

OUTCOME XM-DAC-41146-NPL_D_1.1

National, provincial and local level authorities implement and develop evidence-based gender-responsive laws, plans and budgets to advance inclusive governance and access to justice in Nepal by 2022

There has been some progress on this outcome. Government authorities are demonstrating stronger commitment to adopt and strengthen gender-responsive laws, plans and strategies. LGUs supported by UNW are also increasingly implementing gender-responsive measures and allocating budget to strengthen the implementation of GESI for their most marginalized constituents. At the national and provincial levels, (i) the Act to Amend Some Laws Related to Sexual Violence (SV), 2022, was passed in July. As a result, the statute of limitation for rape was increased from one year to three years. Ultimately, UNW and CEDAW Committee advocate for the complete removal of the statute of limitation. To reinforce the advocacy for this purpose, UNW, UNFPA and UNICEF provided technical inputs to federal parliamentarians on the imperative of eliminating the statute of limitation for SV cases and aligning it with human rights standards. This was done during a high-level consultation with federal parliamentarians of the Law, Justice and Human Rights Committee, organized by FWLD in July. (ii) The National Action Plan II on UNSCR 1325, 1820 and subsequent resolutions, was endorsed by the Cabinet on 23 September 2022. UNW and seven UN agencies coordinated and led the provision of technical and substantive inputs to the development of NAP II throughout its formulation, which began in 2018. The NAP II is considered a landmark, given the strong focus on survivors of conflict related sexual violence (CRSV), including redress and efforts towards reparations. (iii) Sudurpashchim Province endorsed its “Dalit Empowerment Act, 2078”, which will create an enabling environment to advance the rights of its most marginalized population groups. UNW and its partner, JuRI Nepal, provided technical inputs to the draft of the Act. (iv) Karnali Province adopted a Gender Equality and Social Inclusion Policy, which aims to guide and institutionalize GESI. This was done through the Provincial and Local Governance Support Programme (PLGSP), where UNW provides technical assistance. (v) Sudurpaschim Province adopted its Emergency Preparation and Response Plan and Provincial Disaster Response Framework with a strong GESI perspective, with technical support of UN Women. The Plan and Framework will help ensure that women and marginalized people have equal opportunities as leaders and actively participate in emergency and disaster preparation and response processes. (vi) Two provinces endorsed the Code of conduct against Sexual Abuse and Harassment in 2022. This was done through the PLGSP, where UNW provides technical assistance. (vii) The Bill to amend the Transitional Justice Act awaits endorsement from Parliament. UNW and the UN Resident Coordinator’s Office supported the engagement of 28 members of Conflict Victims Women’s Network (CVWN) to review the bill from a gender lens in June 2022. During the pre-consultation with the Honorable Minister of Law, Justice and Parliamentary Affairs, the CVWN members provided inputs to the government, highlighting the imperative for leadership and empowerment of victims, reparation for longer-term relief programs (medical, livelihood, psychosocial, legal support) for CRSV survivors, their dignity and confidentiality issue, and initiating investigation of past cases. During the event, high level commitment from the Minister to ensure victim-centric approaches in the implementation of the Bill was secured. The revision and adoption of the TJ Act in line with international human rights law obligations and previous Supreme Court verdicts on TJ remain a continuing agenda for advocacy. UNW provided financial and technical inputs for this initiative. (viii) The draft of the Women’s Rights Bill is now with the Parliamentary Committee on Women and Social Development and Gender Justice Taskforce. It will address gaps from GESI lens in 42 existing laws related to the implementation of Article 38 of the Constitution on women’s rights. In partnership with JuRI Nepal,

UNW provided technical and financial support to draft the amendment. To strengthen the draft Bill and build ownership of parliamentarians, high-level consultations with the Gender Justice Taskforce and federal Parliamentary Committee on Women and Social Development was also organised. (ix) The draft Gender Equality, Disability and Social Inclusion (GEDSI) Strategy of the National Disaster Risk Reduction Management Authority has been developed and is expected to be finalized and adopted by the government in 2023. It was drafted with technical and substantive inputs from UN Women. In addition, the gender equality architecture and coordination mechanism has been strengthened in 400 LGUs and 55 provincial ministries. This is evidenced by the appointment of GESI focal persons in each of these LGUs and provincial ministries to advance GESI in their work. Also, 320 LGUs completed their GESI audit, which identified gaps in the implementation of GESI commitments. Following this, LGUs developed a plan of action to implement the audit recommendations. Lumbini and Karnali Provinces also conducted a GESI audit of their provincial ministries (6 and 2, respectively) which provided a clear picture of the status, opportunities, good practices and challenges to making their policies, structure and annual plans GESI responsive. UN Women provided technical support to the process. One LGU in Sudurpaschim Province has established a help desk, for improved delivery of disability identity card, social allowance, and information. The province also recruited a person with disability who was part of the training provided by JuRI Nepal in partnership with UN Women, to serve as focal person. Due to strengthened capacity of LGUs, improved provisions and services are now in place for women and marginalized groups. (i) One LGU in Sudurpaschim Province now provides social insurance of NPR 100,000 (approx. USD 758) for each person with mental health condition, along with free medicines and psychosocial help desks in three wards. The enhanced response to mental health was a result of UN Women's lobbying and technical support through its partner, KOSHISH. (ii) Eleven judicial committees (JCs) of 11 LGUs now provide gender responsive justice services, which have reached 277 justice service seekers (F-38; M-239) with cases like domestic violence, divorce, and property rights. This is a result of the legal support, mentoring, and capacity building provided by UN Women and three NGO partners to these JCs. Regarding impacts, women are now able to access better services related to justice and mental health from LGUs to improve their lives. UN Women's work continues to be valued in Nepal, especially by partners, programme participants and government, development = agencies. The contributions of UN Women in the formulation and endorsement of laws, strategies and plans have been particularly appreciated by the government and CSOs involved in the formulation and lobbying processes. The federal parliamentarians of the Law, Justice and Human Rights Committee and the Women and Social Development Committees have verbally recognized UN Women's contributions. The theory of change for this outcome remains valid and no change is envisioned in the new NCO SN. UN Women learned that in the new federal system, its technical, coordination and financial support to all tiers of government is critical. Now, LGUs have a significant role and responsibilities in delivering a range of services to people, compared to the former structure of governance. Thus, the need to strengthen LGU's institutional capacity for service delivery is now inextricably intertwined with support to policy formulation. Leveraging a larger government-led programme, such as PLGSP, through UN Women's technical support has also been effective in scaling-up UN Women's efforts across all tiers of government. UN Women will therefore continue to invest in building partnerships with such entities.

OUTCOME XM-DAC-41146-NPL_D_2.1

Vulnerable women's groups in Nepal have income generation opportunities and are resilient to climate change and disasters that affect their livelihoods by 2022

There has been notable progress on this outcome. Vulnerable women's groups who received economic empowerment support from UN Women have recovered their businesses and demonstrated resilience to thrive back in the post pandemic context. Income Generation: This year, 300 additional women from excluded groups, composed of 255 women engaged in sex work (WESW) and 45 women from Community Kitchen initiative, started and/or expanded their micro-scale business. Based on the lesson learned from COVID-19, WESW diversified their livelihood opportunities by joining the vocational skills

trainings, so that it would be easier to pursue new livelihoods in the event of another crisis or decreased profitability of their current business. Among them, 183 started their business after attending the vocational skill training provided by UN Women through its partner, Community Action Centre (CAC) Nepal. Their daily income ranges from NPR 600–2,000 (USD 4.62–15.4). Also, the 72 WESW who received carts from CAC Nepal are now engaged in vending street food, clothes, vegetables and spicy snacks in Bhaktapur, Kathmandu and Lalitpur districts of Bagmati Province. They earn NPR 500–2,000 (USD 3.85–15.4) per day from their business. One of them passed the licensure driving test and is now attending orientations to work with Pathao, an online platform for food delivery and cab services. A traditionally male occupation, her engagement in this job is envisioned to help break perceptual barriers, including stigma, to women's entry in traditionally male occupations. Similarly, 45 women from excluded groups supported under the community kitchen initiative improved their income generation capacities. Evidence collected from the field in November 2022 showed that participants of the 'Women in Value Chains', which ended in December 2021, continue to produce market-oriented products and earn income in agriculture, food, small scale garment and handicraft value chains. For example, Rita Karmacharya, a project participant from Kavre, is currently selling her products (shoes) in the national market and exporting to Australia. She has moved up in the value/supply chain. Bimala Deula and Manila K.C, from Kavre are producing vegetable pickles and earning around NPR 30,000 (USD 231) per month, transforming them from being vegetable producers into processors. Access to productive resources: In 2022, 17 women's groups (2 groups from Community Kitchen initiative and 15 groups part of the Community safety nets) enhanced their access to productive resources to expand and leverage their economic competency. A post-project follow-up in December 2022 revealed that women's groups from Milanpur of Kailali district had started a third round of poultry raising through the previous support from the project. They reported an average earning of NPR 50,000 (USD 385) from the first round, which were reinvested in the subsequent rounds. Most of them used their earnings to meet health, education and food needs of their households. Others saved their income for further reinvestment. UN Women provided them with in-kind support, including chicks, sheds, poultry feed, and medicines. Similarly, the women's group in Kathmandu, engaged in vegetable farming and received support from UN Women to build fertilizer storage accessed a loan of NPR 150,000 (USD 1,154) to expand their storage capacity for off-seasonal vegetable storing. They are paying the interest on a monthly basis with their saving of NPR 100 each. The group was also able to secure a room in a local ward office and has advocated for a share in the local budget. Further, 15 CSNs (out of 21) have saved around NPR 50,000–65,000 (USD 383–498) through contributions of group members. The total membership is 1620 (31 with disability) which includes 1404 female, 206 male and 10 LGBTIQ+. The saving is being used to support elderly people in old age homes, survivors of violence, and chronically ill people in their communities. Participants from the Storytelling initiative shared that the in-kind support provided as part of the comprehensive relief package, enabled them to make savings, as they did not have to procure essential items for their households, including food. Access to legal identity and social assistance: Further, 64 women and excluded groups were able to secure social assistance from local governments. This was a result of their ability to secure a legal identity as citizens, and disability and senior citizenship cards through the facilitation support of UN Women's partner agencies, KOSHISH Nepal and CAC. They were provided with briefing, guidance in preparing application forms, and accompaniment support in approaching pertinent government offices. Access to banking services: Out of a total of 500 WESW, 470 were able to secure access to banking services. This was facilitated through technical and coordination support to fill up the form, open a bank account and access information on banking services. There has been a demonstration of behavioral changes among CSN members, translating their enhanced understanding of gender inequalities into transformative action. For example, CSN member, Ms. Devi Paswan, got her son married in Bara district without any exchange of dowry, a practice regarded as mandatory in many places. The CSN project was implemented in all provinces by Tewa with funding support of UN Women. Increased support from family and community members have been generated in the project locations where they helped facilitate positive norm change around mobility, household chores, and women's leadership in socio-economic activities. A male CSN member in Jajarkot district stated that, 'I am now aware of women's human rights and gender-based discrimination. I will support my women family members in household chores and ensure that they enjoy equal rights.' UN Women provided technical and

substantive inputs to design and implement livelihood models on women's economic empowerment (WEE). This includes sharing of lessons learned from past interventions and coordination support with local government/relevant stakeholders, building on UN Women's substantive equality approach to WEE. UN Women's meaningful approach is widely recognized. For example, Kandala Rana, Deputy Mayor of Dhangadi Sub-Metropolitan City appreciated its support to most vulnerable women in Milanpur, Kailali District. She said, 'The women who were former free-bonded laborers and residing in one of the disaster-prone areas are now able to earn their livelihood. I hope they would be able to reinvest their earning in the longer term'. UN Women's theory of change for WEE in Nepal remains valid. The impacts described above show that vulnerable women now demonstrate economic strength and resilience. They are expanding income opportunities to enjoy economic security and rights (including legal identity as citizens and entrepreneurs), moving up in the value chains, securing resources from local governments, increasing their decision-making roles in families and communities, promoting behaviour change, and exploring opportunities for integration in the formal economy. As they earn adequate and predictable income, their identity as entrepreneurs helps raise their confidence and self-worth and build their ability to re-shape gender relations, advance transformative change in families and communities, and set a model of what vulnerable women can become when provided with appropriate support as a group. UN Women learned that in the post-pandemic recovery efforts, comprehensive relief package, collectivisation, sustained interventions for norm change, livelihood diversification to adapt in the changed market landscape and in non-traditional sectors, coordination with the local government for project ownership and access to resources, timely monitoring and technical guidance are powerful in achieving economic resilience among the most vulnerable women.

OUTCOME XM-DAC-41146-NPL_O_1

Enhanced coordination, coherence and accountability of the UN system for gender equality (GE) commitments

This output result has been achieved. In 2022, inter-agency coordination, coherence and accountability of the UN Country Team (UNCT) Nepal for gender equality commitments were further enhanced. This is evidenced by the following: a. The UN Sustainable Development Cooperation Framework (UNSDCF) 2023 – 2027 was made Gender Equality and Social Inclusion (GESI) responsive. The UNSDCF includes a dedicated theory of change on gender equality and women's empowerment and all its four outcome statements specifically mention women and marginalized groups. All four outcomes of the UNSDCF have also been adopted by NCO in its Strategic Note 2023 – 2027. These results indicate that: (a) the accountability on GESI across UN stakeholders is now more defined; and (b) coherent and wider avenues have been created across UN to step up coordinated implementation of the SDG in the next five years. These were attained through UN Women's leadership, active participation, and substantive GESI inputs as chair/co-chair in the Leaving No One Behind (LNOB) GESI Working Group (WG), UNDAF Outcome 4 WG, and PSEA WG. Further, the participation and contribution of excluded groups in the UNSDCF formulation process was ensured by UN Women by facilitating consultations with: (a) conflict-affected women; (b) LGBTIQ+ persons; (c) GBV survivors; and (d) women engaged in sex work, in partnership with UNDP and UNFPA. The key recommendations from these consultations have been incorporated into the UNSDCF, such as: legal empowerment of all, particularly women, persons with disabilities, LGBTIQ+ persons, and other excluded groups; empowerment of girls and women and challenging discriminatory social norms; and prioritizing implementation of strategy to combat GBV, sexual exploitation, abuse and harassment, including in humanitarian settings and workplace. The LNOB and intersectionality principles are also strongly applied across all four outcomes. b. GESI was incorporated into interagency activities of UN agencies through UN Women's leadership as chair of Gender in Humanitarian Action Task Team (GiHA-TT); co-chair of the LNOB GESI WG, Protection from Sexual Exploitation and Abuse (PSEA) WG, and UNDAF Outcome 4 WG; and its participation in the UN Communication Group, UN Youth WG, Programme Management Team, and Operations Management Team. The GiHA-TT's meetings contributed to the

advancement of GESI in humanitarian response by advocating for appropriate responses to the evolving issues and challenges faced by women and excluded groups in the ongoing COVID-19 pandemic. The capacity of 24 UNCT LNOB GESI WG members (F-18; M-6) on intersectionality and LNOB principles was further strengthened in support of integrating these principles into the new UNSDCF. This was facilitated by UN Women, as co-chair of the LNOB GESI WG, by engaging an international LNOB expert. Additionally, GESI was recognized as one of the strategic priorities of the International Development Partners' Group (IDPG), along with Federalism and Green, Resilient, and Inclusive Development. To this end, UN Women, as co-chair and secretariat of the IDPG GESI WG, drafted top line recommendations to operationalize GESI based on the common GESI framework jointly developed by the IDPG GESI WG. The Operational Framework highlights the essential steps for integrating GESI into the project/programme cycle and is expected to promote a common understanding, better coherence and accountability on GESI among development partners, including UN agencies.

c. The Standard Operating Procedure was drafted, and a dedicated UNDSS hotline number was established for reporting of sexual exploitation and abuse (SEA) incidents by the PSEA WG co-chaired by UN Women and UN RCO. Furthermore, the capacity of eight UNDSS Emergency Communication Assistants (F-5; M-3) and 18 PSEA Focal Points (F-15; M-3) on PSEA and Victim-Centred First-hand Response was strengthened through four-days of training conducted by UN Women and UN RCO in collaboration with UNDSS. The training was co-facilitated by UN Women, together with UN RCO and the Child Workers in Nepal Concerned Center, an advocate organization for child rights focusing on children in most difficult circumstances. Additionally, UN Women, through its focal point (a Programme Specialist), continued to actively contribute to the UNCT's victim assistance efforts in close collaboration with the UNCT PSEA Coordinator and Victim Rights Advocate. This entailed participation in a joint mission with the UN RCO to provide facilitation support to one of the survivors, for financial compensation and psycho-social counselling support. Recommendations and learnings from the mission have been documented and shared with the UNCT in Nepal to further strengthen its victim-centric –survivor-centred approach in non-humanitarian setting. These results are expected to contribute to strengthening UNCT's internal structures, processes and accountabilities and support government and other partners and service providers in establishing efficient organizational capacities to prevent and respond to SEA.

d. Over 4,500 (no sex-disaggregation available) individuals increased their awareness of the gender differentiated impacts of climate change in Nepal. This was facilitated through a range of communication and advocacy initiatives conducted by UN Women in collaboration with the IDPG-GESI WG and UNCT. These included videos featuring women climate change activists and disseminating them through social media handles, including YouTube (<https://www.youtube.com/@idpggesinepal3471>). The head of agencies and ambassadors interviewed 16 different female climate activists and all videos were jointly launched on social media on International Women's Day. Through these initiatives, UN Women was able to strengthen coordinated advocacy by development partners to promote and support women's leadership in responding to and mitigating the impacts of climate change, one of the key areas of intervention in the UNSDCF.

e. Over 200 (no sex-disaggregated data available) representatives from CSOs, government, development partners, UN, media, GBV survivors, and gender equality activists enhanced their awareness of GBV issues and barriers that hinder GBV survivors' access to services. This was evidenced by responses from participants of the joint event captured through stories, videos and quotes. Women led the facilitation of this joint event of the UN and IDPG in Dhangadi in November, marking the 16 days of activism against GBV. The event was followed by interaction with duty bearers and GBV service providers on gaps in implementation of existing laws on GBV. Additionally, a joint opinion editorial by UN agencies and International Development Partners, calling for greater resources and support for women's movements and organizations preventing and responding to GBV, was published in two prominent national dailies – The Kathmandu Post (<https://kathmandupost.com/columns/2022/11/24/acting-together-to-end-gender-based-violence>) and Kantipur in English and Nepali with an estimated outreach of 600,000. The joint opinion editorial was drafted by UN Women. These results demonstrate strong coordination among the UN agencies and development partners working in Nepal in their joint effort to eliminate GBV in Nepal.

https://asiapacific.unwomen.org/en/digital-library/publications?f%5B0%5D=country_publications%3A1646

Increased engagement of partners in support of UN Women's mandate

There has been some progress in increasing the engagement of partners in support of UN Women's mandate in Nepal this year. The partnerships with CSOs/NGOs, media, international organizations and UN agencies enabled UN Women to reach 90,581 diverse stakeholders to leave no one behind in advancing movement building, valuation of unpaid work and ending GBV. First, about 20 CSOs/NGOs who are members of the Inter-generational Feminist Forum (IGFF) conducted the third "Thought Workshop on Making Visible the Invisible – the Different Dimensions of Women's Unpaid Work Including Care: Implications for Policy and Practice". The workshop, which was provided with technical and funding support by UN Women, engaged 41 diverse CSO members from all provinces of Nepal (17 from provinces and 24 from federal Nepal) in two-and-a-half days of intensive discussions that developed shared understanding and positions on unpaid work, including care, for policy advocacy. Of the 41 participants, 37 were women, two were women with disability, and two were LGBTIQ+ persons. This is in line with the UN Women's on-going initiative to advance movement building to raise the voice of women and excluded groups through the IGFF network. The discussions focused on unpacking the concept of unpaid work, including care, and how it impacts on the daily lives of women and their personal and economic advancement as individuals. It highlighted the: (i) imperative of collective ownership and championship of the agenda of the women's movement, (ii) gaps and opportunities for including women's unpaid work into the system of national accounting (SNA), and (iii) exclusion of women's unpaid contributions, including care work, in the present macroeconomic model. Two feminist economists who were contracted by UN Women served as resource persons in enabling the participants to attain shared and clear understanding of the definitional issues that skewed the assessment of women's unpaid work in Nepal in the last labour force survey. As a follow up to this workshop, UN Women will continue to strengthen the capacity of key duty bearers and rights holders through its joint programmes with relevant UN agencies and movement-building efforts. This activity is expected to boost the capacity of the participants to mobilize support for the women's movement and advance the advocacy on the inclusion of women's unpaid work in macroeconomic frameworks and sectoral policies. Second, UN Women reached participants from diverse groups that are critical to collaborate on GESI issues to generate more partnership and support from various sectors. It published three human interest stories, featuring climate action activists from indigenous communities, which fostered public awareness on changing social norms and harmful practices. It also produced and published eight knowledge products titled, (i) "Invisible Violence, Visible Harms" (ii), Gender Responsive Public Finance Management in Nepal (iii) Local Governance, Gender-Responsive and Socially Inclusive Public Finance Management: Knowledge, Attitudes and Practices, (iv) A Practitioner's Guide on Financing for Gender Equality in Humanitarian Action as well as (v) four Gender Equality updates. These publications provided perspectives and recommendations that are helpful to advocates and policy makers. In addition, as part of its joint communications strategy with the Government of Finland, UN Women developed and disseminated 12 videos (including a song) which reached an audience of 56,711 people on social media – Facebook and Twitter. Moreover, UN Women published two press releases, authored one article on women's leadership in responding to climate crisis and co-authored two op-eds on ending GBV and the need for gender equality for sustainable development. The ad interim head of office of UN Women spoke in an API television interview on women's political leadership, implementation of the CSW-66 recommendations, and the "Stories of Resistance" art exhibition. The result of the interview was featured in three media pieces. Furthermore, in collaboration with UNDP, UN Women produced nine episodes on social issues in API television, which reached over 24,044 people in YouTube. Thirdly, UN Women partnered with Homenet South Asia to organise the first ever Congress of HomeNet South Asia (18-20 October 2022). The Congress brought together close to 200 women home-based workers (HBWs), worker representatives, and civil society organisations from across the globe with delegates from South Asia Association for Regional Cooperation (SAARC) and Government of Nepal. The Congress was a celebration of and showcase of solidarity of the home-based workers movement in South Asia. The congress highlighted the need for recognition of HBWs

as workers and the establishment of workers' rights. UN Women shared lessons learned from its pilot initiative with HBWs, focusing on economic security of HBWs. A key outcome of the congress, was the drafting of country specific action plan to take forward the agenda of home based workers building on the rich experience, lessons learned and best practices shared during the congress around the theme of economic security and rights, climate change and disaster risk reduction and violence against women home based workers. Lastly, UN Women led three major campaigns on International Day against Homophobia, Biphobia, Intersexphobia, Transphobia (IDAHBIT), International Women's Day (IWD) and 16 Days of Activism against Gender-based Violence. The campaigns reached over 4,935 persons, including UN staff, youth, college and university students, civil society partners, and development partners. For IDAHBIT, UN Women collaborated with UN and IDPG to host a joint townhall meeting on making workplaces more inclusive for people from LGBTQI+ community and persons with disability. This was attended by over 85 participants comprised of UN as well as IDPG staff. As a result of the townhall meeting, the participants learned key recommendations on how to better support colleagues from LGBTQI+ community as well as colleagues with disability in the workplace and increase their representation in decision making bodies. Additionally, for IWD, UN Women collaborated with WFP, UNICEF, ICIMOD, and Ministry of Forests and Environment to organize a photography competition, "Changing Climate from Your Lens". It featured 24 shortlisted photographs in a two-week exhibition that helped raise awareness among its more than 3,000 visitors. Lastly, marking the 16 days of activism to end gender-based violence, UN Women hosted an art exhibition, "Stories of Resistance", featuring artworks based on the lived experiences of survivors of GBV. Based on the theme of the art products, the exhibition featured six audience participatory workshops, which used an innovative approach to facilitate internalization of key messages and encouraging attendees to play an active role in ending GBV. This, and the guided tours held throughout the 16 days of activism to end GBV, saw over 1,850 participants from schools, universities, civil society organizations, international development partners and media.

OUTCOME XM-DAC-41146-NPL_O_3

Enhanced quality of programmes through knowledge, innovation, RBM and evaluation

Significant progress was made to this output. In this period, the quality of UN Women programmes was further enhanced using knowledge, innovation and evaluation and application of results-based management (RBM) standards and principles. This was evidenced by the following: a. The findings and lessons learned from evaluations were consistently used to inform UN Women's programme interventions in Nepal. For example, in line with continuing implementation of the recommendations from the WEE thematic evaluation, a common understanding amongst all UN Women's partners of the programmatic strategy for transformational change was enhanced. This was evidenced by the additional 16.60 per cent correct responses from the participants to the post-test questionnaires as compared to the pre-test of the refresher session on integration of RBM and human rights-based approach into programming. Further, a standard checklist for the induction package for partners was developed. This includes orientations/refresher on: (a) programming priorities; (b) financial management and reporting; (c) results-based narrative reporting; (d) protection against sexual exploitation and abuse; and (e) communications and visibility. In response to recommendations from Developmental Evaluation (DE), UN Women Nepal continued to facilitate learning opportunities among UNCT members by conducting four learning sessions, namely: (a) sharing of findings from the study on "Financial Inclusion of Conflict-Affected Single Women"; (b) refresher session on LNOB and intersectionality; (c) sharing of findings from the "Feminist Analysis of Socio-Economic Impact of the COVID-19 in Nepal"; and (d) Introductory Learning Session on DE for UNCT M&E Working Group. In line with a recommendation from the Country Portfolio Evaluation (CPE), the NCO's new Strategic Note has adopted a nested approach to support the federalization process with focus on local/community level. As recommended by CPE, several consultations were also conducted with key partners/stakeholders including the Ministry of Women,

Children and Senior Citizens, National Women's Commission, National Judicial Academy, National Human Rights Commission, Dalit group, indigenous group, persons with disabilities, and CSO partners. b. RBM standards were consistently applied into programme design, monitoring and reporting. An RBM Report Writing Tool was developed and made available in both English and Nepali languages for partners in support of strengthening their RBM report writing skills. Performance Monitoring Frameworks (PMFs) of four project partners (LACC, FWLD, CDWN and JuRI Nepal) were developed and finalized with substantive technical support from UN Women Nepal. Also, eight quality RBM-compliant progress reports were submitted to the respective donors. Among them, only one donor shared the report rating till date, which was "very satisfied". In addition, the annual progress against the SN 2018 – 2022 results have been reported in the UN Women's Results Management System. c. A total of four knowledge products on key GEWE issues were finalised and disseminated by NCO to key stakeholders (available at: https://asiapacific.unwomen.org/en/digital-library/publications?f%5B0%5D=country_publications%3A1646). These include "Invisible Violence, Visible Harms – Violence against Women in Politics in Nepal"; "A Practitioner's Guide on Financing for Gender Equality in Humanitarian Action"; "Forward Looking Assessment of Gender-responsive Public Finance Management in Nepal"; and "Local Governance, Gender-responsive and Socially Inclusive Public Finance Management: Knowledge, Attitudes and Practices" (the last two were conducted in close collaboration with NASC). Further, six studies were completed in 2022 including: "Assessment of available gender disaggregated data on migration"; "Local governance and SDG responsive medium-term expenditure framework: improving GESI prioritization & financing"; "Feminist Analysis of the Socioeconomic Impacts of COVID-19 in Nepal"; "Measuring social norm change through storytelling"; "Feasibility Analysis of gender responsive basic income (with UNDP and UN RCO) and "Country Gender Equality Profile". Additionally, four GE updates on evolving issues and challenges faced by women and excluded groups were developed and disseminated.

OUTCOME XM-DAC-41146-NPL_O_4

Improved management of financial and human resources in pursuit of results by the Nepal Country Office

The management of financial and human resources of UN Women Nepal was further improved in 2022, including internal governance, compliance, and business continuity, as shown in the following results: (a) UN Women Nepal continued to function effectively under the intermittent work-from-home modality, pursuant to the government and UN guidelines. Strong logistical support raised personnel efficiency, resulting in 80.57 per cent year-end IPSAS delivery rate. It is 10.17 per cent higher than the average rate of 70.40 per cent of ROAP, and 8.57 per cent higher than the average global rate of 72.00 per cent as of 31 December 2022. UN Women Nepal met the 100 per cent ICT compliance score this year (<https://dashboard-oneapp.unwomen.org/Dashboard/Index/GlobalInformationSecurityandCompliance>). Regarding human resources, 100 per cent of the personnel completed the mandatory trainings and the office achieved full compliance of the staff on safety and security requirements. The office (i) completed the mock drill and tabletop exercise for Crisis Management Team members on crisis management, which was facilitated by the Regional Security Expert in February 2022; (ii) provided timely information updates on security matters; (iii) updated BCP and Business Continuity and Crisis Management Application protocol, along with orientations to all staff in August 2022; and (iv) completed a fire drill and earthquake preparedness exercise, coordinated by UNDSS in the reporting period. (b) Thirteen long-term agreements saved the office USD 90,459 from reduced transaction cost during the year. The Office provided technical ideas as active team member of the Operations Management Team, Finance, Procurement, Admin, ICT, HR task force and contributed towards increased coherence, common practices, and cost efficiency in operations, such as enhanced efficiency in using UN common LTAs. NCO led the provision of internet services, valid for a period of two years, effective 1 March 2022 to 28 February 2025 for all personnel under the LTA modality. It also adopted a joint approach between UN agencies (UN Women, UN RCO, UNICEF, UNDP, UNFPA, ILO, FAO, WHO,

UNESCO, WFP, UNOPS and UN HABITAT) for example, on the Joint Workplan for all streams of operations with focus on BOS 2.0. NCO led the extension of the joint LTAs of Event Management Services for one more year, from 1 September to 31 August 2023. It also strengthened the implementation of the gender scorecard recommendations by leading the analysis and presentation of the diversity data of UN agencies in the OMT and UNCT on behalf of the HR task force. (c) UN Women Nepal continued the innovative ‘best care support package’, which contributed to high morale and team spirit, sustained well-being, high performance and robust duty of care support. The office supported the administration of first and second boosters of COVID-19 vaccination for NCO personnel and dependents this year. The COVID-19 package for personnel consisted of transportation, COVID-19 isolation kits, information, medical support, learning, reflection and psycho-social and grief counselling sessions, including for elderly parents and dependents, which enhanced connectedness in a context of segregation and isolation due to COVID-19. (d) The learning and capacity development of personnel and partners remained strong, which resulted in the following:

- Enhanced capacity for reporting was achieved among 47 participants (F-31, M-15, O-1) from 13 programme partners, through a session on Results-based Reporting and Financial Reporting, which focused on the correct use of the FACE forms. This is evidenced by fewer errors observed in face forms compared to previous years. Other topics, such as Prevention of Sexual Exploitation and Abuse, Gender Based Violence and key findings on the Audit were also shared and discussed with the said partners during the third quarter.
- A total of 23 (F-19; M- 4) participants from Bangladesh Country Office (BCO), NCO, United Nations Development Programme (UNDP) and RCO (Resident Coordinator Office) learned principles of adaptive leadership with focus on Problem-Resolving Map and Leaders’ Support Learning in Agile Organization. Enhanced collective performance of the NCO Team was achieved through NCO retreat and team building, which was attended by all NCO personnel. It covered norms of collaboration, internal communication, transparency, and accountability, elements of trust, transparency and accountability, and creating safe and inclusive spaces for diverse colleagues. The enhanced performance is evidenced by the 57 per cent year-end IPSAS delivery rate, as mentioned above.
- NCO achieved continuous learning in areas of Operation through Monthly Operations Clinique, along with review of Operations workflows and knowledge sharing sessions in all staff meeting like PSEA, Fraud Awareness, Abuse of Authority, ICF, DOA and more.

(e) All institutional instruments were made responsive to the context of the pandemic, namely: (i) Business Continuity and Crisis Management application and protocol update; (ii) Telephone Tree; (iii) Enterprise Risk Management Risk Register; (iv) BWP-2023-24; and (v) SN 2023-2027. (f) NCO continued to promote a whole-of-office approach. Fortnightly programme meetings enabled a regular review of delivery rates and spending plan and prompt response to implementation obstacles. Monthly all-staff meetings also promoted a strong sense of connectedness and ability to cope with the uncertainty of the context. Fortnightly Operations and Crisis Management team meetings enabled NCO to review issues and take timely actions on a real-time basis, including the COVID-19 updates and operational priorities.