED AND CARED FOR WITHOUT DISCRIMINATION, FEAR, AND ANY FORM OF VIOLENCE.

### KEY OUTPUTS:

All children receive nurturing and responsive care, giving them a strong foundation to reach their full potential – **EARLY CHILDHOOD DEVELOPMENT.**

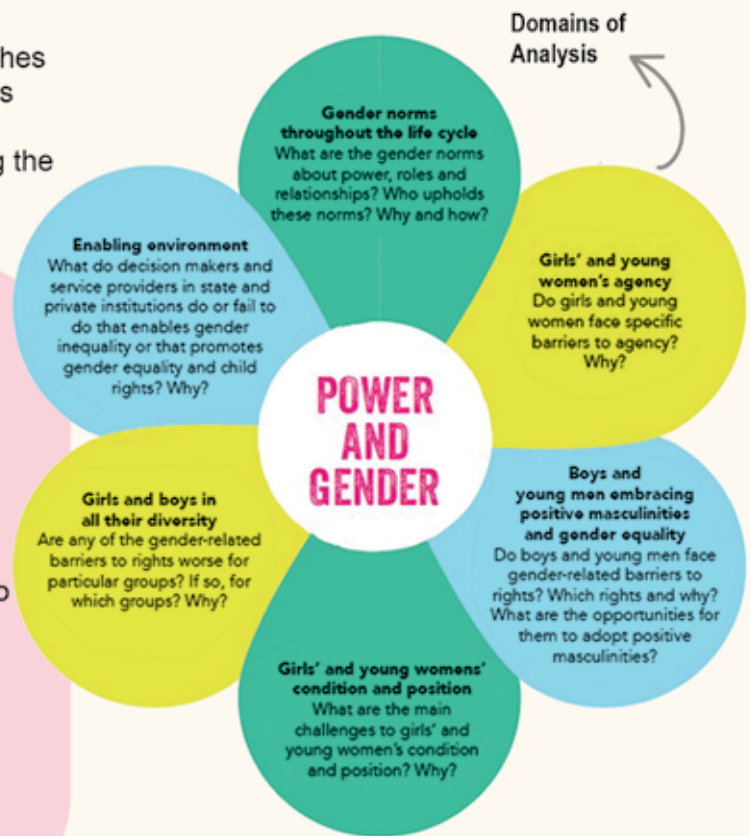
Girls and young women are empowered and protected from all forms of violence, abuse, exploitation, and harmful traditional practices including CEFM – **PROTECTION FROM VIOLENCE.**

# OUR APPROACHES

Plan International Nepal will adopt various approaches to achieve the strategic outcomes envisaged for this strategy period. It will commit human and financial resources to strengthen the approaches by building the

## A) GENDER TRANSFORMATIVE APPROACH

- Ensure all aspects of the Gender Transformative Approach are integrated in programme design, influencing and campaigns, and country programme operations to contribute to the goals of the global strategy.
- Invest in building the capacity of staff and partners to integrate the Gender Transformative Approach in programme design, monitoring and evaluation and country operation by developing guidelines, tools, Gender Transformation Marker (GTM) and learning events.
- Develop a gender brief as part of a ready response mechanism.



## B) HUMAN RIGHTS-BASED APPROACH

- Build knowledge of staff and partners and develop approaches and tools to establish minimum HRBA standards in the programming – including the ability to conduct power and political economy analysis to make interventions more effective.
- Promote HRBA as a core organisational value and develop capacities of staff and partners on HRBA programming.

## C) BUILDING AGENCY OF CHILDREN AND YOUNG PEOPLE

- Facilitate children (especially girls) and young people (focusing on young women) to build their networks/ organisations at the community, local, provincial, and federal levels.
- Ensure the participation of girls and young women in designing and informing our programming decisions to the extent possible through annual social audits and consultations.
- Invest in understanding emerging trends of young people and children of our rights holders' communities and support their actions through youth groups/networks.

## D) PROMOTE DIGITAL INNOVATION

- Develop a digital policy to streamline and integrate digital initiatives supported by different departments to guide our digital engagement.
- Build the capacity of rights holders (especially change agents and youth to produce reports for storytelling) and on using the digital platform, especially its use to amplify their voices for equality and dignity.
- Promote the integration of ICT in education and vocational training as a supplement to improve access of all children and youth with various learning capabilities to relevant quality education, diversify learning opportunities, and increase income generation opportunities.

## E) INFLUENCING AND CAMPAIGNING

- Invest in generating evidence – working closely with programme teams internally and partners and other stakeholders externally – to make the campaign ask specific.
- Develop influencing and campaign strategy to streamline influencing and campaigns and ensure the approach is embedded in all programmes and activities.
- Build capacity of staff and partners to influence, campaign, and on communications and developing resource materials.
- Build relationships and collaborate with governments at all levels to develop policies and ensure the implementation of government policy frameworks for achieving gender equity.

## F) ENVIRONMENTAL SENSITIVITY

Environmental sensitivity will be guided by Country Environment Policy – in line with Plan International's **GLOBAL ENVIRONMENT SENSITIVITY POLICY** – to ensure our commitment to environmental protection, for reducing the carbon footprint across our operations, and by developing a mechanism to monitor implementation.

# OUR PROGRAMME AREAS

Plan International Nepal will continue to work in the **AREAS WITH HIGH CONCENTRATIONS OF POVERTY, DISCRIMINATION, AND MARGINALISATION OF GIRLS, ADOLESCENTS, AND YOUNG WOMEN.**

## PLAN INTERNATIONAL NEPAL WORKING DISTRICTS

- CURRENT WORKING DISTRICTS
- DISTRICTS ALREADY WORKED



## PLANNED WORKING AREAS

**SUDURPASCHIM PROVINCE, ADDITIONAL DISTRICTS IN MADHESH, LUMBINI AND OTHER PROVINCES CONTINGENT ON FUNDING AVAILABILITY.**



# OUR PARTNERSHIPS

Plan International Nepal commits to work in partnership with a range of Nepali organisations to sustain the impact of the programmes. Besides partnerships with NGOs, partnering with youth organisations, CSO networks/ alliances, media, academia, private sector business associations, and individual and institutional think tanks will be considered.

In this strategy period, Plan International will commit to the following:

- Building on Plan International's global guidance on **BUILDING BETTER PARTNERSHIP**, update the existing partnership policy and guidelines to reflect our commitment to **LOCALISATION** to create a lasting impact.
- **SUPPORT PARTNERS** to develop necessary organisational policies and procedures and build their fundraising and implementation capacity.



# OPERATIONALISATION OF THE STRATEGY

During this strategy period, organisational functions will be grouped in three broad categories – Programmes, Human Resource Management, and Financial Management and Operations. Programmes comprise four departments – Business Development; Programme, Partnership, and Impact; Program Quality and Innovation; and Influencing, Communications and Campaign.

## BUSINESS DEVELOPMENT

- Generate and leverage quality income through our ongoing and newly identified sources, build stronger relationships with Plan International's National Offices, and draw on Plan International's global expertise to create innovative, gender-focused programmes attractive to donors.
- Leverage Plan International Nepal's long-term sponsorship-based programme to secure additional funding to deepen and widen our engagement with girls and young women.
- Create high-quality, innovative, and effective programmes and partnerships and strengthen our pre-solicitation phase, bidding capability, and delivery reputation.
- Look for in-country donors and develop better relationships, including partnerships with the domestic private sector.

## PROGRAM QUALITY AND INNOVATION

- Enhance the capacity of staff, partners, and the ability of alliance members to develop a shared understanding of overarching approaches; build their knowledge and skills to design programmes from the human-centric perspective, and strengthen the annual planning process to create lasting impact.
- Sharpen the understanding of multidimensional child poverty, including gender inequality, and design and implement approaches and tools for their assessment to improve programme quality design.
- Invest in building capacities of staff and partners to take calculated risks and create environment for innovating programme approaches.
- Position Plan International Nepal as a leading humanitarian agency to respond to large-scale humanitarian situations across Nepal.

## HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT (HR&OD) AND SAFEGUARDING

- Become the employer of choice by strengthening talent acquisition, management, and retention policies and practices.
- Promote feminist leadership principles as a core organisational value by focusing on diversity, equity, and inclusion.
- Adhere to global standards and good practices, and ensure a safe, secure, trustful, and respectful environment for staff, associates, children, and programme participants.
- Help girls, young women, and youth to develop their agency and champion their agenda for gender-transformative public policies.

## INFLUENCING, CAMPAIGNS AND COMMUNICATIONS

- Work with diverse partners to collectively develop capacities to create and implement effective influencing campaigns informed by evidence in the form of research, policy briefs, testimonies of impact from policy influencing and campaigns, and well-documented monitoring and evaluation of programme interventions.
- Partner with national CSOs and youth engagement hubs and their networks to design and implement policy influencing and campaigns to support our thematic areas at all levels.
- Closely work with strategic partners, alliances, community groups, and networks to support and recognise girls as leaders and actors for their rights, many of whom are already at the forefront of tackling gender inequality issues in their communities and societies.
- Collaborate, work, and partner with media outlets at all levels to raise awareness, influencing Plan International Nepal's key audiences, and for brand building around its ambition and strategic priorities, including in humanitarian crisis settings.



# SCALING UP OUR HUMANITARIAN CAPACITY

Plan International Nepal aims to become a **LEADING HUMANITARIAN ORGANISATION** in this strategy period and commits to the following:

1. Invest in preparedness and readiness for responding to humanitarian crises within 72 hours of any crisis event within Nepal.
2. Build capacity of staff and partners on preparedness, readiness, and response.
3. Streamline our internal decision-making processes and amend relevant policies, manuals, and guidelines to match humanitarian situations.
4. Adhere to the humanitarian principles and international humanitarian standards.
5. Network, coordinate and communicate with governments, international, and national humanitarian organisations for effective coordinated response and upholding Humanitarian Accountability Framework.



## PROGRAM, PARTNERSHIP AND IMPACT

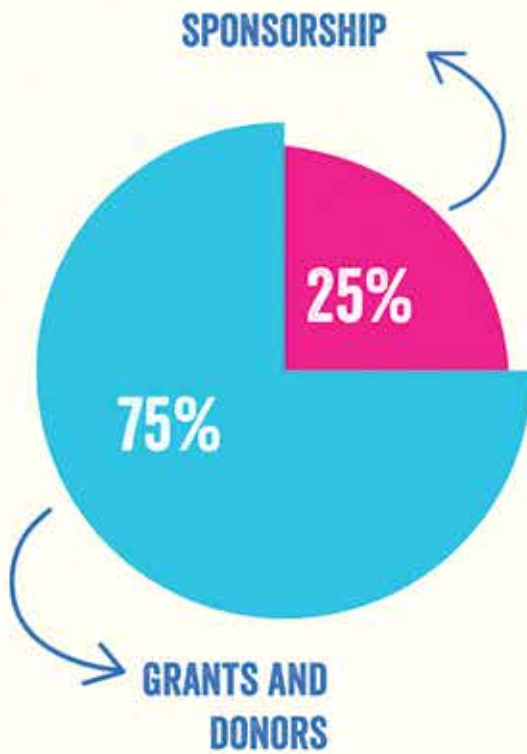
- Deepen the existing partnership with local NGOs, and explore new partnerships with youth, the private sector organisations, community-based/people's organisations, academia, think tanks and media to create an enabling environment for gender-transformative agenda.
- Ensure staff adheres to Project Management and Quality Standards to realise high quality programme delivery.
- Nurture environment for girls, young women, and young men to develop their agency and champion the agenda for gender-transformative policies and practices.
- Enhance influence and impact to result in long-term positive change for girls and young women.
- Revitalize the sponsorship programme and administration to ensure Plan International Nepal's

## FINANCE AND OPERATIONS

- Position Plan International Nepal among the government, donors, and other stakeholders as an organisation compliant to the highest level of financial integrity with policies, procedures, and mechanisms in place.
- Strengthen balanced internal control mechanisms to reduce the operational risk of fraud and error within Plan International Nepal, increase the trust of stakeholders, and be efficient and effective in programme delivery.
- Remain current with the latest technology and implement relevant solutions to have secure and stable IT systems and services.
- Develop policies and adopt practices that promote zero waste, low carbon footprint and contribute to climate smartness.

# RESOURCES FOR THE STRATEGY

Plan International Nepal estimates that a tentative budget of Euro 75 million will be mobilised during this strategy period. Sponsorship will contribute nearly 25 per cent of the estimated resource mobilisation plan, and 75 per cent resources will be raised through grants from existing and potential donors.



**TENTATIVE  
EURO  
75 MILLION  
IN FIVE YEARS**



# RISKS AND ASSUMPTIONS

Plan International Nepal is mindful of the risks and challenges the organisation could face in the strategy period.

We surmise the following risks and assumptions:

## 1. GLOBAL INFLATION

High inflation in the developed world, resulting from ongoing Russian Ukraine conflict, could pose a severe problem in resource mobilisation for the strategic period.

## 2. INCREASE IN THE PRICE OF PETROLEUM PRODUCTS

Increased petroleum prices could lead to increased logistics and transportation costs that may negatively affect the programme budget.

## 3. HEALTH PANDEMICS

Though the WHO has declared that COVID-19 is no longer a public health emergency, Plan International Nepal will remain vigilant as it is still an ongoing health issue, and its variants can still impact implementation.

## 4. DISASTER EVENTS

Disasters caused by multi-hazards in Nepal are risks for the next strategy period. They threaten the life and livelihoods of our rights holders and their families, causing movement restrictions, damage to property and disruption of planned activities.

## 5. LOSS OF MOMENTUM

In the shift from a child-focused community development organisation to an influencing and campaign organisation, there is a marginal risk of loss of momentum in programme execution.

## 6. SPONSORSHIP RETENTION

Ensuring the phase-out and phase-in of sponsorship areas always involves risks of sponsor retention.

## 7. NEPAL'S GRADUATION FROM LEAST DEVELOPED COUNTRY (LDC)

Institutional donors could deprioritise Nepal for funding after Nepal graduates from the LDC status in 2026.



## RISK MITIGATION

1. Plan International Nepal and other International organisations will develop minimum operation standards in case of an outbreak of major public health emergencies such as COVID-19.
2. Plan International Nepal will develop Business Continuity Policy (BCP) to keep the operation ongoing during disasters, revise and update the Standard Operating Procedure for humanitarian response, including rolling out the "Ready to Respond" approach to strengthen in-country preparedness for humanitarian crises.
3. Plan International Nepal will train its staff and partners on HRBA programming and map power relations at the local and national levels to ensure a smooth transition from a focused child community development to a rights-based organisation.
4. Plan International Nepal will work closely with Plan International Federation and National Offices to showcase high-quality, innovative initiatives to raise resources from institutional donors and foundations to meet the estimated budget for strategy implementation.



# MONITORING AND EVALUATION

Plan International Nepal has a robust Monitoring, Evaluation, Research and Learning (MERL) framework/ system based on the Programme Management Cycle (from planning to implementation). The M&E framework is a living document that is regularly updated to ensure relevance, effectiveness, efficiency, impact, and sustainability. We will continue to enhance our processes, including digitalisation. The MERL will enhance programme efficiency and effectiveness through:

## 1) COMPREHENSIVE M&E RESULT FRAMEWORK

The framework enables rigorous monitoring and evaluation of the country strategy programme outcomes. Plan International Nepal will develop a results framework to measure progress at regular intervals. A detailed baseline for the key indicators will be established to assess the change brought about by interventions over the strategy period. Annual light-touch review of the Country Strategy and key assumptions will be made while a detailed evaluation will be conducted towards the end of the strategy period.

We will continue to generate quality data through rigorous analysis to inform the organisation on achieving its milestones. As such, our focus will remain on high quality data collection through Plan Collect, our internal digital data collection system. We will optimise the usage of data generated to inform Plan International Nepal, in collaboration with partners, to design community responsive programme interventions. Data visualisation and communication to inform programme planning and implementation will be continued. Aligning with Plan International's Global MERL digital system PMERL, Plan International Nepal will collect, store, analyse data and report to inform the objectives of the country strategy. To ensure impartiality and objectivity of the analysis, we will commission an independent evaluation.

## 2) KNOWLEDGE MANAGEMENT

Plan International Nepal values knowledge management and learning as an essential component. Plan International Nepal's archiving system and dashboard will be instrumental to store, disseminate and communicate the learning internally and externally. We will continue to impart learning by cultivating staff's capacity and sharing best practices and learning sessions with partners.

### ► COMMUNITY ENGAGEMENT AND ACCOUNTABILITY (CEA)

Community Engagement and Accountability ensures that the organisation adheres to Plan International Nepal's standards of being accountable to all stakeholders and to strive for continuous learning and improvement. It also summarises internal and external standards and principles of accountability towards which the organisation can be held to account by children and other stakeholders and help the organisation to deliver quality programmes and services. Besides establishing feedback mechanisms, CEA includes provision of timely, relevant, transparent, and accessible information to communities and local officials, and assuring meaningful and inclusive participation in design, implementation, and monitoring and evaluation of interventions. We will use the existing Complaint and Feedback mechanisms (e.g., Toll-free number, email, and social audits) to ensure accountability and to improve the programme/ projects.

# TRANSPARENCY AND ACCOUNTABILITY

Plan International Nepal will uphold transparency and accountability by developing a transparency and accountability-promoting system and procedures and will apply them to operationalise and implement the strategy.

The organisation will abide by the framework agreement, which has been agreed upon with the Social Welfare Council. Plan International Nepal has developed and placed a system of procurement that aligns with the public procurement rules and procedures.

Plan International will promote transparency by making its activities available through its websites and its offices. In line with the Right to Information framework, it will develop necessary guidelines and procedures, and designate a senior official to function as an Information Officer.

Plan International Nepal will undertake a mandatory social audit involving local government representatives, CSOs, media, academia and programme participants of the sponsor-based programme and project-based interventions to promote public scrutiny of its engagement during the strategy period.



# ENDNOTES

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**#GIRLS GET EQUAL**



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