

Organizational Strategic Plan 2024-2028



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CHAPTER ONE: INTRODUCTION

1. Background

As a non-profit making non-governmental organization, Aawaaj Nepal , Surkhet supports enhancing the community through equitable development, mostly in the areas of women's empowerment, advocacy against sexual violence, abuse, and exploitation, domestic violence, and human trafficking against women and children. It was registered in 1999 in compliance with the Nepalese NGO Registration Act. Aawaaj is known as a devoted organization for women and child rights. Numerous programs are carried out expressly for promoting social inclusion and women empowerment. In order to advance a more just and equitable society, this organization seeks to eliminate gender-based violence and reduce the gender gap on social, economic, and cultural dimensions.

While the government and Maoists were at conflict in Nepal, women and children suffered from physical and psychological violence and abuse. They were in careless condition, exposed to danger, and living in vulnerability. Through counsel and support with relief, support for their livelihood, capacity building, and political, social, and economic empowerment, Aawaaj Nepal , Surkhet worked to differentiate them. The creation of an organization was necessary to carry out these kinds of social activities. Therefore, Aawaaj established its District Administration Office in Surkhet, it was registered by women activists. It continues committed to supporting women and children who are victims of abuse, prejudice and poverty.

The major goal of this organization is to support victims to have a strong voice, to advocate for their rights and to empower those who are voice less. It believes that the primary barriers of development are fostering knowledge and awareness of harmful societal norms, beliefs, violence against women, gender and social inequality, and social backwardness. The main strategy used by Aawaaj to empower women is to manage and use available resources for their livelihood. According to Aawaaj, achieving the goal of an equal society requires productive working partnerships with a variety of stakeholders, including the government, non-governmental organizations, and international organizations.

Now there is noticeable change in the society because of long term intervention, different campaigns and advocacies. Victim women and girls have access to legal services than previous. Vulnerable women are somehow aware about their rights and responsibilities. Women are reaching in different level of leadership. Women participation in political sector has increased. They are trying to be self-reliance. Women are involved in outdoor social activities. They are also connected in income generating activities.

Beside this, a new pattern of violence against women and children has emerged in society. Internal human trafficking, violence through social media, phone and messaging are nurturing in society. Early marriage is huge challenge in the community. Still, women are out of access to economic resources. Gender and caste discrimination is still challenging to so-called civilized society.

Aawaaj has important responsibility to do intervention in these situations. For successfully achievement of the aim Aawaaj formulated and implemented long-term and annual plans. Formulation and implementation of organizational policies and strategic plans of an organization are major indicators of institutional governance. Not only this, strategic plan is important for running organization effectively, achieve efficient results, sustainable management of organization and good coordination between different levels of governments and nongovernmental agencies. In the same scenario, new strategic plan of Aawaaj for 2024-2028 is formulated. Aawaaj is still working in all districts of Karnali Province. Social, political and economic condition of these working areas are similar. That's why, analysis is centered in the basis of Karnali Province.

Methodology of formulating organizational strategic plans

A systematic three-day workshop between executive committee, staff and members was organized as the major methodology. Participatory processes were applied in the workshop. Strength, areas of improvement (weaknesses), opportunities and threats or challenges (SWOT) of organization was examined in the workshop. Similarly, relevant documents such as previous strategic plan, annual reports, policies, and related publications were reviewed. After completing the workshop, a sharing meeting with executive committee and lead staff was organized. organization was provided with feedback to draft document and it was incorporated appropriately. Equally, feedbacks from the sharing meeting was also incorporated into the final document.

2. Problem/Issue analysis

Social discrimination and backwardness is major problem of the Karnali Province. People of this province suffer with the scarcity of food, unemployment, caste and gender discrimination and gender based violence. Agriculture production is very low in this area. Almost men and youth go to India for seasonal employment and they work there with very risky situation. As a result, they face various physical and mental problems. Some of them contract sexually transmitted diseases. Because of poverty, they have no opportunity to consume nutrient food. Lack of health service is another issue in the Karnali province. Because of geographical remoteness, reaching to health service is very difficult. Pregnant

women cannot access health services. They are compelled to give birth at home, traditionally. Most poor women and children depend on local healers for their treatment which is riskier.

Traditional harmful norms and values are also serious problem in the Karnali Province. *CHAUPADI* is one of the challenging and dangerous norms. Many women have lost their life because of this bad culture. Living separately from home is a dangerous situation. The risk of snake bites, animal attacks, sexual violence, and lack of nutritious food in the menstruation time is the reason of death of them. A similar situation occurs during childbirth. There is no access to sanitary pads for adolescent girls and women. Even, still there is no practice to use sanitary pad in the menstruation period.

Equally, lack of education is another issue in this area. Particularly, girls are out of school because of gender discrimination and geographical distance of school. Because of this, they resort to early marriage and face early pregnancy. Women and girls face different health problems because of work load, lack of sufficient food, early pregnancy and lack of sanitation and hygiene. Divorce cases are increasing, but children are becoming more victimized because of the separation of mother and father. There are still gender and caste-based discriminations. Mainly, women and girls suffer from this discrimination. They also suffer from domestic violence and various types of social violence. Excessive alcohol consumption by men is another cause of domestic violence in this area.

3. Context Analysis

Different contexts were analyzed in the process of developing this strategic plan of organization. Goals of the five-year strategic plan objective, strategic guide and activities were designed in the basis of context analysis. Mainly, social context, economic context, political context, technical context, legal context and environmental context were analyzed.

3.1. Social Context Analysis

Here are different types of social diversity in the Nepal. Cultural diversity, ethnic diversity, linguistic diversity and religious diversity are the major social diversity of Nepal. On the other side, women, men, and sexual minorities, children, adolescent, youth and elderly people are also concerning stakeholders of society of Nepal. Such types of social diversity are not similar in all over the Nepal.

The Karnali Province of Nepal is known as the origin of the Nepali language. Thakuri, Chhetri, Brahmin, Dalit, Magar are the major caste group of this province. Besides these, other ethnic group such as Gurung, Tamang and Rai also live in this province but their population is low. Raute is a minority, vulnerable and endangered ethnic group which lives

in Surkhet and Dailekh districts of Karnali province. Regarding sex diversity, women are in majority than men. Sexual and gender minority groups are in very small scale because there is lack of identification. At present, health and education facilities are somewhat easier and accessible than previous era but still more critical than in other provinces. Women and children are associated with groups and clubs for eradicating social discrimination and poverty. Women, Dalit women are participating in the different level of government and political parties. That's why, level of social empowerment is improving.

Besides this, women are suffering from workload of reproductive, social (in-house and caring) activities. Women, children and elderly people are suffering from different types of domestic and social violence. Dalits are in pain of caste discrimination. Situation of Dalit women, single women and children is more terrible in the society. Misuse of social media and early marriage are other challenges in this province. Daughters are left behind in opportunities for education, life skills, and health facilities Harmful traditions such as Chaupadi are still ongoing in this area. People still depend on local healers to alleviate physical and mental diseases.

3.2. Economic Context

Agriculture is the main sector of economic development of Nepal. More than 65 percent of the population depend on agriculture. Similarly, Tourism is another important sector but there are different challenges because of not appropriate planning and implementation. More than 29 percent economy of Nepal is depended in remittance. Huge number of population is working in foreign countries for the employment.

Concerning the Karnali Province, it is a hilly area. Here are beautiful Himalayas, lakes, and rivers for the promotion of tourism. Because of small areas of plane and fertile land, production of food crops is low, but there is a huge amount of fruit production, mainly apples and walnuts. Additionally, it is an area rich in herbs. We find different types of herbs whose price is high in the internal and international market. Because of different intervention of the government and social organizations, women, Dalits and marginalized people are involving in different economic activities. Saving credit, agricultural, and multipurpose cooperatives are formulated, and women are involved in saving their income in the group. People have access to financial sources to promote their economic status. Women are involving in goat farming, poultry farming, mushroom production and other handicrafts for their better livelihood.

Beside this, there is extreme poverty in the community. Basically, Dalits, women are living in more economic crisis. lack of industries and economic opportunities, unemployment is

increasing day by day. Due to a small market, farmers are not interested in agricultural production for business purposes. People prefer to go to India for seasonal employment. People are used to celebrating religious and cultural ceremonies extravagantly. Women have no access and control to land, production and income. Poor people are suffering from traditional loan culture in the community. Majority of the lands are unused because of scarcity of human resource in the community and lack of irrigation. Foreign employment and internal displacement supporting to make economic situation harder of this province.

3.3. Political Context

Formerly, there was very low woman participation in political sector in Nepal. But situation is improved. Women and Dalit participation is increased in the federal, provincial and local governments. Women are participated in different unites of political parties. They are playing role for decision making.

Previously, women participation was very poor in Karnali Province. Because of the provision of existing constitution of Nepal, women, Dalit, people from disability and elderly people have got chance to reach in decision making level. Women use to participate in local level planning process. They participate in the construction user committee, forest users group, Tole development committee. They participate in construction user committee, forest users group, Tole development committee, school management committee, cooperatives and others community-based organizations in Karnali province.

Besides this, there are many lacks in benefit sharing with women, children, adolescent girls, elderly people and disadvantage groups. Still, political sector is elite captured. Men and elite people use to do intervention in decision making in planning and budgeting of development activities. Political parties and their units are also elite captured. There is still huge gaps about the knowledge of political and development. Information is captured by elite and men. Because of engaging in-house activities and dependency in men, women have lack of knowledge of participation and development. Not only social and economic empowerment is necessary, but also political empowerment for women and marginalized communities.

3.4. Technical Context

In present era, people in Nepal have access to various modern technologies. Information technology has become prevalent in Nepal. Easy communication via telephone/mobile, social media, FM/radio and television and internet is vital for the development of Nepal. Karnali Province of Nepal is also an access able area of Nepal. The majority of the people have access to telephone/mobile communication. Similarly, radio, FM, television is also in access but poor and vulnerable people often lack time to utilize these technologies. Farmers are using power tiller instead of the traditional plowing system in accessible areas. Technology is used in education, health, water supply, sanitation, irrigation, and crop cultivation in this era.

Therefore, there is a lack of technology in the Karnali Province. Many children still lack access to technology for educational purposes. Technology is also used against the human rights, child rights and women rights. Specifically, social media is contributing to violence against women and adolescent girls in Karnali Province. There is a need for training to appropriately use technology in agriculture, health, education, and personal development. All kinds of technologies are in the hands of men and elite families.

3.5 Legal Context

The Constitution of Nepal 2015 has secured 31 fundamental rights of people, including the rights of women, children, and Dalits (GON, 2015). Women's participation in vital positions across three levels of government, with 33% representation in decision-making roles, is an important provision. There are formulated commissions such as the National Women's Commission, Inclusive Commission, Dalit Commission, Commission of Ethnic People (Adibasi Janajati), Madhesi Commission, and Tharu Commission. Ministries, directorates, offices, and units for women, children, and elderly people are established. Civil law, Criminal law, Child protection act and policies are formulated. Nepal is a part of CEDAW and CRC of United Nations. Nepal accepted the SDG 2016-2030 and responsible towards all goals but goal 4 and 5 is more related to children and women (Quality Education and Gender Equally). Provincial and local governments have also formulated gender and social inclusion-friendly acts, policies, and plans.

Alongside the stated legal provisions, marginalized individuals, women, children, and vulnerable people lack access. They have no ideas about such matters. Their participation is not taken seriously in the formulation of policies and plans. Similarly, they lack a source

of information and knowledge about these matters. People are not aware of their legal and constitutional rights. Because of that, they are becoming victims of various forms of violence. They have no idea how to access legal assistance due to lack of knowledge and financial means.

3.6 Environmental Context

The world is suffering because of climate change and its effects. Nepal has not undertaken any result-oriented activities that contribute to climate change, but it is victimized by activities from other countries. The Karnali Province of Nepal is also affected by environmental hazards. Unplanned infrastructure development (mainly roads, canals, electricity) is leading to increased deforestation. Water sources are drying up and being lost. The use of plastic in daily life is causing land and river pollution. We are slowly losing the organic farming culture. Farmers are using chemical pesticide and fertilizers without any skill and plan. As a result, the fertility of the land in Karnali Province has almost collapsed. Karnali Province is affected by landslide, dry, over rain, no rain and different disaster because of environmental problem. There is no plan to build resilience among the affected people. Mainly, women, children, elderly people, pregnant women, and maternal women are directly affected.

4. SWOT (strength, areas of improvement, opportunities and threats) Analysis

A SWOT analysis was carried out in the workshop to analyze the internal situation of the organization.

Strengths of the organization

- Experienced, capable, active members and executives are working in the organization.
- Experienced capable and active staff are working in the organization
- Human resources who are able to build coordination and relationships with federal, provincial, and local-level stakeholders
- Capacity in the human resource who can develop policy, research, and developing proposal
- Sustainable enterprise management through entrepreneurship development, skill development, marketing and business plan formulation.
- Effective counseling, psychosocial counseling, telephone counseling and family counseling service.

- Capable team for access to justice for justice less community
- Strong leadership
- Trust by governments and partner organizations
- Effective service provides to children and women of different districts in the coordination of local governments and stakeholders
- Leadership in different level networks
- Well-equipped organization (own building, furniture, computers and different electronic and non-electronic instruments).
- Internal fund management and mobilization
- Systematic accounting system is applied.
- Child protection, complain management, anticorruption, against sexual abuse in work place and safe house operation guideline is implemented.
- Five years' strategy is implemented
- GESI policy is implemented.
- Effectively performing child helpline.
- Projects are implemented to eradicate early marriage, provide access to justice, minimize and control child marriage in Karnali Province, empower marginalized women and girls, and empower and mobilize adolescent girls to prevent child marriage.
- Publications (success stories, bulletins, training manuals, and research reports).
- Working in 79 local governments and 10 districts of Karnali Province
- Internal and external monitoring of projects
- 24-hours service to the violence affected children and women.

4.1. Areas of improvement

- Regular monitoring in the field is required.
- Improvement in the areas of documentation, monitoring, evaluation, and capacity building is needed.
- A vehicle for rescue and rehabilitation is required.
- The organization should make victims aware of the main aims of the organization. Lack of sufficient staff in comparison to the service demand.
- Making a documentary about the organization's successful results is required.
- Establishing an organizational system for vertical and horizontal coordination, fostering a more transparent and harmonious relationship between the executive board and project management team is important.

- Establishing a strong organizational governance system to build more trust among different stakeholders.
- Identify the causes of staff turnover and implement strategies for sustainable human resource management.
- Contribution of time is crucial from executive committee members, subcommittee members, and members.
- Capacity enhancement and the use of internal human resources for different trainings and seminars are necessary.

4.2. Opportunities of the organization

- Opportunities to work with youth, adolescent girls, children, and women because their issues are gaining traction.
- Opportunities to work with victims of gender-based violence for their rights and empowerment.
- Opportunities to work with marginalized communities in different provinces to protect their human rights.
- Partnership opportunities with federal, provincial, and local governments for formulating and implementing policies.
- Working opportunities for disaster management, climate change, and resilience issues.
- Local, provincial, and federal governments are ready to work with local partners on issues concerning women and children.
- Different development partners/agencies and networks are enthusiastic about working with local partners on issues concerning marginalized communities, women, youth, children, elderly people, and sexual minorities.

4.3. Threats of the organization

- Geographical remoteness
- Diverse political interests among elected representatives
- Natural disasters in the working areas
- Lack of proper implementation of government policies
- Lack of good governance among local stakeholders
- Changing priorities of development partners

5. Stakeholders Analysis

Stakeholder analysis was carried out in the workshop to identify the existing level of built relations and coordination, as well as to find ways to improve relationship building in the future.

SN	Name of stakeholders	Working area	Existing relation	Strategy for future
1.	Local governments	Administrative support and development	Working in good coordination	Continuity
2.	Police/women cell	Security, social justice	Working in good coordination	Continuity
3.	Office of the Government Attorney	Legal service	Working in good coordination	Continuity
4.	Courts	Justice	Working in good coordination	Continuity
5.	Nepal Bar Association	Legal service	Working in good coordination	Continuity
6.	District legal support committee	Legal service	Working in good coordination	Continuity
7.	Agriculture office	Instruments, seed, grant and technical support	Working in good coordination	Continuity
8.	Hospitals, health service providers	Health service	Health service to victims in good coordination	Continuity
9.	Provincial government	Service and development	Good coordination for education, health, women, children and senior citizen service	Continuity
10.	Nepal Red Cross Society	Disaster management and rescue	Good coordination for Disaster management and rescue	Continuity
11.	District Administration Office	Security, administrative support	Good coordination Security, administrative support	Continuity
12.	NGO Federation, NGOs	Campaign, advocacy	Good relation	Continuity
13.	Office of Labor and Employment	Labor and Employment support	Not now	Make coordination strategy for future
14.	Banks, cooperatives and financial institute	Loan support	Not now	Make coordination strategy for future
15.	International partner organizations	Institutional capacity development, leadership and youth focused activities	Good relation	Continuity
16.	Media	Publication, information	Good relation	Continuity
17.	Women Human Rights Protection Network	Advocacy for women human rights	Good relation	Continuity

18.	National Human Rights Commission	Human rights protection and awareness	Good relation	Continuity
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6. Resource analysis

The existing resources are the current strengths of the organization. In the workshop, the human, financial, and physical resources of the organization were analyzed.

6.1. Human Resource

SN	Areas	Special Ares	Number
1.	Training of Trainers	GESI/GESI Audit/ Gender Responsive Budgeting Analysis	8
		Psychosocial Counseling	6
		Climate Change	2
		Disability and Inclusive education	4
		Human rights, women's rights and children's rights	8
2	Training of social mobilization	Transformative social mobilization	2
		Leadership development	4
		Community support mechanisms	4
		Local Government Planning Process	3
		kachahari street drama	1
3	Training of Entrepreneurship	Entrepreneurship Development Training	2
		Market survey, business plan creation	1
4	Research	Success stories, case studies, studies and research	63
5.	Writing and documentation	Proposal Writing and News Writing, Report writing.	4
6	Accountancy	Finance, Accounting Management	2
7	Accountability	Accountability and Good Governance	2
8	organizations development	Fund raising. organizations development	2

The appropriate utilization of the mentioned human resources is important for the sustainability of the organization. Similarly, capacity enhancement is equally important to strengthen the resource base.

6.2. Financial Resources

SN	Areas	Amount Rs.	Remarks
1	Membership Fee and Renewal	40000	8000 per *5yrs
2	Partnership/ Grant from NGOs	2000000	500000 per yr*5yrs
3	Partnerships/ Grant from INGOs (ECPAT Luxemburg, TDH-Germany, UNICEF, Care Nepal, KFB, FASTENAKTION, Girls First Fund, Local, province and federal government.	300000000	60000000 per yr*5 yrs
4	Human resource mobilization	2000000	500000 per yr*5yrs
5	Grants of governments	1000000	
6	Rent	2000000	500000 per yr*5 yr
7	Donation	500000	100000 per yr*5 yr
8	Others	500000	100000 per yr *5 yr

6.3. Physical Resources

SN	Name of item	Number	Remarks (condition)
1	Land	0-1-0	kattha
2	Building	1 (10 room, toilet and hall)	3 floors
3	Almari (Drawers)	14	Pics
4	Computer/ Laptop	17	Set
5	Inverter (300 Ampere)	2	Set
6	Office table	12	Pics
7	Wooden Cupboard	1	Pics
8	Chairs rivaling	8	Pics
9	Chairs plastic	40	Pics
10	Television set	1	Pics
11	Digital Camera	4	Pics
12	Projector	2	Pics
13	Quilt/Mattress	8	Pics
14	Hard disk external	2	Pics
15	Sofa set	2	Pics
16	Helpline Management room potation	1	
17	Fridge	2	Pics
18	Tea Table	4	Pics

19	Bed	8	Pics
20	Telephone	3	Line
21	Printer	7	Pics
22	Suggestion Box	1	Box
23	Kitchen Items Thal, kachaur set	10	Set
24	Gas stove	2	Set

7. Values of the organization

Aawaaj believes in the following organizational values and will strictly apply them internally and externally.

7.1. Respect, Protect and Promotes Human Rights

Aawaaj Surkhet, as a women's human rights organization, upholds, protects, and promotes the human rights of the community in general, and women and children in particular. It refrains from adopting discriminatory practices towards diverse groups within the community from a human rights perspective.

7.2. Participation and Social Spaces

Aawaaj Nepal , Surkhet believes in the right of participation of all individuals in matters, institutions, and processes affecting their lives. It also ensures the participation of its primary groups of women, children, Dalits, and marginalized communities in social spaces.

7.3. Mutual Respect and Inclusive Diversity

Aawaaj Nepal , Surkhet promotes mutual respect among different castes, ethnicities, genders, age groups, and cultural and religious groups. This is achieved by fostering a cooperative and collaborative culture, aiming to maintain a harmonious and peaceful community. Aawaaj believes that mutual respect fosters true participation, empowerment, motivation, and commitment.

7.4. Impartiality and Neutrality

Demonstrating impartiality, neutrality, and equality in matters of politics, religion, culture, gender, caste, age, and ethnicity, Aawaaj Nepal , Surkhet avoids any form of discrimination. It particularly values and encourages the voices of less privileged women and children for their rights protection and overall development. Aawaaj Nepal , Surkhet strictly adheres to political and religious neutrality and impartiality. However, it may denounce violations of the rights of women and children and obstacles to humanitarian activities when observed.

7.5. Empathy

Aawaaj Nepal , Surkhet embodies empathy towards deprived, marginalized, and poor communities, especially women and children, aiming to integrate them into the mainstream development of the community, fostering social justice and equity. Aawaaj Nepal , Surkhet consistently supports marginalized genders, castes, classes, poor communities, women, and children. It believes in empathy with discriminated groups, including socially excluded groups, women, senior citizens, children, and other marginalized groups, to foster social justice and equity.

7.6. Accountability and Transparency

Aawaaj Nepal , Surkhet advocates for accountability within its team members and the community, especially women and children with whom Aawaaj collaborates. Maintaining transparency in its overall program activities, Aawaaj Nepal , Surkhet provides clear information about its accounts, programs, and policies. This transparency extends to the community level, ensuring efficiency, simplicity, visibility, and accessibility to all concerned stakeholders. Aawaaj Nepal , Surkhet is committed to a policy of transparency and disclosure for its beneficiaries, collaborators, and donors. It provides information on the allocation and management of funds received, supported by independent verification of its good management.

7.7. Commitment

In the spirit of facilitation, team building, inspiration, empowerment, delegation, and participation in decision-making, Aawaaj Nepal , Surkhet is always committed.

7.8. Facilitation and Mediation

In the spirit of facilitation, team building, inspiration, empowerment, delegation, and participation in decision-making Aawaaj Nepal , Surkhet is always committed.

7.9. Integrity

Aawaaj emphasizes high moral integrity by facilitating a continuous process of action-reflection-action, fostering real development efforts within the community. This value is promoted among Aawaaj team members and the community, particularly women and children, to create a trustworthy environment for teamwork and cooperation.

7.10. Inclusiveness

Aawaaj promotes inclusive development to benefit the most deprived, marginalized, and oppressed communities, especially women and children. This includes striving for violence-free lives, access to education, health, easy livelihoods, socio-cultural and other basic opportunities, aiming to eliminate gender, caste-wise, regional, age-wise, cultural, and social discriminations, and disparities, thus preventing intergenerational poverty.

7.11. Sustainability

Actively involved in fundraising programs, Aawaaj Nepal , Surkhet complements local resource mobilization and community capacity building, aiming to achieve sustainable development within a gender-based violence-free society. Aawaaj Nepal, Surkhet believes that fostering a self-mobilizing community will contribute to their sustained development and integration into community development.

7.12. Independence

To preserve its moral and economic independence, Aawaaj Nepal , Surkhet operates based on its principles and is not influenced by internal, external, or governmental interests.

7.13. Non-Discrimination, non-Violent and Do No Harm

Aawaaj Nepal , Surkhet rejects any form of discrimination in all its actions, based on sex, ethnicity, religion, nationality, opinion, or social class.

7.14. Free and Direct Access to children and women in Need

Aawaaj Nepal , Surkhet intervenes based on the demand for free access to victims and direct control of its programs. It ensures that resources directly benefit the beneficiaries, with collaborators on the ground not being direct recipients of its programs.

7.15. Professionalism, Decentralized and Power Segregation

Aawaaj Nepal , Surkhet upholds a professional work environment and emphasizes the professional development of its human resources. Aawaaj Nepal , Surkhet also believes in decentralization of authority, supported by proper delegation of authority to decide and implement, making the organization have a horizontal structure and segregating the policy-making and management functions separately between the executive board and the project management team, respectively.

7.16. Pluralism and Secularism

Aawaaj Nepal , Surkhet respects different points of view and supports the process of just democratization at all levels. Aawaaj Nepal , Surkhet is a secular and non-partisan

organization that does not discriminate based on gender, geography, religion, caste, ethnicity, creed, or party politics.

7.17. Partnership and collaborations

Aawaaj Nepal , Surkhet has rich partnership and collaboration experiences with a wide variety of organizations within the country and abroad. We are proud to have partnered with the following organizations with mutual respect and mutual accountability. We will continue to foster our partnership with existing partners and welcome collaboration and partnership with new organizations to achieve Aawaaj’s strategic results.

8. Thematic Areas of the organization

Aawaaj Nepal , Surkhet will work in following thematic areas in the period of this strategy plan.

8.1. Prevention and response on GBV , and child protection

8.2. Formal and informal education

8.3. Livelihood

8.4. Natural and social disaster

8.5. Institutional Development

CHAPTER TWO: VISION, MISSION, GOAL AND OBJECTIVES

9. Vision of the organization

“Violence free society”

10. Mission

Our mission is to eradicate all forms of discrimination and gender-based violence through the process of economic and social empowerment. We aim to contribute towards creating an enabling environment and prosperous society for women, children, youth, senior citizens, people with disabilities, gender and sexual minority groups, and marginalized communities.

11. Strategic Goal

Our goal is to lead to gender-equitable and sustainable development, fulfilling the rights and improving the lives of the poor, vulnerable, and socially excluded groups. This involves reaching a minimum of 420,000 people in the targeted community through awareness activities, economic upliftment, educational opportunities, child helpline support, safe house services, psychosocial counseling, mediation, reintegration, and legal services to eliminate sexual harassment, early marriage, gender discrimination, gender-based violence, and human trafficking in society.

12. Strategic Objectives of the organization

1. By the end of this strategic period, a minimum of 350,000 women, vulnerable women, and children will be able to live safe and dignified lives through awareness activities and psychosocial counseling services.
2. Similarly, a minimum of 30,000 children and guardians from the target community will be able to promote and continue their learning processes through formal and informal educational activities.
3. Likewise, 30,000 violence-affected and vulnerable youth and women from the target community will be able to live economically strong lives through livelihood support programs.
4. In addition, 20,000 people from the target community will be able to live secure lives with access to information about natural and social disasters, receiving relief support and services from the government and service providers.
5. Equally, the organization aims to be recognized nationwide as a well-equipped, resourceful institution that works in the areas of women and children.

13. Strategy for achieving the objectives

Following strategies are designed for achieving designed five strategic objectives:

- 13.1.** Awareness and community mobilization
- 13.2.** Men engagement
- 13.3.** Coordination and relation building
- 13.4.** Networking
- 13.5.** Capacity Building
- 13.6.** Advocacy
- 13.7.** Publication and dissemination

13.8. Social mobilization and facilitation

13.9. Media mobilization

13.10. Fundraising

14. Activities

Following activities are designed for the strategic period 2024-2028:

Objective 1: *At the end of this strategic period, minimum 350000 women, vulnerable women and children will be able to live with their safe and dignified life through awareness activities and psychosocial counselling service.*

1. Conduct 2500 awareness programs for 300,000 people. (discussion/interaction with groups, stakeholders, campaigning and advocacy).
2. Organize 3000 capacity development training and workshops for 10,000 people about gender based violence, reproductive health, child marriage, CHAAUPADI, women and child self-defense and life skill.
3. Provide safe home service, rescue, rehabilitation, counseling, mediation, family integration activities, and legal services for 29,000 victims.
4. Offer telephone counseling, rescue, safe home service, legal services, and educational support for 20,000 children.
5. Provide legal services for 2000 women and children in contact with the organization.

Objective 2: *Similarly, a minimum of 30,000 children and guardians from the target community will be able to promote and continue their learning process in formal and informal educational activities through parent awareness and livelihood support programs, awareness, and training activities.*

1. Organize 500 awareness programs for 15,000 parents about school regularity, admission, and school support.
2. Conduct a school admission campaign to enroll 3000 out-of-school children.
3. Organize interaction and training programs for 10,000 people (school management and teachers) from 400 schools to establish a gender-friendly environment, effective systems, and address complaints.
4. Provide financial literacy training for 4000 people at 100 learning centers.
5. Distribute educational materials to 2500 underprivileged children.
6. Conduct life skills orientation training for 1200 children in child clubs.

7. Conduct three-day life skills training events for 6000 child club members.
8. Provide child-friendly, gender-friendly environment training in 80 schools.
9. Conduct training and interaction programs for Child Protection Committees and Child Clubs in 60 schools.
10. Offer technical support to 20 local governments for curriculum development, education policy formulation, and education development plan reformulation.

Objective 3: Likewise, 30,000 violence-affected and vulnerable youth and women from the target community will be able to live economically strong lives through livelihood support programs.

1. Conduct family relation, economic, and needs assessments for 4000 violence-affected women and children.
2. Organize five-day training events on business selection and entrepreneurship for 3000 participants.
3. Provide employment-oriented training for 2800 participants.
4. Support the formulation of business plans for 50 existing enterprises.
5. Offer technical support to 50 local governments for formulating enterprise promotion guidelines.
6. Provide business promotion seed money of NPR 25,000.00 per person for 50 entrepreneurs.
7. Provide financial literacy training, including bridging with financial institutions, to 2800 business owners.
8. Support exposure visits for learning successful business strategies for 250 participants

Objective 4: Similarly, 20,000 people from the target community will be able to live secure and easy lives by receiving information about natural and social disasters and receiving relief support and services from the government and service providers.

1. Organize training, interaction, and awareness programs for 10,000 people in Karnali Province about natural disasters, their risks, and pre-preparation.
2. Provide psychosocial counseling services for 4500 people affected by natural and different disasters.
3. Establish 25 child centers in disaster-affected areas and provide child-friendly classes for 2500 children.

4. Provide educational materials, warm clothes, and basic support for 500 marginalized children.
5. Offer livelihood support to 400 women affected by natural disasters to promote entrepreneurship and skill development.
6. Provide food, medicine, clothes, and other materials to 3050 people affected by natural disasters in the target area.
7. Provide food, medicine, clothes, and other materials to 71,000 children, senior citizens, pregnant women, and maternal women affected by natural disasters in the target area

Objective 5: Similarly, this organization aims to be recognized throughout Nepal as an equipped, resourceful, and strong institution that works in the areas of women and children.

1. Organize training on data management, success story writing, report writing, and proposal writing for 125 staff members of the organization.
2. Conduct policy and guideline formulation and reform, assess organizational capacity, improve the accounting system, and implement a five-year strategy plan.
3. Provide capacity-building training through 10 events covering organization policies, values, and leadership development for members of the organization.
4. Conduct two seven-day life transformation training events for members and staff.
5. Arrange exposure visits for members and staff, totaling two events.
6. Hold five policy orientation programs for all new staff members.
7. Publish manuals, posters, reports, and bulletins (three documents annually) for fundraising purposes.
8. Conduct two events for security policy training involving 40 staff members of the organization.
9. Perform a social audit of the organization and disseminate the report.

CHAPTER THREE: PLAN

15. Five-year plan

Objective 1: At the end of this strategic period, minimum 350000 women, vulnerable women and children will able to live with their safe and dignified life through awareness activities and psychosocial counselling service.

SN	Activities	Unit	Years					Remarks
			First	Second	Third	Forth	Fifth	
1.	Conduct 2500 awareness programs for 300,000 people (discussion/interaction with groups, stakeholders, campaigning and advocacy).	Events	500	500	500	500	500	
2	Organize 3000 capacity development training and workshops for 10,000 people about gender based violence, SRHR, child marriage, CHAAUPADI, women and child self-defense and life skill.	Events	200	800	800	800	400	
3.	Provide safe home service, rescue, rehabilitation, counseling, mediation, family integration activities, and legal services for 29,000 victims.	People	5000	7000	7000	5000	5000	
4.	Offer telephone counseling, rescue, safe home service, legal services, and educational support for 20,000 children.	People	4000	4000	4000	4000	4000	
5.	Provide legal services for 2000 women and children in contact with the organization.	People	400	400	400	400	400	

Objective 2: Minimum 30000 children and guardians of target community will be able to promote and continuity to their learning process in formal and informal educational activities through parent awareness and livelihood support programs, awareness and training activities.

SN	Activities	Name of Unit	Years					Remarks
			First	Second	Third	Forth	Fifth	
1.	Organize 500 awareness programs for 15,000 parents about school regularity, admission, and school support.	Program	100	100	100	100	100	
2	Conduct a school admission campaign to admit 3,000 out-of-school children.	Children	600	600	700	700	400	
3.	Organize interaction and training programs for 10,000 people (school management and teachers) from 400 schools to establish a gender-friendly environment, effective system, and address complaints	Schools	50	100	150	50	50	
4.	Provide financial literacy training for 4,000 people from 100 learning centers.	People	800	800	800	800	800	
5.	Distribute educational materials to 2,500 poor children.	Children	500	500	500	500	500	
6.	Conduct life skills orientation training for 1,200 children in child clubs.	Children	200	200	400	200	200	
7.	Provide three days of 200 events life skill training for 6,000 members of child clubs.	Events	40	40	40	40	40	

8.	Conduct child-friendly, gender-friendly environment training in 80 schools.	School	16	16	16	16	16	
9.	Organize training and interaction programs for Child Protection Committees and Child Clubs in 60 schools.	Schools	12	12	12	12	12	
10.	Technical support to 20 local governments for curriculum development, education policy, education development plan formulation and reform.	LGs	4	4	4	4	4	

Objective 3: 30000 violence affected and vulnerable youth, women of target community will be able to live economically strong life through livelihood support program.

SN	Activities	Name of Unit	Years					Remarks
			First	Second	Third	Forth	Fifth	
1.	Family relation, economic and need assessment of 4000 violence effective women and children.	people	800	800	800	800	800	
2.	Organize five days 100 events trainings on Business selection and entrepreneurship for 3000 participants.	Events	20	20	20	20	20	
3.	Employment oriented training for 2800 participants.	People	500	500	800	500	500	
4.	Support to formulate business plan for 50 running enterprises (business).	Events	10	10	10	10	10	
5.	Technical support to 50 local governments for formulation enterprise promotion guideline.	LGs	10	10	10	10	10	

6.	Provide business promotion seed money per person 25000.00 for 50 entrepreneurs.	Events	10	10	10	10	10	
7.	Financial literacy training including bridging with financial institutions to 2800 business holders.	People	500	500	800	500	500	
8.	Support to exposé visit for learning successful 250 business strategy.	Person	50	50	50	50	50	

Objective 4: 20000 people of target community will able to live with secure and easy life through getting information about natural and social disaster and receiving relief supports and services from government and service providers.

SN	Activities	Name of Unit	Years					Remarks
			First	Second	Third	Forth	Fifth	
1.	Organize training, interaction and awareness program for 10000 people of Karnali Province about natural disaster, its risks after disaster and pre-preparation.	People	2000	2000	2000	2000	2000	
2.	Provide psychosocial counseling services for 4500 people affected by natural and different disasters.	People	500	1000	1000	1000	1000	
3.	Establish 25 child centers in disaster-affected areas and provide child-friendly classes for 2500 children.	Events	5	5	5	5	5	
4.	Provide educational materials, warm clothes, and basic support for 500 marginalized children.	People	100	100	100	100	100	

5.	Offer livelihood support to 400 women affected by natural disasters to promote entrepreneurship and skill development.	People	80	80	80	80	80	
6.	Provide food, medicine, clothes, and other materials to 3050 people affected by natural disasters in the target area.	People	500	550	550	1000	450	
7.	1. Provide food, medicine, clothes, and other materials to 71,000 children, senior citizens, pregnant women, and maternal women affected by natural disasters in the target area.	People	1400	1400	1500	1400	1400	

Objective 5: This organization will be known all over the Nepal as an equipped, resourceful, strong resource institution which works in the area of women and children.

SN	Activities	Name of Unit	Years					Remarks
			First	Second	Third	Forth	Fifth	
1.	Organize training on data management, success story writing, report writing, and proposal writing for 125 staff members of the organization	Events	1	1	1	1	1	
2.	Conduct policy and guideline formulation and reform, assess organizational capacity, improve the accounting system, and implement a five-year strategy plan.	Events	Regular	Regular	Regular	Regular	Regular	

3.	Provide capacity-building training through 10 events covering organization policies, values, and leadership development for members of the organization.	Events	2	2	2	2	2	
4	Conduct two seven-day life transformation training events for members and staff	Events	-	1	-	1	-	
5	Arrange exposure visits for members and staff, totaling two events	Events	-	1	-	1	-	
6	Hold five policy orientation programs for all new staff members.	Events						
7	Publish manuals, posters, reports, and bulletins (three documents annually) for fundraising purposes.	Events	Regular	Regular	Regular	Regular	Regular	
8	Conduct two events for security policy training involving 40 staff members of the organization.	Events	-	-	1	-	1	
9	Perform a social audit of the organization and disseminate the report.	Event	1	1	1	1	1	