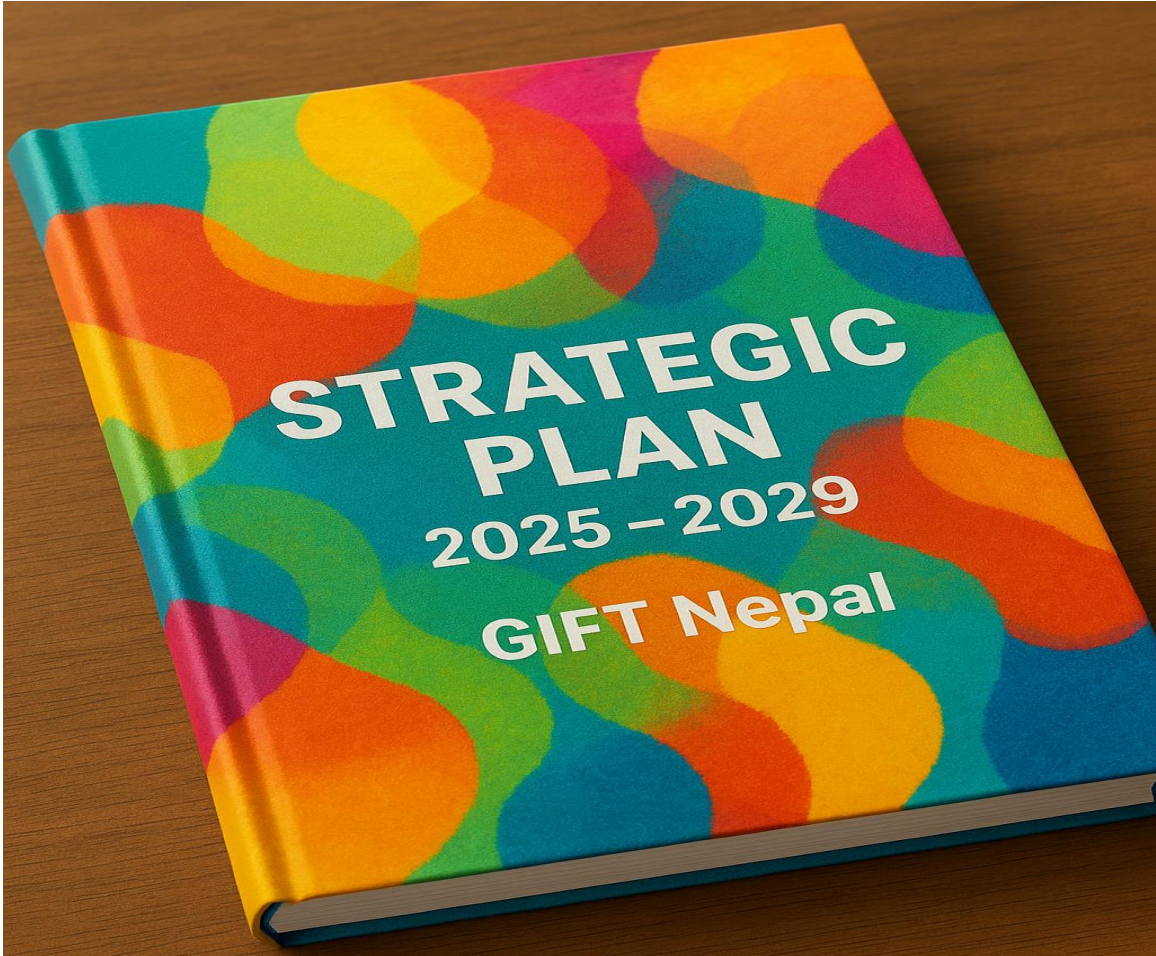


# Strategic Plan 2025-2029



## GIFT, Nepal

Badimalika Municipality-08, Martadi, Bajura, Sudurpashchim, Nepal

Phone: +977-97-541223/541168

Email: [info.giftnepal@gmail.com](mailto:info.giftnepal@gmail.com)

Website: [www.giftnepal.org.np](http://www.giftnepal.org.np)



## Table of Contents

Message from Chairperson .....	ii
Chapter One: Organizational Description.....	1
1.1 Organization’s Origin .....	1
1.2 Vision, Mission, Goal and Objectives of the Organization .....	1
1.3 Support Flow and Annual Turn-Over of Last Three Years.....	2
1.4 Approaches and Strategies .....	3
1.4 Target Groups.....	3
Chapter Two: Contextual Analysis .....	4
2.1 Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis.....	4
2.2 Stakeholders Analysis .....	5
2.3 Resource Analysis .....	6
Chapter Three: Thematic Areas and Strategic Direction .....	7
3.1 Economic Development .....	7
3.2 Social Development .....	10
3.3 Infrastructure Development.....	15
3.4 Environment Protection .....	17
3.5 Human Rights and Good Governance .....	20
3.6 Research and Policy Documentation .....	23
Chapter Four: Strategic Budget and Annual Action Plan .....	25
Annual Action Plan .....	26
Chapter Five: Monitoring and Evaluation and Responsibility Division.....	27

## Message from Chairperson

It is with immense pride and optimism that I present GIFT Nepal’s Strategic Plan for the period 2025–2029. This plan is a reflection of our collective commitment to creating a just, inclusive, and sustainable society where dignity, equity, and empowerment are not just aspirations but realities.

Since our humble beginnings in 1993 as a youth-led initiative, GIFT Nepal has evolved into a trusted development partner, empowering marginalized communities across Bajura and beyond. Over the years, we have witnessed significant progress, yet we recognize that persistent challenges i.e. poverty, inequality, climate vulnerability, governance gaps that continue to hinder holistic development. This Strategic Plan offers a roadmap to address these challenges systematically while leveraging new opportunities for growth and transformation.

Our focus remains steadfast: promoting economic resilience, advancing social justice, protecting the environment, enhancing infrastructure, upholding human rights, and fostering evidence-based innovation. The plan emphasizes collaboration with communities, local governments, donors, and other stakeholders to ensure inclusive participation and shared ownership of development outcomes.

At the heart of this strategy lies our unwavering belief in the potential of the people we serve. By investing in education, livelihoods, governance reforms, gender equality, and environmental sustainability, we aim to unlock opportunities for all, leaving no one behind.

I extend my heartfelt gratitude to our dedicated team, partners, communities, and supporters who have walked this journey with us. Together, we can achieve our shared vision of a self-reliant, equitable, and prosperous society.

I invite all stakeholders to join hands with GIFT Nepal as we embark on this transformative journey toward sustainable development and lasting impact.

Bal Bahadur Rokaya  
Chairperson

## Chapter One: Organizational Description

### 1.1 Organization's Origin

GIFT Nepal began its journey in 1993 as a youth club in Manakot and gradually evolved into a Community Development Organization. It launched its first scholarship program with the support of Devi Lama's family and officially became a registered NGO in 1996. This legal recognition marked the organization's entry into grassroots development. Between 1996 and 2000, GIFT Nepal expanded its activities through small-grant partnerships, notably collaborating with CARE Nepal to implement Non-Formal Education (NFE) programs in five Village Development Committees (VDCs) of Bajura. It also affiliated with the Social Welfare Council and NGO Federation Nepal, enabling broader collaboration. During this period, the organization introduced income-generating activities and constructed water supply systems in two VDCs, laying the foundation for holistic rural development.

From 2002 onwards, GIFT Nepal focused on institutional strengthening, including the revision of its constitution and the development of a clear vision and strategic direction. It diversified its programming into areas such as HIV/AIDS prevention, social mobilization, and rural development while expanding its network through partnerships with national and international organizations. Collaborations with key partners like CARE Nepal, Save the Children, Mercy Corps, Good Neighbors International, and the Government of Finland allowed GIFT Nepal to significantly enhance its impact in rural communities, particularly in the sectors of education, livelihoods, health, and infrastructure.

### 1.2 Vision, Mission, Goal and Objectives of the Organization

**Vision:**

"Human, Economic, physical as self-reliance and Built the well-Balanced Society"

**Mission:**

Ensure holistic development of targeted community by promoting human right, governance, transparency and accountability.

**Goal:**

Empowered the target group for self-reliant and equitable society

**Objectives:**

- To promote for positive changes into the lives of people by working in the areas of education, health, food security, climate change, disaster management, agriculture, water and sanitation through social mobilization.
- To coordinate for explore and utilization of resource at local level in achieving essential needs of people
- To ensure human right, governance, transparency and accountability for improvements of living status of people
- To establish sound coordination and collaboration among local government bodies for infrastructure/ development works.

- To facilitate the process of establishing rural bank at local level

**Core Values of the Organization**

GIFT Nepal’s core values serve as the guiding principles that shape its vision, actions, and organizational culture. Integrity underscores the commitment to honesty, transparency, and ethical conduct in all operations. Being responsive reflects the organization's ability to adapt swiftly to community needs and emerging challenges. Diversity is embraced by recognizing and respecting the differences in culture, background, and perspectives, fostering an inclusive environment. Accountability ensures that GIFT Nepal remains answerable to its stakeholders, upholding trust and responsible governance.



Through a collaborative approach, the organization builds strong partnerships and fosters teamwork to achieve shared goals. Lastly, equality remains at the heart of its mission, striving for fairness and non-discrimination in every program and service, ensuring that all individuals have equal opportunities to thrive.

**Strategies**

GIFT Nepal’s strategic approach is rooted in empowering communities through a multi-dimensional framework that ensures sustainable and inclusive development. It emphasizes advocacy to influence policies and amplify the voices of marginalized groups, while media and publicity are utilized to raise awareness, promote transparency, and mobilize public support. Through active networking, it strengthens ties with local, national, and international stakeholders, fostering collective impact.



Strategic partnerships are built to leverage resources, share expertise, and enhance program effectiveness. Capacity building remains central to equipping individuals, institutions, and communities with the skills and knowledge needed for self-reliance.

**1.3 Support Flow and Annual Turn-Over of Last Three Years**

<b>Fiscal Year</b>	<b>Income</b>	<b>Expenses</b>
FY 2023/024	50146915	50146915
FY 2022/023	18342616	18434659
FY 2021/022	11976374	12493897
<b>Total</b>	<b>80465905</b>	<b>81075471</b>

## 1.4 Approaches and Strategies

GIFT Nepal’s development approach is rooted in the principle of “**Leave No One Behind,**” ensuring inclusive and equitable participation across all levels of community development. The organization prioritizes **local resource mobilization**, encouraging communities to utilize and manage their own assets for sustainable growth. It emphasizes **livelihoods-focused interventions** to enhance economic resilience, particularly for marginalized groups. By investing in **local structure strengthening**, GIFT Nepal supports the capacity-building of local institutions and governance mechanisms, enabling them to effectively respond to community needs. The strategy also promotes **community empowerment**, fostering leadership, voice, and ownership among the people it serves. Additionally, **environmental sustainability** is integrated into all programs, recognizing the interdependence between ecological health and long-term development outcomes.



## 1.4 Target Groups

- Marginalized people, women, youths, children Dalits, Janajati,
- Economically disadvantaged and marginalized individuals and their communities.

The primary target groups of this program include marginalized populations such as women and adolescent girls, youths, children, Dalits, Janajati, People from LGBTIQAA++ groups, and individuals from economically disadvantaged communities. These groups often face systemic exclusion, limited access to quality education, healthcare, and employment opportunities, and are disproportionately affected by poverty, discrimination, and social inequities and disaster. By focusing on these vulnerable segments of society, the program aims to empower them through inclusive, need-based interventions that promote social justice, enhance participation, and ensure equitable access to development opportunities. The approach will be community-centered and sensitive to the unique challenges faced by each group, fostering resilience and long-term socio-economic upliftment.



Figure 1: AI generated symbolic picture

## Chapter Two: Contextual Analysis

### 2.1 Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis

<b>Strength</b>	<b>Weakness</b>
<ul style="list-style-type: none"> <li>• Long-standing grassroots presence since 1993 with strong community trust.</li> <li>• Legally registered and affiliated with national networks (SWC, NGO Federation Nepal).</li> <li>• Experience implementing multi-sectoral projects (education, health, livelihood, WASH, etc.).</li> <li>• Wide donor portfolio including CARE, Save the Children, GIZ, WFP, and more.</li> <li>• Strong focus on marginalized groups including Dalits, women, and children.</li> <li>• Trained and diverse staff with expertise in multiple thematic areas.</li> <li>• Established internal governance structure and updated organizational policies.</li> <li>• Participatory, rights-based, and inclusive development approach.</li> <li>• Recognized as a competent and professional local organization in Bajura.</li> </ul>	<ul style="list-style-type: none"> <li>• Limited access to advanced digital systems and technology infrastructure.</li> <li>• Heavy reliance on external donor funding.</li> <li>• Gaps in consistent documentation and visibility of impacts in national platforms.</li> <li>• Limited presence outside Bajura restricts national-level influence.</li> <li>• Staff turnover and retention challenges in remote areas.</li> <li>• Infrequent internal research or innovation-based initiatives.</li> <li>• Inadequate fundraising from local/private sector.</li> <li>• Dependence on seasonal project funding cycles.</li> <li>• Limited infrastructure for large-scale operations.</li> <li>• Gender disparity in executive roles despite inclusive principles.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Expanding donor interest in locally led organizations.</li> <li>• Increased emphasis on SDGs and inclusion aligns with GIFT Nepal's focus.</li> <li>• Growing digital tools for outreach, monitoring, and publicity.</li> <li>• Collaboration with local governments under federal structure.</li> <li>• Potential for social enterprise development for sustainability.</li> <li>• Strengthening youth engagement for long-term leadership.</li> <li>• Environmental and climate-resilient programs expansion.</li> <li>• Scope for scaling best practices from Bajura to other districts.</li> <li>• Participation in national and international advocacy networks.</li> <li>• Partnering with academic institutions for research and innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Political instability and policy shifts affecting NGO operations.</li> <li>• Competition for donor funding among local organizations.</li> <li>• Increasing climate-related disasters in rural areas like Bajura.</li> <li>• Donor fatigue or changes in funding priorities.</li> <li>• Migration of youth leading to weakened local leadership.</li> <li>• Potential duplication of efforts due to poor coordination with new NGOs.</li> <li>• Cultural resistance to change in some communities.</li> <li>• Weak law enforcement and local governance in some areas.</li> <li>• Security risks in remote and conflict-sensitive zones.</li> <li>• Inflation and economic downturn affecting project costs and reach.</li> </ul>

## 2.2 Stakeholders Analysis

Stakeholder	Role	Interest	Influence	Engagement Strategy
Target Communities	Beneficiaries, local participants	Access to basic services, empowerment, livelihood, inclusion	High	Participatory planning, regular consultations, feedback loops, inclusive decision-making
Local Government (Rural/Municipalities,)	Coordination and policy support	Local development, program alignment with plans	High	MoUs, joint planning, policy dialogue, co-implementation
Donor Agencies	Financial and technical support	Effective implementation, impact, transparency	High	Reporting, partnership reviews, visibility assurance, strategic alignment
Social Welfare Council (SWC)	Regulatory body for NGOs	Legal compliance, program standards	Medium	Timely reporting, project registration, legal compliance
District Coordination Committee (DCC)	Local-level coordination and oversight	Harmonized development activities	Medium	Coordination meetings, inclusion in project planning and review
NGO Federation / Networks	Advocacy and collaboration platforms	Organizational growth, collective influence	Medium	Membership, joint campaigns, knowledge exchange
Women, Dalit, Janajati, Poor Groups	Primary focus groups and rights holders	Social justice, participation, capacity building	High	Targeted inclusion, leadership development, empowerment programs
Community-Based Organizations (CBOs)	Grassroots implementation and local mobilization	Capacity strengthening, representation, sustainability	Medium	Capacity building, regular meetings, sub-granting, mentorship
Educational Institutions	Partners in school-based and youth programs	Improved learning outcomes, child development	Low-Medium	Joint initiatives, training, and awareness activities
Media (Local & National)	Publicity, awareness building, advocacy	Accurate information, social engagement	Medium	Press releases, media briefings, joint campaigns
Private Sector/Cooperatives	Partners for livelihoods and resource mobilization	Business growth, community engagement	Low-Medium	CSR partnerships, cooperative development, enterprise support

## 2.3 Resource Analysis

Category	Resource	Details
Human Resources	Total Staff	18 staff members with diverse backgrounds including Dalit, Janajati, Female
	Expertise	Program management, community mobilization, health, agriculture, WASH
	Executive Leadership	Experienced board (9 members), including women and Dalit representation
	Volunteers/Community Mobilizers	Active social mobilizers and field assistants across multiple projects
	Capacity Development	Regular training in proposal writing, advocacy, leadership, PRA, M&E
Financial Resources	Annual Project Budgets	Varies per project (e.g., School Feeding ~ NRs. 52 million/year)
	Donor Support	USDA/WFP, Mercy Corps, GIZ, Good Neighbors International, LWF, CARE, etc.
	Government Contributions	Coordination support, in-kind inputs, local matching grants in some cases
	Financial Management System	Admin & finance staff, policies, and guidelines for transparency
	Challenges	Dependence on external funding and seasonal project cycles
Physical/ Infrastructure Resources	Main Office	Badimalika Municipality-8, Bajura (Head Office)
	Contact Office	Kathmandu (for donor coordination and outreach)
	Field Infrastructure	Project sites across 9 local levels in Bajura
	Assets	Office equipment, furniture, transport tools (e.g., motorcycles, etc.)
	Facilities Gaps	Limited infrastructure for scaling operations or large gatherings
Organizational Systems & Policies	Policies in Place	Administrative, Financial, GESI, Governance, Vehicle Operation, M&E, etc.
	Strategic Documents	Constitution, Long-Range Strategy Plan (LRSP), Code of Conduct
	M&E Mechanisms	Guidelines exist for program tracking and reporting
	Knowledge Management	Moderate documentation, newsletters, field reports
Social Capital & Networks	Partnerships	With GOs, NGOs, INGOs, and UN bodies
	Networks	Member of NGO Federation, Civil Voice, National AIDS Network
	Community Relationships	Strong grassroots presence since 1993
	Stakeholder Trust	High credibility among local government and donors
	Media/Public Engagement	Wall newspapers, awareness campaigns, local media presence

## Chapter Three: Thematic Areas and Strategic Direction

### 3.1 Economic Development

#### 3.1.1 Agriculture Development and Livestock Raising

##### *Background and Problems Analysis*

Bajura, a rural district in Nepal, holds great potential in agriculture and livestock, with most people depending on these sectors for their livelihoods. Despite fertile land, hardworking farmers, and locally available resources like animal dung and urine, communities struggle to escape poverty through farming. Challenges include limited access to modern tools, lack of training, irregular supply of fertilizers and veterinary services, climate change effects, poor irrigation, weak market linkage, and unscientific soil testing. However, with improved access to technology, skill-based training, and better infrastructure, agriculture and livestock can become powerful means for self-reliant development in Bajura.

##### *Strategic Objectives*

- To improve the livelihoods of rural communities by promoting access to modern farming tools, climate-resilient practices, skill-based training, veterinary services, and sustainable resource management.
- To increase income generation by developing farm-to-market roads, timely supply chains, agro-input centers, and marketing cooperatives that support value chain development and access to national and local markets.

##### *Strategic Actions*

- Train farmers on modern, climate-resilient farming and livestock practices through local workshops.
- Mobilize agriculture and veterinary technicians at the ward level to provide regular support.
- Promote organic farming using local manure, compost, and animal urine to reduce dependency on chemical inputs.
- Facilitate exposure visits for new farmers to learn from model farms and successful practitioners.
- Introduce soil testing services and offer tailored crop and fertilizer recommendations.
- Form and support farmers' cooperatives to enable collective production, marketing, and bargaining.
- Improve rural infrastructure, including farm-to-market roads and irrigation canals.
- Establish local agri-input centers for timely access to seeds, fertilizers, and tools.
- Create village-level collection and storage centers to reduce post-harvest loss and improve market access.
- Link farmers with local and regional markets through partnerships, fairs, and digital platforms.

### **3.1.2 Food Security and Nutrition Improvement**

#### ***Background and Problems Analysis***

Nepal has made progress in food security, but people in the remote areas have been suffering from the food scarcity. Food insecurity is driven by natural disasters, poor infrastructure, global price fluctuations, civil turbulence, and health crises. Key dimensions of food security i.e. availability, access, utilization, and stability are challenged by limited livelihoods, weak market connectivity, and social inequalities related to region, gender, and caste. These factors contribute to ongoing food insecurity and malnutrition across the Bajura district.

#### **Strategic Objectives**

- To increase and strengthen community commitment to investing in food security
- To work on Inclusive and sustainable agricultural-led economic growth

#### **Strategic Plans with Resource Management**

- Strengthened inclusive agriculture systems that are productive and profitable
- Deliver agriculture training to non-target families, particularly those with very small plots (e.g. kitchen/home gardening).
- Promote community-based production and storage (e.g. community gardens).
- Strengthen nutrition and hygiene behavior change education.
- Increased use of direct nutrition interventions and services
- Increased sustainable productivity, particularly through climate-smart approaches
- Increased employment and entrepreneurship

### **3.1.3 Entrepreneurship**

#### ***Background and Problems Analysis***

Nepal, situated between China and India, holds significant potential for entrepreneurship. However, poor governance, limited employment opportunities, lack of funding, and an unsupportive business environment have driven many youths abroad, despite growing remittance inflows. Recently, youth participation in entrepreneurship has surged, with graduates leveraging their skills and technology to promote local products and address market needs. Agriculture, in particular, has seen increased youth engagement, making Nepal self-sufficient in poultry and other produce. Sectors like animal husbandry, fish farming, beekeeping, vegetable farming, tourism, and services are also expanding, contributing to economic resilience and self-reliance.

#### **Strategic Objectives**

- To focus on development, promotion and strengthening of micro, cottage and small enterprises with the technical and financial support
- To promote entrepreneurship and entrepreneurial culture and encourage family businesses, entrepreneurial initiative of women and youth.

#### **Strategic Plans with Resource Management**

- Provide life skill education to youths, adolescent boys and girls
- Vocational training to youths
- Micro-enterprises support to the vulnerable communities.
- Livelihood support through farm and forest related activities
- Assist on developing Business Plan
- Promote on -farm or off-farm livelihood in the community
- Support local governance in formulating the policy to strengthen entrepreneurship in the community
- Mobilize Cooperative Fund to improve the income generation

### **3.1.4 Livelihoods Betterment**

#### ***Background and Problems Analysis***

Rural households face challenges in livelihood diversification due to lack of capital, infrastructure, credit, market access, and land. While diversification is key to reducing resource exploitation, most interventions are supply-driven and generic, failing to address the specific barriers and needs of poor communities for sustainable livelihood improvement.

#### **Strategic Objectives**

- To create employment opportunities from forests, agriculture, eco-tourism, agroforestry, skills-based labor and small-scale enterprises
- To promote innovation practices for livelihood sustainability in the community.

#### **Strategic Plans with Resource Management**

- Develop skills to analyze changing livelihoods, drivers of change, and their impacts on poverty, gender, and emerging opportunities.
- Strengthen capacities to identify innovative livelihood strategies and promote resilience for marginalized communities.
- Support staff and partners to explore non-farm employment, especially for rural women and youth, using market-led approaches like branding and certification.
- Enhance demand-driven skills to improve employability and mobility among the rural poor.
- Build capacity to collaborate with the private sector for youth entrepreneurship and job creation.
- Support inclusive financial services and use remittances for local development.
- Promote clean energy access for sustainable rural livelihoods.
- Enable transitions to green, low-carbon development through innovation and research.

### **3.1.5 Groups/Cooperative Management and Saving & Loan Management**

#### ***Background and Problems Analysis***

While banks are mostly urban-centered, rural populations lack access to financial services. Cooperatives offer an effective alternative for poverty reduction and economic empowerment by

creating jobs and promoting income generation. Though shifting from labor to business mindset is challenging, proper loan use in livelihood sectors can ensure future upliftment.

### **Strategic Objectives**

- Mobilize funds for sustainable livelihoods through collaboration with cooperatives and local governments.
- Strengthen cooperatives to enhance employment and income for marginalized and vulnerable communities.

### **Strategic Plans with Resource Management**

- Strengthen cooperatives to support small producers in ensuring food security.
- Manage cooperative funds to enhance community livelihood opportunities.
- Advocate with local governments for sustainable cooperative financing.
- Promote gender equality by increasing women's roles in cooperatives and local economies.
- Facilitate strong linkages between cooperatives and community beneficiaries.

## **3.2 Social Development**

### **3.2.1 Formal and Non-formal Education**

#### ***Background and Problems Analysis***

Non-formal education not only promotes literacy but also offers technical and vocational training, helping individuals enhance their skills for livelihood and socioeconomic development. It fosters self-learning, decision-making, and self-confidence while promoting a wide range of practical skills. Designed to be inclusive and flexible, it provides education equivalent to formal schooling through open schools and universities, and continuing education for people of varied backgrounds. It welcomes learners of all ages, castes, genders, religions, and abilities without discrimination. As an open and accessible system, non-formal education serves as a powerful tool for personal growth, empowerment, and inclusive community development.

### **Strategic Objectives**

- Provide non-formal education to illiterate and marginalized groups in remote areas and labor sectors.
- Promote innovative, community-based approaches to eradicate illiteracy through collaboration with local bodies and stakeholders.

### **Strategic Plans with Resource Management**

- Make literacy campaigns a key strategy, with local agencies responsible for implementation.
- Collaborate with local bodies for regulating and managing non-formal education (NFE).
- Integrate training, research, and innovation to strengthen NFE human resources.
- Adopt inclusive policies to ensure access, quality, and coexistence in education.

- Develop Community Learning Centres (CLCs) as hubs for quality NFE.
- Decentralize and localize curriculum and learning material development.
- Expand NFE to provide academic and practical skills to all age groups.
- Offer non-formal primary education to school dropouts and those unable to attend regular schools.

### **3.2.2 Health Improvement**

#### ***Background and Problems Analysis***

In Bajura, health improvement remains a major challenge due to difficult geography, inadequate infrastructure, and limited access to quality healthcare services. Many communities face a shortage of skilled health workers, lack of medicines, and poor sanitation. Maternal and child health services are particularly weak, leading to high rates of malnutrition and preventable diseases. Remote villages often rely on traditional practices due to the absence of health facilities. Poor awareness about hygiene, nutrition, and preventive care further worsens the situation. Strengthening local health systems, ensuring regular outreach services, and raising health awareness are essential for improving community well-being in Bajura.

#### **Strategic Objectives**

- To improve accessibility, affordability and accountability to health services, especially for unreached community
- To advocate and lobby with local government to implement the several national policies related to health and make aware to the community, so that all people will get quality health services from their near Health care services.

#### **Strategic Plans with Resource Management**

- Strengthen healthcare services through innovation, empowerment and community engagement
- Accelerating elimination of infectious diseases.
- Improving Mental and Adolescents Health
- Generate evidence to inform policy
- Building Resilient Prosperous communities.
- Rebuilt and strengthened health systems: Infrastructure, HRH management, Procurement and supply chain management.
- Improved quality of care at point-of-delivery
- Equitable utilization of health care services
- Strengthened decentralized planning and budgeting
- Improved sector management and governance
- Improved sustainability of health sector financing
- Improved healthy lifestyles and environment
- Strengthened management of public health emergencies
- Improved availability and use of evidence in decision-making processes at all levels

- Quality assurance system strengthened
- Improved infection prevention and healthcare waste management practices
- Social health protection mechanisms strengthened

### **3.2.3 Water Sanitation and Hygiene**

#### ***Background and Problems Analysis***

Nepal has made progress in the WASH sector, yet many people still lack access to safe water and sanitation. A significant portion relies on unimproved sources like ponds, unprotected wells, and streams. Poor communities are especially affected, facing greater disparities in accessing improved water supply services compared to wealthier groups.

#### **Strategic Objectives**

- To develop and implement strategic and sustainable WASH plan to plan effective, equitable, efficient, and sustainable water, sanitation and hygiene services at local level.
- To improve sanitation status and hygiene behavior; enhance access to and the quality of drinking water and to improve local governance and maintenance of WASH facilities

#### **Strategic Plans with Resource Management**

- Raise awareness against harmful menstruation practices and beliefs.
- Build organizational capacity and support WASH policy and planning.
- Promote inclusive participation in WASH decision-making.
- Conduct training and awareness on safe water and sanitation.
- Advocate with local governments for annual WASH plans.
- Ensure access to clean drinking water in all institutions.
- Assess and achieve 100% elimination of open defecation.
- Maintain WASH facilities through community user committees.

### **3.2.4 Youths Empowerment**

#### ***Background and Problems Analysis***

Youth are the backbone of society, yet they often face exclusion from decision-making and leadership roles. This marginalization can lead to issues like unemployment, drug abuse, crime, and migration. Empowering and including youth in development and the workforce can reduce these problems and contribute to a stronger, more prosperous society.

#### **Strategic Objectives**

- To Promote youth participation in community service, peace building and leadership.
- To Promote transformative youth empowerment with focus on employability and life skills, talent and entrepreneurship development.

#### **Strategic Plans with Resource Management**

- Conduct training and capacity building, in areas such as leadership, advocacy, gender awareness, communication and life skills.
- Provide English language and computer skills courses in line with work requirements and modern life.
- Community awareness regarding importance of education and knowledge.
- Sensitize parents to support their children to complete their studies and follow up, encourage and support them to achieve their dreams.
- Foster their role in society; listen to their ideas and suggestions.
- Integration and mainstreaming of youth interventions in sectoral and macro policies at county and national levels.
- Provide strategic direction and a framework for coordinating and leveraging investments targeted at youth empowerment.
- Consolidate stakeholder efforts towards youth empowerment.

### **3.2.5 Women and Girls Empowerment**

#### ***Background and Problems Analysis***

Women in Nepal, particularly from marginalized castes and ethnic groups, face persistent poverty, illiteracy, and social exclusion. Most rely on men for basic needs like food, shelter, and income. Compared to men, they have lower life expectancy and limited access to education and decision-making. Deep-rooted gender inequality restricts their opportunities. Empowering women and girl is essential for achieving inclusive development and addressing long-standing social and economic disparities.

#### **Strategic Objectives**

- Promote economic empowerment by increasing income and employment opportunities for rural women and girls through skills and financial access.
- Enhance legal empowerment by helping women and girls understand and exercise their rights.
- Support social empowerment through education, reduced early marriage, and greater community participation.
- Strengthen institutions to mainstream gender and support women and girls' leadership and inclusion.

#### **Strategic Plans with Resource Management**

- Promote women's economic empowerment by enhancing business and entrepreneurial skills for microenterprises and improving access to finance through multipurpose grants.
- Strengthen social processes within communities to support collective growth and inclusion.
- Improve household technologies and community infrastructure to save time and create opportunities for personal and community development.
- Raise awareness among women and stakeholders about legal rights and responsibilities, and build an enabling environment for their enforcement.

- Strengthen central and local institutions to effectively deliver services that support women's empowerment.

### **3.2.6 Children Support Programs**

#### ***Background and Problems Analysis***

Bajura, one of the most remote and underdeveloped districts in Nepal, faces severe challenges in fulfilling children's fundamental rights. Many children aged 3 to 5 lack access to quality early education, and a significant number never attend school. Only a small proportion complete high school, as many drop out to support household chores or work on family farms. Child labor remains common, and early marriage affects a large number of adolescents. Schools in Bajura often lack basic infrastructure, and teachers are frequently untrained or demotivated. Corporal punishment still exists, and many children remain vulnerable to abuse, highlighting the urgent need for comprehensive child development programs.

#### **Strategic Objectives**

- to provide necessary support to the children from the poor family of rural community for their school education.
- to improve a child's holistic development – physical, mental, social and creative, and also to ensure the fundamental rights of a child.

#### **Strategic Plans with Resource Management**

- Promote early childhood education through classroom construction, teacher training, and resource development.
- Establish child clubs to build essential life skills.
- Provide support (cash/kind) to marginalized, vulnerable, and orphaned children.
- Raise awareness on child protection for safe learning environments.
- Implement local child protection policies and ensure children's participation in decision-making.
- Conduct teacher training on curriculum and non-punitive methods.
- Promote parenting education and integrate child safeguarding in all community activities.

### **3.2.7 Adult Citizens and People with Disability Support Program**

#### ***Background and Problems Analysis***

Despite constitutional guarantees, persons with disabilities in Nepal face barriers like limited inclusive education, lack of awareness, stigma, inaccessible services, and insufficient funding. Women and children with disabilities, especially from marginalized groups, experience multiple forms of discrimination, with little data on their social, economic, and political participation, as noted in the 2018 CRPD report.

#### **Strategic Objectives**

- To make available economic security on the basis of socio-economic status of senior citizens and explore feasibility of additional facilities to people with disabilities.
- To broadly address the needs and improve the lives of persons with disabilities AND senior adults.

### **Strategic Plans with Resource Management**

- Strengthen disability assessment, referral, and support services.
- Enhance policy and coordination with meaningful participation of persons with disabilities.
- Build capacity of stakeholders for disability-inclusive planning and SDG monitoring.
- Develop standards and establish pilot elderly care centers.
- Raise awareness on social security allowances.

## **3.3 Infrastructure Development**

### **3.3.1 Transportation and Road Safety, Awareness**

#### ***Background and Problems Analysis***

Road safety in Nepal poses not only a human toll but also a significant economic burden, costing 1.5% of the national GDP. Vulnerable road users—pedestrians, cyclists, and motorcyclists—account for over 70% of fatalities. Crashes often push families into poverty and strain the healthcare system, especially during the COVID-19 crisis. Road safety is a critical development, health, and economic issue requiring urgent action.

#### **Strategic Objectives**

- To spread awareness about the traffic rules and regulations to help them protect themselves and others from accidents.
- To manage the transportation system in coordination with local stakeholders and government bodies.

### **Strategic Plans with Resource Management**

- Lobby with Local government on road safety management
- Develop policy "guidelines for different categories of roads for the mandatory provision of bicycle lane and pedestrian sidewalk to make a road safer.
- Provision of fines should be strictly used.
- Promote road safety education in the curriculum of the subjects.
- Media coverage and public awareness on road safety.

### **3.3.2 Communication Expansion and Right to Information**

#### ***Background and Problems Analysis***

In a democracy, access to information is vital for transparency, accountability, and citizen participation. Without it, people—especially the marginalized—cannot engage meaningfully in governance. It improves service delivery, reduces corruption, and builds public trust. Key to this

is the principle of maximum disclosure, where all public information is presumed accessible unless limited by specific exceptions.

### **Strategic Objectives**

- To promote right to information and strengthen monitoring mechanisms as well as capacity to respond to demands for public information

### **Strategic Plans with Resource Management**

- Advocate the functions of the government open and transparent in accordance with democratic system;
- Enable state institutions to be responsible and accountable to the citizens;
- Increase the access of citizens to the information held in public bodies in a simple and easy manner

### **3.3.3 Suspension Bridge Construction and Maintenance**

#### ***Background and Problems Analysis***

Today, suspension bridges scattered across the Nepali hills are the mainstay of rural transport. Suspension bridges are vital to travel in remote Nepal, and millions of rupees have been poured into their construction over the last 10 years. In areas far from motorable roads, suspension bridges over incredibly steep gorges reduce walking times by many hours, if not days. Everything gets carried over these bridges: patients to hospitals, produce to market and goods back to the village, pipe for water and irrigation systems, toilet pans, cement and corrugated iron for construction, tools and seed and, of course, food. Children use them to get to school; women rely on them to reach health posts and birthing centers.

### **Strategic Objectives**

- To ensure the easy access of transportation to local people through the construction of trail bridges.

### **Strategic Plans with Resource Management**

- Generation of Local employment during construction of trail bridges.
- Capacity building of Engineers, Consultants and Contractors
- Coordinate with local and national government

### **3.3.4 Human Settlement Management**

#### ***Background and Problems Analysis***

Population pressure, poor infrastructure, inadequate job offers, bad educational chances, poor health care, ecological problems, natural disasters, and social compulsions are some of the challenges of human settlement management. The purpose of human settlement management is to facilitate the creation of sustainable human settlements and improve the quality of household life.

Its functions are to determine, finance, promote, communicate and monitor the implementation of housing and sanitation programs.

### **Strategic Objectives**

- Improve the social, economic, and environmental quality of human settlements, especially for the urban and rural poor.
- Ensure access to land for all through sustainable planning and promote collective land ownership where appropriate.

### **Strategic Plans with Resource Management**

- Strengthen local governments to address development and environmental challenges through inclusive, eco-friendly urban planning.
- Empower communities and NGOs to manage their environment using participatory approaches.
- Promote development based on indigenous practices and locally appropriate technologies.

## **3.4 Environment Protection**

### **3.4.1 Plantation**

#### ***Background and Problems Analysis***

Plantation helps reduce pressure on natural forests and ensures a steady supply of forest goods and ecological services. It is an effective way to establish desired forests quickly. Tree planting offers multiple benefits, including soil conservation, carbon storage, improved ecosystems, and the production of food, fuel, fiber, and fodder. It also aids in land rehabilitation, disaster risk reduction, and supports sustainable development and biodiversity conservation.

#### **Strategic Objectives**

- To enhance greenery development and mitigate the environmental problems comprises deforestation, landslides, drying up of natural water sources as well as to enhance the farmer's income.

#### **Strategic Plans with Resource Management**

- strengthen cross-sectoral coordination with local government and community for mainstreaming environment and natural resources sustainability.
- Awareness campaign on importance of plants
- Plantation of more than 1000 plants
- Endorsement of plantation education in teaching curriculum

### **3.4.2 Land Desertification Management**

#### ***Background and Problems Analysis***

Land degradation is a major issue in Nepal, caused by deforestation, overgrazing, steep slope farming, and overuse of chemicals. These practices reduce agricultural productivity and lead to poverty and poor health. Agroforestry methods like using multipurpose trees, terracing, and contour farming can help restore land productivity. Their success depends on need-based, participatory approaches involving farmers in planning and implementation.

### **Strategic Objectives**

- To help the government to obtain relevant information for promoting and facilitate the implementation of major environmental programs.

### **Strategic Plans with Resource Management**

- promotes action against land degradation by identifying and removing barriers to action on the ground.
- Integrating land and water management to protect soils from erosion, salinization, and other forms of degradation.
- Practices Innovative Sustainable Practices to Prevent Desertification From Happening.

### **3.4.3 Water Resource Management**

#### ***Background and Problems Analysis***

Water is a key natural resource for Nepal's economy, supporting 33% of agricultural production through irrigation and generating 84% of electricity via hydropower. Expanding irrigation and hydropower can boost food security and energy exports. However, Nepal's fragile environment, rugged terrain, and monsoon climate cause erosion and runoff. Human activities, population growth, and urban pollution worsen environmental degradation. Balancing development and conservation is critical, as poverty and environmental issues are closely linked.

### **Strategic Objectives**

- To utilize the water resource effectively in coordination with local government and community.

### **Strategic Plans with Resource Management**

- Enhance institutional capacity for coordination, planning, implementation and monitoring.
- Enact and enforce standards and regulatory mechanisms for water quality and effluent discharge.
- Implement and enforce equitable mechanisms for cost-sharing.
- Strengthen implementation capacity for new rural water supply and sanitation schemes.
- Improve management of urban water supply and sewerage systems.
- Adopt effective conservation and protection measures.
- Orientation and training on water resource management.

### **3.4.4 Climate Change and Vulnerability Reduction**

### ***Background and Problems Analysis***

Nepal's diverse geo-climatic system, which combines heavy monsoons, steep terrain, and remoteness, renders the country vulnerable to natural disasters. The impact of disasters is pronounced in marginal populations, who are already hampered by poverty and disempowerment. Nepal is most at risk to floods, including Glacial Lake Outburst Floods (GLOFS), landslides, droughts, and waterborne diseases.

### **Strategic Objectives**

- To enhance the capacity of communities to adapt to climate change including variability
- To raise awareness and understanding of climate change, while providing a strong focus on empowering youth to take an active role in the solutions to environmental challenges.

### **Strategic Plans with Resource Management**

- Assessing the current Vulnerability of livelihood/welfare to existing climate change and/or climate variability.
- Formulating an adaptation strategy for Magnitude of barriers (institutional, policy, technological, financial, etc) barriers to adaptation.
- Development of Municipality level DDR/CCA plan
- Assessment of community-based Disaster risk.
- Support equipments to local governments on response to disaster risk management.

### **3.4.5 Solid Waste Management**

#### ***Background and Problems Analysis***

Solid waste is a byproduct of human activities which tends to increase with rapid urbanization, improved living standards and changing consumption patterns. Management of increasing amounts of solid waste has become a major challenge in many cities in developing countries. If solid waste is properly used, it can be a valuable resource, but if it is not effectively managed, it can result in serious adverse impacts on environment and public health. Solid waste management is therefore a critical component within urban sanitation and it is also one of the most important and resource intensive services provided by municipalities.

### **Strategic Objectives**

- To create Environmentally sound, cost effective, and efficient integrated solid waste management system with maximum community and private participation

### **Strategic Plans with Resource Management**

- Efficient transfer and transportation of solid waste to dumping sites.
- Promote Maximize composting and recycling of solid waste
- Manage Sanitary landfilling of non-recyclables in coordination with local government and community
- Advocacy with palikas for Endorsement of Appropriate policy/law and enforcement

- Public Private partnership

### **3.4.6 Disaster Reduction Response**

#### ***Background and Problems Analysis***

Nepal has geographical diversity as a result different natural disasters also have diversity in nature. Every year Nepal is struck by different natural calamities since it has topographically dynamic mountain ranges, unbalanced deep slope land and weak geological structure. Around 500 such disasters take place in Nepal every year that cause physical and infrastructures damage, loss of humans as well as property hindering livelihood of Nepalese people.

#### **Strategic Objectives**

- To prepare communities and schools in order to reduce risk of disasters and to respond effectively to the outcomes of disaster by increasing awareness about disaster risk management and provide them skills for adapting to climate change.

#### **Strategic Plans with Resource Management**

- Coordinate and collaborate with all level's disaster management and response committees, political parties and organizations working in the disaster sector.
- Transfer knowledge on disaster resilient technology and skills; promote alternative energy and conduct awareness campaigns.
- Fund raising with coordination among federal, provincial and local governments and international organizations and private sectors for immediate response.
- Develop coordination and collaboration with stakeholders to promote climate change adaptation tools and technology.
- Work with national and international networks working on climate change adaptation to bring new technology as well as to learn from them

## **3.5 Human Rights and Good Governance**

### **3.5.1 Human Rights Protection**

#### ***Background and Problems Analysis***

Human rights aim to protect individual dignity and freedom, upheld by laws and international treaties. Core to this is the principle of equality, a constitutional and democratic value requiring equal treatment in similar situations. It binds not only nations but also international organizations and public institutions to ensure justice for all.

#### **Strategic Objectives**

- To work for ensuring that basic human rights are respected everywhere and to cooperate to avoid compromising on human rights for economic or political expediency.

#### **Strategic Plans with Resource Management**

- Take enforcement action to challenge those who breach the law.
- Support individuals to bring cases where they've experienced discrimination or a breach of relevant rights.
- Undertake inquiries and research to expose discrimination, inequality and breaches of rights.
- Work in partnership with regulators, inspectorates and others to tackle discrimination, inequality and breaches of rights.
- Support employers, service providers and those providing public functions to follow equality and human rights laws, including the Public Sector Equality Duty, and convene them in sharing good practice.
- Influence governments and parliaments to strengthen laws and policies.

### **3.5.2 Protection of Marginalized Groups (LGBTIQA and other Minorities)**

#### ***Background and Problems Analysis***

Around the world, lesbian, gay, bisexual, transgender, and intersex (LGBTIQA) people face discrimination in almost all aspects of their lives. They do not have access to employment, education, and health care. They are targeted for attacks solely because of their gender expression or perceived sexual orientation. They are abused, molested, forced to sex and deprived of their social rights.

#### **Strategic Objectives**

- To respect and promote human rights and advance the inclusion of marginalized groups and vulnerable people,

#### **Strategic Plans with Resource Management**

- Support the improvement of governance systems that can secure the rights of indigenous peoples and local communities.
- Make special efforts to avoid harm to those who are vulnerable to infringements of their rights and to support the protection and fulfilment of their rights
- Provide vocational/skill training to marginalized communities and LGBTQIA
- Formulate mandatory provisions to ensure that allocated budgets for indigenous peoples and other marginalized groups are used for the socio-economic development with their full participation.

### **3.5.3 Gender Equality and Social Inclusion (GESI)**

#### ***Background and Problems Analysis***

Nepal's commitment to gender equality aligns with the UN's SDG principle of "leave no one behind." While Nepal has ratified CEDAW and laws under its federal system have reduced discrimination against women, patriarchal culture still poses challenges. The Constitution ensures women's rights, including equal lineage, safe motherhood, property rights, and positive discrimination in education, health, and employment, while promoting social justice and inclusion

for marginalized groups. The organization is dedicated to creating an equitable society by advocating for these constitutional provisions and has developed strategies on GESI (Gender Equality and Social Inclusion), advocacy, and institutional strengthening.

### **Strategic Objectives**

- To mainstream and mobilize communities for gender equity, socially excluded communities and people living in remote areas to have easy access of the governments, non- government and private sector services.

### **Strategic Plans with Resource Management**

- Mobilize stakeholders for campaigns, lobby, peaceful gathering, demonstration, conference, workshops and strike by identifying common people's issues and forming/reforming networks of concerned stakeholders. Likewise, mobilize social, print and electronic media for issue-based campaigning.
- Develop advocacy skill of all staff and committee member.
- Establish fund raising team and prepare long and short-term financial plan for sustainability of organization and establish internal organizational development fund
- Provide special attention and priorities to recruit staff from the excluded communities and enhance and strengthen their capacity with revision of human resource development policy.
- Ensure and increase participation of women.
- Develop database software and quality documentation of the projects and organization by capacitating human resources as well as resource center

### **3.5.4 Peace, Prosperity and Conflict Resolution**

#### ***Background and Problems Analysis***

Nepal's new federal democratic constitution aims for sustainable peace, good governance, and prosperity, but challenges like rights disputes, governance gaps, and rising corruption persist. The organization focuses on peacebuilding, governance improvement, and human rights advocacy, aligning with SDGs 10 (reducing inequality) and 16 (promoting justice and inclusive societies). It supports local and provincial governments through technical assistance, policy development, and collaborative interventions to enhance service delivery. The organization also advocates against domestic violence and empowers marginalized communities to access local government resources. With a 5-year strategy, it is committed to fostering peace, good governance, and human rights in Nepal's federal structure.

### **Strategic Objectives**

- To improve and protect conditions of peace, good governance and human rights in the working community.

### **Strategic Plans with Resource Management**

- Strengthen justice mechanism for GBV reporting as well as access of women to resources by partnership building with new structured government.

- Advocacy to promote access of the marginalized communities in local level planning processes for their inclusive participation.
- Mobilize and capacitate peace volunteers to facilitate dialogues for conflict resolution and peace building.

### **3.5.5 Good Governance, Transparency and Accountability**

#### ***Background and Problems Analysis***

Transparency ensures accountability by allowing authorities' performance to be monitored, while good governance creates a system rooted in justice, peace, and protection of human rights. The UN defines good governance through eight factors: Participation, Rule of Law, Transparency, Responsiveness, Consensus Orientation, Equity, Inclusiveness, Effectiveness, and Accountability. The organization prioritizes good governance by empowering people to claim their rights and public services. It advocates for policy reforms, highlights governance failures, and promotes inclusive democracy. Collaborating with NGOs, CBOs, and media, it uses social accountability tools to engage communities in demanding transparency and accountability. The organization also conducts governance research and liaises with policymakers.

#### **Strategic Objectives**

- To ensure the quality of work and maintain transparency and accountability among target communities and stakeholders.

#### **Strategic Plans with Resource Management**

- Social Audit should be done annually in presence of community beneficiaries and related stakeholders
- Transparency of segregated budget by sharing the budget among participants before activity/event implementation
- Code of conduct should be strictly followed.
- Establish knowledge management learning resource center which will maintain all type of management information system.
- Effective MEAL system and reach to unreached.

## **3.6 Research and Policy Documentation**

### **3.6.1 Researches on Issues**

#### ***Background and Problems Analysis***

The organization collects and generates vast amounts of potentially rich data, most of which are not used for research purposes. Secondary analysis of the organization data (their use and analysis in a study for which they were not originally collected) presents an important but largely unrealized opportunity to provide new research insights in critical areas, including the evaluation of health policy and programs. NGOs conduct research and help in enhancing knowledge on current issues. They develop innovative solutions based on the research to deal with social problems.

#### **Strategic Objectives**

- To create enabling research-based environment on the organizations, based on the project intervention or other primary and secondary data, which helps to inform action, gather evidence for theories, and contribute to developing knowledge in a field of study.

**Strategic Plans with Resource Management**

- Organize research-based orientation to the staffs.
- Promote and build research-based collaboration with research institutions and local bodies.
- Conduct research-based workshop to engaged on research initiatives.

## Chapter Four: Strategic Budget and Annual Action Plan

SN	Strategic Interventions	2025	2026	2027	2028	2029
<b>1</b>	<b>Economic Development</b>	<b>36000000</b>	<b>39600000</b>	<b>43560000</b>	<b>47916000</b>	<b>52707600</b>
1.1	Agriculture Development and Livestock Raising	10000000	11000000	12100000	13310000	14641000
1.2	Food Security and Nutrition Improvement	10000000	11000000	12100000	13310000	14641000
1.3	Entrepreneurship	10000000	11000000	12100000	13310000	14641000
1.4	Livelihoods Betterment	5000000	5500000	6050000	6655000	7320500
1.5	Cooperative and saving	1000000	1100000	1210000	1331000	1464100
<b>2</b>	<b>Social Development</b>	<b>47650000</b>	<b>52415000</b>	<b>57656500</b>	<b>63422150</b>	<b>69764365</b>
2.1	Formal and Non-formal Education	15000000	16500000	18150000	19965000	21961500
2.2	Health Improvement	15000000	16500000	18150000	19965000	21961500
2.3	Water Sanitation and Hygiene	5000000	5500000	6050000	6655000	7320500
2.4	Youths Empowerment	2500000	2750000	3025000	3327500	3660250
2.5	Women and Girls Empowerment	5000000	5500000	6050000	6655000	7320500
2.6	Children Support Programs	5000000	5500000	6050000	6655000	7320500
2.7	Adult Citizens and People with Disability Support Program	150000	165000	181500	199650	219615
<b>3</b>	<b>Infrastructure Development</b>	<b>195000</b>	<b>214500</b>	<b>235950</b>	<b>259545</b>	<b>285499.5</b>
3.1	Transportation and Road Safety, Awareness	25000	27500	30250	33275	36602.5
3.2	Communication Expansion and Right to Information	20000	22000	24200	26620	29282
3.3	Suspension Bridge Construction and Maintenance	50000	55000	60500	66550	73205
3.4	Human Settlement Management	100000	110000	121000	133100	146410
<b>4</b>	<b>Environmental Protection, Disaster Response</b>	<b>3025000</b>	<b>3327500</b>	<b>3660250</b>	<b>4026275</b>	<b>4428902.5</b>
4.1	Plantation	25000	27500	30250	33275	36602.5
4.2	Land Desertification Management	500000	550000	605000	665500	732050
4.3	Water Resource Management	500000	550000	605000	665500	732050
4.4	Climate Change and Vulnerability Reduction	500000	550000	605000	665500	732050
4.5	Solid Waste Management	500000	550000	605000	665500	732050
4.6	Disaster Reduction Response	1000000	1100000	1210000	1331000	1464100
<b>5</b>	<b>Human Rights and Good Governance</b>	<b>5575000</b>	<b>6132500</b>	<b>6745750</b>	<b>7420325</b>	<b>8162357.5</b>
5.1	Human Rights Protection	200000	220000	242000	266200	292820
5.2	Protection of Marginalized Groups (LGBTIQA and Minorities)	150000	165000	181500	199650	219615
5.3	Gender Equality and Social Inclusion (GESI)	5000000	5500000	6050000	6655000	7320500
5.4	Peace, Prosperity and Conflict Resolution	100000	110000	121000	133100	146410
5.5	Good Governance, Transparency and Accountability	125000	137500	151250	166375	183012.5
<b>6</b>	<b>Research and Documentation</b>	<b>900000</b>	<b>990000</b>	<b>1089000</b>	<b>1197900</b>	<b>1317690</b>
6.1	Researches on Issues	900000	990000	1089000	1197900	1317690
<b>Total Annual Budget</b>		<b>93345000</b>	<b>102679500</b>	<b>112947450</b>	<b>124242195</b>	<b>136666414.5</b>
The budget estimation has been increased @of 10% in each next year						

## Annual Action Plan

SN	Strategic Intervention	Budget	Supporting Organizations	Responsibility	Indicators
<b>1</b>	<b>Economic Development</b>	<b>36000000</b>			
1.1	Agriculture Development and Livestock Raising	10000000	INGOs/GOs	Fundraising Depart	No. of Programs
1.2	Food Security and Nutrition Improvement	10000000	Local Governments	Program Depart	No. of Events
1.3	Entrepreneurship	10000000	Local Governments	Program Depart	No. of Events
1.4	Livelihoods Betterment	5000000	INGOs/GOs	Fundraising Depart	No. of Programs
1.5	Cooperative and saving	1000000	INGOs/GOs	Fundraising Depart	No. of Programs
<b>2</b>	<b>Social Development</b>	<b>47650000</b>			
2.1	Formal and Non-formal Education	15000000	INGOs/GOs	Fundraising Depart	No. of Programs
2.2	Health Improvement	15000000	INGOs/GOs	Fundraising Depart	No. of Programs
2.3	Water Sanitation and Hygiene	5000000	INGOs/GOs	Fundraising Depart	No. of Programs
2.4	Youths Empowerment	2500000	INGOs/GOs	Fundraising Depart	No. of Programs
2.5	Women and Girls Empowerment	5000000	INGOs/GOs	Fundraising Depart	No. of Programs
2.6	Children Support Programs	5000000	INGOs/GOs	Fundraising Depart	No. of Programs
2.7	Adult Citizens and People with Disability Support Program	150000	INGOs/GOs	Fundraising Depart	No. of Programs
<b>3</b>	<b>Infrastructure Development</b>	<b>195000</b>			
3.1	Transportation and Road Safety, Awareness	25000	Local Governments	Program Depart	No. of Events
3.2	Communication Expansion and Right to Information	20000	INGOs/GOs	Fundraising Depart	No. of Programs
3.3	Suspension Bridge Construction and Maintenance	50000	Local Governments	Program Depart	No. of Events
3.4	Human Settlement Management	100000	Local Governments	Program Depart	No. of Events
<b>4</b>	<b>Environmental Protection, Disaster Response</b>	<b>3025000</b>			
4.1	Plantation	25000	Local Governments	Program Depart	No. of Events
4.2	Land Desertification Management	500000	INGOs/GOs	Fundraising Depart	No. of Programs
4.3	Water Resource Management	500000	Local Governments	Program Depart	No. of Events
4.4	Climate Change and Vulnerability Reduction	500000	INGOs/GOs	Fundraising Depart	No. of Programs
4.5	Solid Waste Management	500000	Local Governments	Program Depart	No. of Events
4.6	Disaster Reduction Response	1000000	INGOs/GOs	Fundraising Depart	No. of Programs
<b>5</b>	<b>Human Rights and Good Governance</b>	<b>5575000</b>			
5.1	Human Rights Protection	200000	INGOs/GOs	Fundraising Depart	No. of Programs
5.2	Protection of Marginalized Groups (LGBTIQA and Minorities)	150000	INGOs/GOs	Fundraising Depart	No. of Programs
5.3	Gender Equality and Social Inclusion (GESI)	5000000	INGOs/GOs	Fundraising Depart	No. of Programs
5.4	Peace, Prosperity and Conflict Resolution	100000	INGOs/GOs	Fundraising Depart	No. of Programs
5.6	Good Governance, Transparency and Accountability	125000	Local Governments	Program Depart	No. of Events
<b>6</b>	<b>Research and Documentation</b>	<b>900000</b>			
6.1	Researches on Issues	900000	INGOs/GOs	Fundraising Depart	No. of Programs
<b>Total Annual Budget</b>		<b>93345000</b>			

## Chapter Five: Monitoring and Evaluation and Responsibility Division

MEAL is an essential component of everyday program management, enabling organizations to improve implementation, adapt to changing contexts, address gaps, and ultimately ensure the success of their projects. The following points outline how MEAL contributes to effective service delivery and program excellence:

### (i) **Effective Project Monitoring and Evaluation**

**Purpose:**

To assess progress, identify implementation gaps, measure outcomes, and ensure results align with objectives.

**Explanation:**

The organization utilizes MEAL tools to regularly track project milestones, evaluate outcomes, and detect both intended and unintended effects of its interventions. This allows for timely adjustments and evidence-based decision-making throughout the project lifecycle.

### (ii) **Accountability through Feedback and Complaint Mechanisms**

**Purpose:**

To enhance transparency and be answerable to beneficiaries and stakeholders.

**Explanation:**

A structured system for collecting feedback, grievances, and complaints is established to ensure the organization remains responsive to the needs and concerns of its communities. Information-sharing mechanisms reinforce transparency, making the organization more trustworthy and community-centered.

### (iii) **Continuous Learning and Adaptive Programming**

**Purpose:**

To reflect on lessons learned and improve future interventions.

**Explanation:**

The organization is committed to documenting, analyzing, and applying learning from ongoing and past projects. Insights gained are shared internally and externally, linking organizational experience with future planning and policy advocacy.

### (iv) **Knowledge Management and Information Systems**

**Purpose:**

To centralize and manage program-related knowledge for learning and accountability.

**Explanation:**

A Knowledge Management and Learning Resource Center will be established to maintain program data, learning documentation, and monitoring reports. This system strengthens institutional memory and supports informed decision-making across all levels.

(v) **Inclusive and Transparent Monitoring Processes**

**Purpose:**

To ensure shared ownership and validation of project performance.

**Explanation:**

Monitoring will be conducted by various organizational committees on a regular (monthly and quarterly) basis. Reports generated will be submitted to senior leadership, enhancing oversight and governance. Joint monitoring involving local government, staff, media, and community representatives will ensure community involvement and credibility.

(vi) **Public Accountability through Social Audits and Hearings**

**Purpose:**

To institutionalize community participation and enhance trust.

**Explanation:**

The organization will organize activities such as social audits, public hearings, and citizen report cards to evaluate program effectiveness from the community's perspective. These activities foster participatory governance and promote direct feedback loops.

(vii) **Transparent Communication and Media Engagement**

**Purpose:**

To keep stakeholders and the public informed about key organizational decisions.

**Explanation:**

Major decisions made by the Board will be disseminated through local media and radio/TV channels to promote openness and build public confidence in the organization's operations.

**Strategic Plan Execution Monitoring and Evaluation Committee**

SN	Name	Post in the Organization	Post in this Committee
1	Bal Bahadur Rokaya	GIFT-Nepal Chairperson	Chairperson
2	Jamuna Shigh	GIFT -Nepal Vice Chairperson	Vice -chairperson
3	Khadak Bahadur Rokaya	Secretary	Secretary
4	Gorakha Bhohara	Treasure	
5	Gayan Bahadur Rokaya	General Secretary	
6	Kalche Damai	Member	
7	Nisha Dhami	Member	
8	Dauli Karki	Member	
8	Ramita Guyal	Member	

