INSEC

Strategic Plan
2019-2023

© Informal Sector Service Centre (INSEC)

December, 2018

Advisors	:	Subodh Raj Pyakurel Dr. Indira Shrestha Bijay Raj Gautam
Compile/Compose	:	Shree Ram Bajgain
Graphic Designer	:	Gita Mali
Management	:	Shailesh Sharma

Contents

Foreword	4
Acknowledgement	6
Acronyms	7
1. Executive Summary	9
Guiding Principles	10
Vision, Mission and Goal	11
Theory of Change	12
Core Areas of Intervention	12
2. Introduction	13
3. INSEC Strategic Plan Evolution and Procedure	15
4. Circumstantial Analysis	18
5. Intervention Logic	21
6. INSEC Approach	27
7. Institutional Framework	29
8. Organogram	31

Foreword

Informal Sector Service Centre (INSEC), as a pioneer civil society organization is dedicated for protection and promotion of human rights for social justice in Nepal. Since INSEC began its movement for human rights in Nepal, the country and its people have faced several upheavals in socio-political, economic and natural circumstances. As a Nepali civil society organization, we have exemplified our interventions to protect the human rights, lives and humanitarian values during the conflict, people's movement, and natural as well as human induced calamities. Besides, INSEC has contributed to educate people and their institutions that enlarged the networks of empowered people. I believe that INSEC has been recognized as a civic movement that contributed for promoting enabling human rights friendly legal/policy environment and their implementation.

INSEC realized that civil society organizations can stand in and flourish under the democratic political system and open societies. I believe that the rule of law, democratic political practices, and human rights friendly state are the fundamental prerequisites to ensure social justice. As a civic movement, INSEC contributes to promote the status of social justice in Nepal through human rights monitoring & documentation, education & capacity development and advocacy. At this crucial juncture, the state and its governments at three spheres should incorporate the core human rights values in their governance. We have experienced the armed conflicts and diverse contradictions within and among the social and political groups. The core problem for the mishaps and deterioration of the human rights situation in Nepal emerged because the deciding and governing authorities/institutions didn't considered human rights based approach in public governance and development interventions.

Though the prolonged conflict and political transition drove towards positive conclusion by declaring the constitution of Nepal and electing three spheres of governments, issues of justice of victims of conflict are still to be addressed. Analyzing the strategic plan and achievements of INSEC (2014 to 2018), the importance of the human rights monitoring and documentation, human rights awareness and capacity development and human rights advocacy are still equally relevant for the upcoming years too. I believe that INSEC will exemplified its contribution in the coming days in Nepali civil society and human rights promotion and protection movement. INSEC updates and upgrades its approaches and strategies to monitor, record and report the cases of human rights violation & possible response to the survivors, strengthen the democratic process by monitoring the elections, coordinate for strengthening networks and campaigns, and facilitate key policy discourse and emphasis on studies & research. The focus on the economic, social and cultural (ESC) rights have continued as always. Besides, INSEC's contribution further enhanced as a resource organization to capacitate local people & their institutions, human rights defenders, civil society organizations, networks and agencies. Furthermore, INSEC will expand its coverage in Nepal and beyond for the protection of peoples' rights.

I expect, this document will work as a blueprint and guiding principles for INSEC, Nepali human rights organizations and donor community to frame their programs, policies and interventions in compliance with their strategies. Finally, I would like to thank our partners, civil society members, government and non-government organizations, friends and well-wishers through grassroots to international level. I am thankful for their sincere commitments, assistance, solidarity and endeavors.

Subodh Raj Pyakurel
Chairperson

Acknowledgement

Informal Sector Service Centre (INSEC) expresses gratitude to all Executive Committee members and its general members for their sincere cooperation and inputs during the drafting of its Strategic Plan (2019-23). INSEC would like to thank it's all departments, provincial offices, entire planning, monitoring and evaluation unit for their valuable feedbacks and inputs. INSEC extends its thanks to Mr. Shree Ram Bajagain for compiling, editing and policing this strategic plan. Finally, special thanks goes to Mr. Bijay Raj Gautam, Executive Director for his guidance and supervision throughout the process of preparing this strategy plan.

Acronyms

AATWIN	Alliance Against Trafficking in Women and Children
ALLIANCE-NEPAL	Alliance for Human Rights and Social Justice, Nepal
ANFREL	Asian Network for Free Elections
ANNI	The Asian NGO Network on National Human Rights Institutions
ARR	Administration Rules and Regulations
AWC	Accountability Watch Committee
CBOs	Community Based Organisations
CPA	Comprehensive Peace Accord
CRAGs	Child Rights Awareness Groups
CZOP	Children as a Zone of Peace
DAM	Digital Assets Management
EC	Executive Committee
ED	Executive Director
ESC	Economic, Social and Cultural
FNJ	Federation of Nepalese Journalists
FoE	Freedom of Expression
FORUM-ASIA	Asian Forum for Human Rights and Development
FRR	Financial Rules and Regulations
GA	General Assembly
GESI	Gender Equality and Social Inclusion
HDI	Human Development Index
HR	Human Rights
HRDs	Human Rights Defenders
HRERLIC	Human Rights Education Radio Listeners' Club
HRH	Human Rights Home
HRTMCC	Human Rights Treaty Monitoring Coordination Committee
HURJA	Human Rights Journalists Association

ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Information and Communication Technology
INGOs	International Non-Governmental Organizations
INSEC	Informal Sector Service Centre
LGBT	Lesbian, Gay, Bisexual & Transgender
LPCs	Local Peace Committees
NCICC	National Coalition for the International Criminal Court
NEMA	National Election Monitoring Association
NEOC	National Election Observation Committee
NGO	Non-Governmental Organization
NHRC	National Human Rights Commission
NNC-UPR	Nepal NGO Coalition for UPR
MIS	Management Information System
OMCT	World Organization Against Torture
PME	Planning, Monitoring and Evaluation
RAO	Research Action and Organization
RTE	Right to Education
RTF	Right to Food
RTH	Right to Health
RTI	Right to Information
SAFHR	South Asian Forum for Human Rights
SR	Special Rapporteur
SRR	Staff Rules and Regulations
ToC	Theory of Change
TRC	Truth and Reconciliation Commission
UN	United Nations
UNDP	United Nations Development Programme
UPR	Universal Periodic Review

1. Executive Summary

Informal Sector Service Centre (INSEC), as a civil society movement is contributing since 1989 for enabling civil society space in Nepal and formally registered as non-governmental organization in 1990/91 with the aim of protecting the rights of people. It has significantly contributed in protecting and promoting the fundamental rights of people virtually in all sectors. Similarly, it has contributed with its programs to protect all the human rights of people by monitoring and documenting human rights situation, capacitating people and their institutions to claim their rights and advocating for human rights friendly legal and policy environment along with its proper implementation. As one of the leading CSOs in Nepal, it has facilitated the public collaborations and networks to enhance accountability of the responsive agencies including the government. During and after the armed conflict, INSEC has played a crucial role on protecting peoples' lives and rights of the conflict affected people. It has emerged as a symbol of the vibrant civil society of Nepal by leading/ensuring solidarity to the people's movements for democracy and open society. This strategic plan (2019 to 2023) is combination of the continuation from the past strategies and innovative directions for the upcoming years because Nepal is restructured from the centralized unitary state to the three spheres of governments (federal administrative structure). The executive summary presents the strategic highlights which is detailed under the different contents.

Guiding Principles

Informal Sector Service Centre (INSEC) believes that social justice is the ultimate impact it dreamt of and contribute to achieve from our programs and interventions. INSEC considers that the valid process and fundamental issues are equally important on ensuring social justice. It emphasize on the democratic process which stands on the principle of rule of law, human rights friendly governance and legal/policy environment. As a civil society organization, It contributes and advocates for promoting social justice in Nepal via empowering people to claim their rights. INSEC will be the people's voice to protect and promote human rights of people.

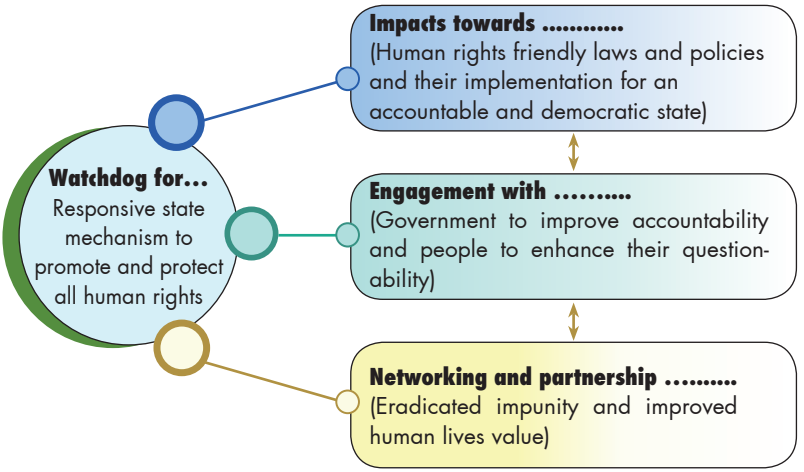
Vision, Mission and Goal

The state is aware of respecting, protecting, promoting and fulfilling human rights for social justice.

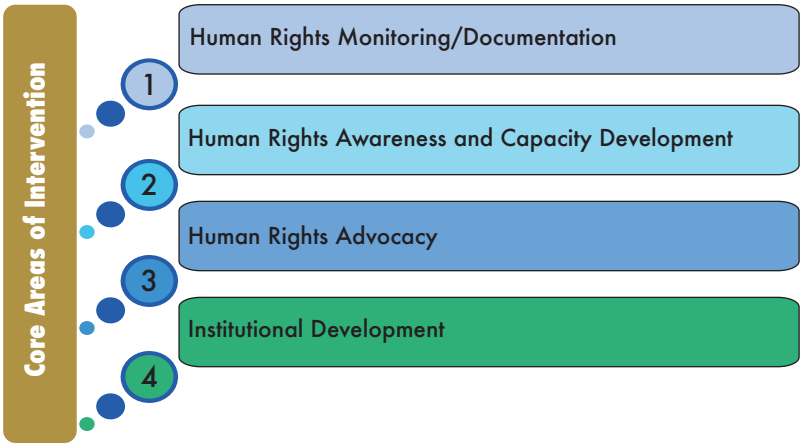
INSEC works as watch dog and resource organization for human rights friendly democratic state through research and documentation, community mobilization, public education and awareness, and lobbying and advocacy.

Contribute towards protection and promotion of human rights in Nepal.

Theory of Change



Core Areas of Intervention



2. Introduction

Informal Sector Service Centre (INSEC) is one of the pioneer human rights organizations in Nepal which was started as a campaign for protecting human rights of people in 1989 and formally registered as a civil society organization in 1990/91. The core interest of the INSEC movement is protecting the rights of people through mobilizing them, their institutions and social groups to claim all human rights and creating pressure or capabilities to ensure accountability of the responsible authorities including the government of Nepal. The organization has significantly contributed in the protection and promotion of fundamental rights of people virtually in all the sectors. INSEC believes itself as a campaigner to promote "human rights for all" by advocating human rights friendly laws, policies and plans, facilitating capacity development initiatives for people's rights and monitoring, documenting and reporting of human rights situation in Nepal. It has been embedded as a leading human rights organization in Nepal which is continuously publishing Nepal Human Rights Year Book since 1992 and coordinating civil society networks in an international, regional and national context. The major works of INSEC is briefed as per below;

2.1 INSEC started its work for protecting and promoting economic rights of the cart pushers of Kathmandu valley in 1989 and was later registered in 1991. It has come a long way since then by involving itself in campaigns, awareness raising and education programs intended for the promotion of civil and political rights in Nepal. Collection and dissemination of human rights related primary information and facts have been one of the major trademarks of INSEC for three decades.

2.2 Since 1994, INSEC has been implementing specific HR awareness and capacity development programs targeting the marginalized people including the Dalits, women, ex-kamaiyas,

ex-haliyas, bonded agricultural labors and children. Under its core programs, these groups have always been the key beneficiaries.

2.3 During the decade long armed conflict, INSEC proactively contributed to save peoples life in its maximum capacity from the both conflicting parties and rigorously engaged in monitoring, reporting and documenting the human rights situation. INSEC had prepared a victims profile of the conflict period which became one of the strong historical documents in contributing the transitional justice including compensation and reparation. During the armed conflict, INSEC has saved thousands of lives through negotiation with the conflicting parties to release them from the abduction and beyond legal custody.

2.4 INSEC has been actively involved in facilitation and co-ordination of the programs organized by civil society in favor of fundamental human rights and democracy. Furthermore, it has been implementing projects for promoting and strengthening democracy within political parties and state institutions, especially after Jana Andolan II of 2006. During the movement, INSEC coordinated 'Human Rights Monitoring Team' comprising of human rights institutions and other civil society organizations in facilitation of NGO Federation of Nepal.

2.5 INSEC has seven provincial offices and 77 district representatives throughout the country. It is engaged to coordinate international coalition through FORUM Asia and leading the national networks such as HRTMCC, AATWIN, CZOP, NGO coalition for UPR, National Network for International Criminal Court and Shanti Malika for mobilizing the civil society for the cause of protecting and promoting human rights.

2.6 INSEC has been working on human rights and social justice for the past three decades with credible records. During 28 years of its journey, INSEC has established itself as a leading, credible, efficient, effective, and prominent national human rights organization by collaborating with relevant stakeholders including civil society organizations, government agencies and other national human rights organizations.

3. INSEC Strategic Plan Evolution and Procedure

3.1 Evolution of strategic plan

Though, INSEC practiced the annual planning for its programs and projects since its establishment, the strategic planning practice and its implementation formally began from 2003. The first strategic plan was prepared for 2003 to 2007. After the year end in 2007, the socio political context has largely changed and INSEC realized revision in the strategy and endorsed new strategic plan for 2008 to 2013. Now INSEC is at the end of its strategy 2014 to 2018. It has coined its strategic direction to follow the principle of non-government, civic voice, out from the market influences and a true representation of peoples' voice for social justice. It has considered millennium development goal as one of the guiding document while preparing the plans in the past. Besides, INSEC has aimed to contribute to the goals of national plans as well.

In this period INSEC is preparing strategic plan for 2019 to 2023. It has considered the constitution of Nepal, relevant laws & policies of Nepal, sustainable development goal, and fourteenth five year plan of Nepal, universal declaration of human rights and international treaties and conventions of human rights as guiding documents. This strategic plan focuses on protecting and promoting human rights for all. The programmatic focus consolidated on economic, social and cultural rights of the deprived and underprivileged people of Nepal including women, senior citizen and children.

3.2 Standard procedure

3.2.1 Executive committee decision: Normally INSEC executive committee meets every quarter in regular basis. The executive director briefs the operational and management issues to the

committee whereas chairperson shares the policy, plans and programmatic concerns. During the meeting in the first quarter of 2018, INSEC executive committee reviewed its strategy of 2014 to 2018 and decided to draft the new strategic plan for 2019 to 2023. The drafting process is led by INSEC management. The drafting team has followed several steps of consultations with beneficiaries, stakeholders, staff members and reviewed relevant documents.

3.2.2 Consultation with beneficiaries, stakeholders and INSEC staff members: INSEC provincial (then regional) offices and central office has organized interactions, focused discussion and person to person consultation to receive the opinion of the beneficiaries to be incorporated in its plans and programs. After the compilation of the public opinion, staff consultation was conducted in the second quarter of 2018. The drafting team received input and suggestions from the staff consultation and prepared a draft strategic plan.

3.2.3 Sharing with the stakeholders: INSEC identified and listed key stakeholders to be consulted for this process. Political parties, national human rights commission, parliamentarians and government agencies at federal level, provincial parliamentarians, Nepal police and government at provincial level and local governments and service providing agencies at local level are key stakeholders consulted during this exercise. The team has shared the plan with HRTMCC, CZOP, Shanti Malika, Forum Asia and NGO Federation for their feedback and suggestion. Valuable and relevant suggestions and input were incorporated in the draft and submitted to the general assembly for endorsement.

3.2.4 Endorsement by INSEC general assembly and circulation to staffs by education sessions: The draft strategic plan was discussed in the 22nd general assembly of INSEC in August 30, 2018. The strategic result framework is endorsed by the general assembly in August and it is planned to be implemented from January, 2019. INSEC management circulated the new

strategy with its staff members for effective implementation. Furthermore, strategic education sessions were organized for its staff members to clarify the issues and concerns. Finally the entire team prepared to implement the new strategy from 2019. This strategy is subject to revision in accordance with the changed context if INSEC policy formation body realize the need for change.

4. Circumstantial Analysis

4.1 Context

Over these three decades, INSEC has experienced the limitations and opportunities, difficulties and comforts, struggle and peace due to political upheavals. INSEC has kicked off its movement in the extreme era of the "Panchayat Regime" and flourished our institutional structure after the success of the restoration of democracy in 2046 B.S. The miserable living condition of people during the armed conflict between then Maoist and the state was remarkable when human rights defenders faced greater challenges to fulfill their duties. Royal massacre in 2058 B.S and the direct rule of then King was also the direction of extreme limitations for the human rights organizations in Nepal.

There was sign of moon light in the darkness because the seven peaceful political parties and the party involved in armed conflict agreed for peaceful peoples' movement through twelve point agreement. The peoples' movement eradicated the authoritarian regime in 2063 B.S. The constitutional assembly election was conducted in 2064 B.S but it failed to deliver the result. During the period of the first constitutional assembly, the state failed to fulfill its commitment in forming the truth and reconciliation commission which assumed to address the issues of victims of the armed conflict. After the second constitutional assembly, the political process directed towards positive end. The year 2072 B.S became remarkable year in the history of Nepal because the second constitutional assembly declared the constitution of Nepal and in same year Nepal had to face severe natural calamity (earthquake) that damaged government buildings, individual houses, health offices and school classes and killed 8856 lives.

Now, the state is functional with three spheres of legislation and the government as envisioned by the constitution. As a human rights

organization, INSEC intensely observed the political transition and democratic process. The colors of democracy are spread in the society through the provisions of inclusion and participation in the election. Women and deprived social groups such as Dalit have achieved certain level of participation in decision making space through federal, provincial and local election. But the issue of truth and reconciliation lingered sine long time which certainly provokes the culture of impunity. The victims' rights to justice or compensation is the serious concern for Nepali civil society today.

The constitution of Nepal has ensured rights to form unions and association as one of the fundamental rights for citizen which is an achievement for the civil society organizations in Nepal. But the executive decisions of the bureaucracy and ministries in the name of regulating CSOs are threatening civic space as well. The ongoing legal reform as per the constitutional obligation is the major area for CSOs engagement. Although the peaceful democratic process now is on track with the single party majority in federal government and provincial governments of Gandaki, Karnali, Sudurpaschim, province number 1, 3, and 5 and a coalition government in province number 2, the status of economic inequality and socio-cultural differences yet to be addressed properly. The foreign labor migration and rural to urban mobility are still the dominant social phenomenon. CSOs have their greater response to question the transparency and accountability of the government to deliver its commitment.

4.2 Strength, Weakness, Opportunity and Threat

4.2.1 Strengths

- Nationwide presence with seven provincial offices and district representatives in 77 districts
- Governing policies and plans are in place in accordance with the country's constitution, laws, plans and policies
- Equipped offices and trained staffs on their role
- Well defined role and function of executive committee, general assembly and management
- National, regional and international networking with civil society organizations
- Recognition and reputation as prominent human rights organiza-

tion by the state institutions, international human rights community and partner agencies
- Recognized as human rights information and resource center in Nepal

4.2.2 Weakness
- Gap in Staff retention and low increment in the staff benefits
- Lack of adequate infrastructure to operate e-governance
- Gap in archiving the success stories and dissemination to the wider mass and resource institutions
- Fund raising in Nepal

4.2.3 Opportunities
- State restructuring (three spheres of governments) and the need for capable civil society to monitor, question, partner for enhancing their accountability and transparency in addressing their promise to the people
- Increased access to information, technology and knowledge to collaborate with national and international civil society organization and networks.
- Gap of the state in fulfilling their commitment on fundamental rights and basic rights like housing, food, education and health.
- Opportunity for partnership with local government, province government and federal government in changed political context.
- Policy advocacy for enabling civic space and monitoring the human rights situation in Nepal.

4.2.4 Threats
- Shrinking civic space
- Negative perception and presentation on CSOs' issues
- High expectation with INSEC by the government and people and limitation in resources including fund
- Lack of competitive human rights experts in Nepali context
- Shifting donors priority to divert funds towards company approach
- Malpractice to handle corporate social responsibility fund in the domestic market

5. Intervention Logic

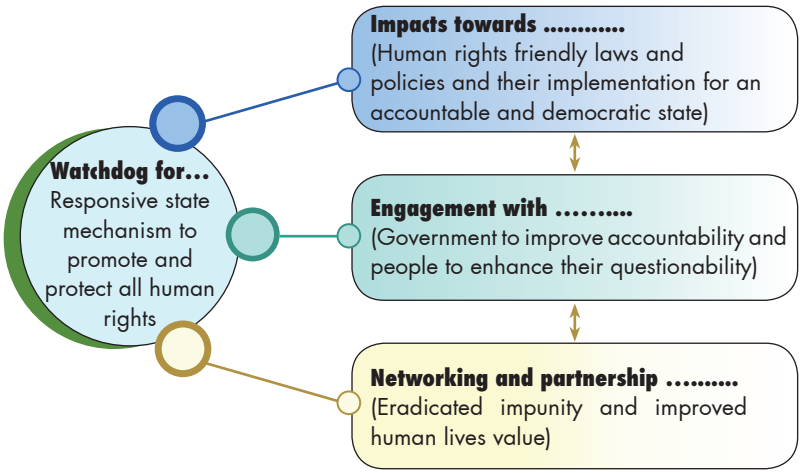
Vision, Mission and Goal

Vision: The state is aware of respecting, protecting, promoting and fulfilling human rights for social justice.

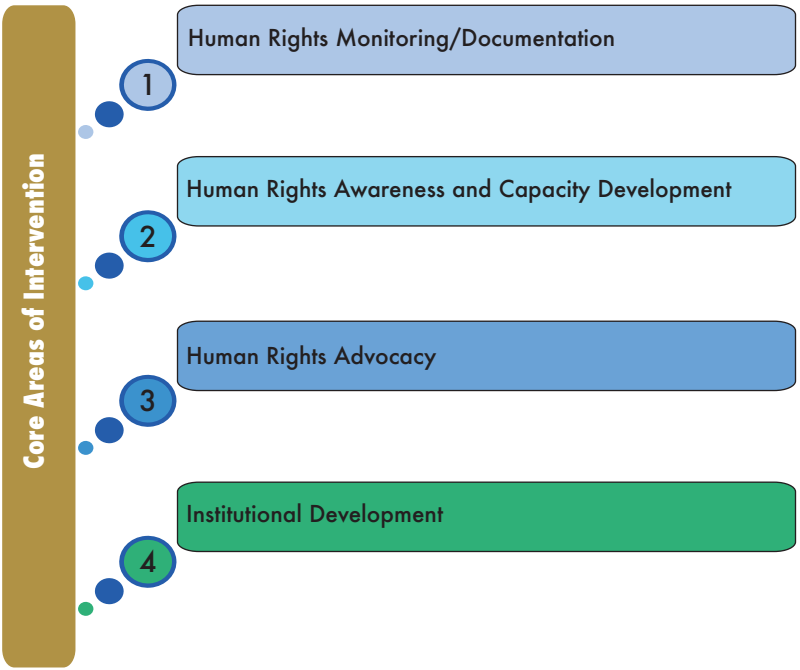
Mission: INSEC works as watch dog and resource organization for human rights friendly democratic state through research and documentation, community mobilization, public education and awareness, and lobbying and advocacy.

Goal: Contribute towards protection and promotion of human rights in Nepal.

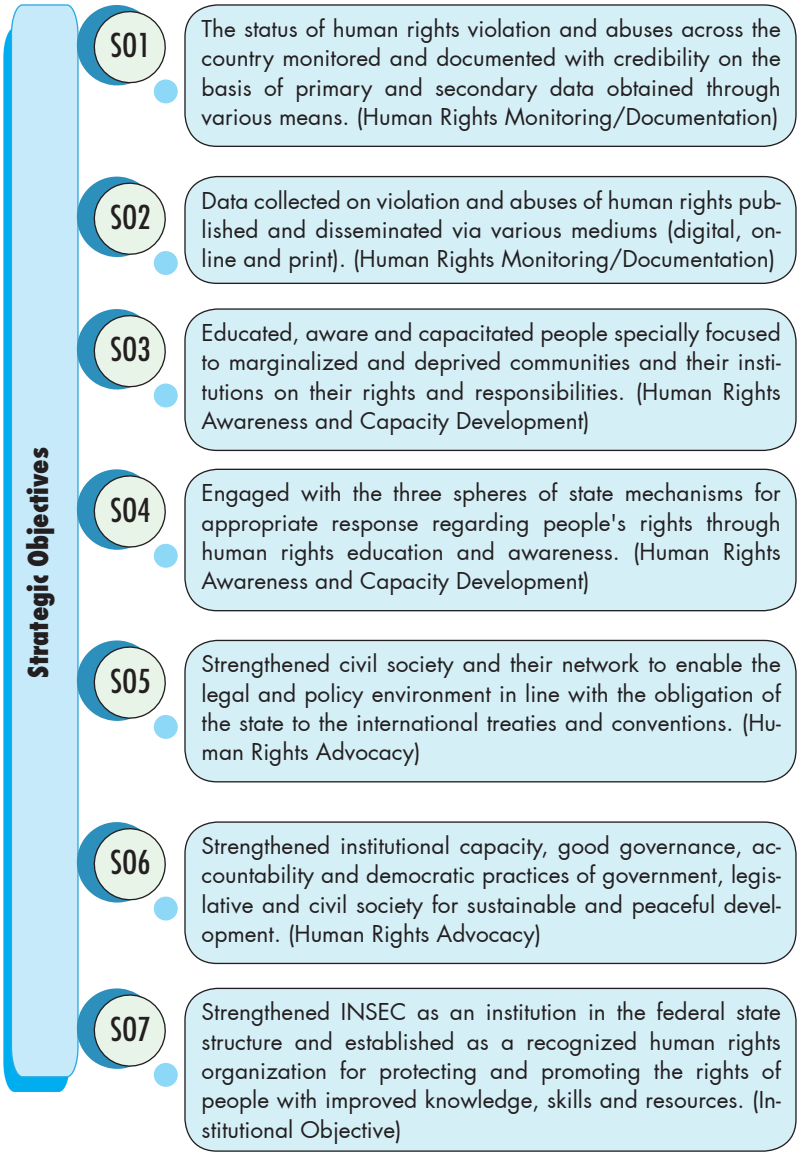
Theory of Chang



Thematic Components



Strategic Objectives



Results under component 1

Human Rights Monitoring and Documentation

1.1 Cases of all human rights violation monitored with appropriate methodology, documented and disseminated focusing on Big Nine Treaties along with LGBTIQ, Senior Citizen's rights.
1.2 Emergency support including relocation and legal assistance managed to victims of human rights violations including HRDs.
1.3 Facilitated the appropriate response to the survivors during emergency situation.
1.4 Continuous monitoring of government, commission comprehensive peace accord and contribute to establish the justice, compensation and agreed measures by the democratic institutions to the survivors of the conflict and political transition.
1.5 Studies, research and investigation on human rights issues conducted, published/recorded in its digital and print system to promote human rights resource center in Nepal.

Results under component 2

Human Rights Awareness and Capacity Development

2.1 Awareness of people from marginalized and deprived community and their institution promoted on human rights, education, fundamental rights and civic education.
2.2 Collaborations with state mechanisms conducted to educate and aware on human rights issues.
2.3 Media partnership promoted to educate and aware people to claim their rights and make government agencies accountable towards rights holder.
2.4 Human rights education and training conducted for social mobilizers, students, teachers, CBOs, youths, government official, security personnel and HRDs at local, provincial, federal and

international level to improve their understanding and performance on human rights issues.

2.5 Skill development trainings imparted to the people especially adolescent, women and PWDs of underprivileged, disadvantaged, LGBTIQ and backward community that contribute to improve their livelihood.

2.6 Gender equality and social inclusion further strengthened.

Results under component 3

Human Rights Advocacy

3.1 Assessment and monitoring of status on the implementation of international treaties by state conducted and raise voice to enable the environment for their implementation.

3.2 Lobby/advocacy conducted for corrective actions in laws and policies in line with international obligation of the state.

3.3 Judicial and legal intervention conducted in coordination with Human Right organizations by forming coalitions and collective initiatives.

3.4 Campaign facilitated against HRVs and celebrated especial human right days.

3.5 Initiation and/or participation in collaborative efforts through national and international alliances, coalitions and networks.

3.6 Communications conducted to United Nation Special Rapporteur (UNSR) on cases of grave human rights violations and other special procedures mandate holders.

3.7 Campaigns, interaction and intensive engagement intensified with the government and parliamentarians for ratification on international Human Rights Treaties including ICC.

3.8 Engagement enhanced to promote social accountability of the government (three spheres of government) via parliamentary watch, monitoring the government budget, social audit and other updated strategies

3.9 Engagement enhanced to promote free & fair electoral process for strengthening democracy.

Results under component 4

Institutional Development

4.1 Seven Province offices with digitalization system established and all District Representatives contributed to protect and promote all human rights.

4.2 The existing administration system (Admin rules and regulations –ARR, procurement policy and e-office system) further enhanced in order to provide better service and support to the day-to-day operation of the organization.

4.3 E-business and online communication systems promoted.

4.4 Gender Equality and Social Inclusion (GESI) policy and child protection policy further upgraded and disabilities policies and infrastructure promoted accordingly.

4.5 Organizational system enhanced including PME for effective functioning and easy access to organizational performances, results, outcomes and impacts through advanced technological incorporation and enhanced human capabilities

4.6 Internal and external audit, standards government compliances ensured through the updated financial system to promote accountability and transparency of organization.

4.7 The updated human resource policy which incorporates the requirement of Labor Act 2017 (2074 B.S) effectively implemented to ensure personal growth, protection and survival.

4.8 Human rights documentation system further upgraded via management information system (MIS) and the human rights year book database updated for dissemination.

4.9 Upgraded ICT systems including website, news portal and social media which connects through the larger critical mass.

4.10 Advanced human rights library applied the digital assets management (DAM), e-library and e-business further institutionalized

4.11 Radio studio and visual program production tools equipped for effective human rights education and awareness and further linked with the social media

6. INSEC Approach

Research-Action-Organization (RAO)

Research-Action-Organization (RAO) model shall remain INSEC's modality to foster its mission and implementation of strategies.

People-to-People Approach

The overall objective of INSEC is to protect and promote human rights for social justice in Nepal. A people-to-people approach is fundamental of INSEC's working modality. Past experiences have shown that it is an effective means to reach out people from diverse communities closely to address their problems, needs and issues with their active participation. INSEC has been targeting more and more people to form desired connections between the local and national levels so as to achieve individual and institutional improvement.

Question and Complement

INSEC believes that it should frame the questions by collecting the peoples' voice to the authority. Similarly, we should empower people for their questionability to fulfill their rights. On the other hand, we have our capacity to complement in the gap to improve service providers' effectiveness and efficiency and also we contribute to complement the emergency needs of vulnerable people.

Monitoring, Evaluation, Accountability and Learning

Monitoring is institutionalized as a measure applied up to the output level at different layers for quality assurance, stakeholders' participation and ensuring transparency & accountability. Evaluation is envisioned for institutional performance up to the goal level. Evaluation is periodic which contributes for further planning and revision in the strategy and programmatic approaches. INSEC's accountability in broader spectrum is towards people and focused with the targeted population from its program. Similarly, INSEC consider the policy compliances for CSOs, source of resources and principle of human rights as the instruments towards our accountability. It believes in life and life is the symbol of learning. INSEC learns from experience, results, process and planning.

7. Institutional Framework

7.1 General assembly

- Policy, plans and statutory responsibility
- Leadership including executive committee election
- Guidance in strategic direction and programmatic planning
- Performance review and guideline for better performance

7.2 Executive committee

- Ensuring policy, plans and programs proper implementation and immediate actions for amending them as required
- Oversee the status of implementation overall strategic priorities
- Urgent actions
- Engagement with national and international level issues of importance
- Delegation of authorities as required

7.3 The chairperson

- Strategic guidance to the management
- Policy level engagement and planning
- Expanding networking with international communities and national actors
- Monitor the overall institutional performance

7.4 Executive director

- Strategic guidance to the departments and provincial offices
- Ensuring the proper implementation of strategic plan and programs
- Lead to develop programs and negotiate for possibilities in resource tapping
- Institutional development
- Monitoring the performance of departments and provincial offices

- Ensure the proper communication with stakeholders, government and line agencies and coordinate with partners at national and international context

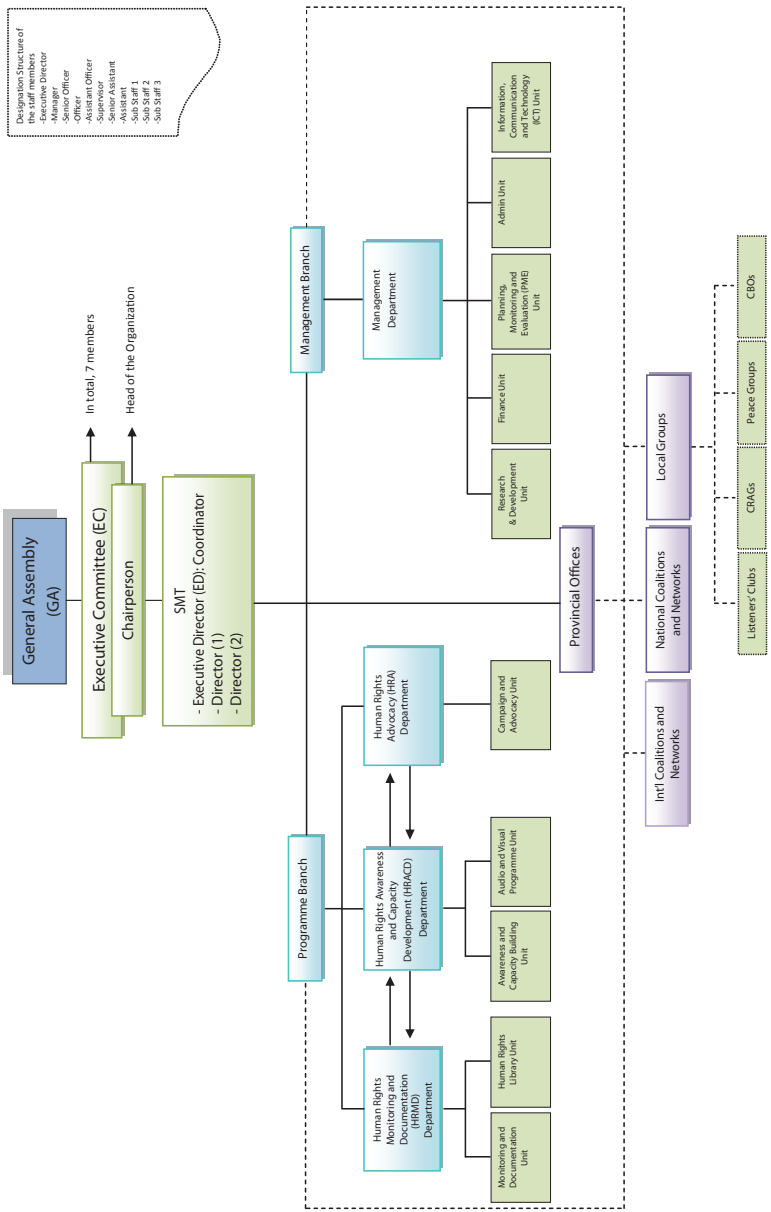
7.5 Departments and provincial offices

- Contribute in strategic thinking and planning

7.6 District representatives

- Implementation of the program activities of INSEC in the coverage area
- Monitoring, reporting and documentation of the primary information of human rights situation of the district
- Represent INSEC as per the requirement
- Submit grass root level relevant issues and information to INSEC regional offices and departments.

8. Organogram



For Human Rights & Social Justice

Informal Sector Service Centre (INSEC)

Nagarjun Municipality-10, Syuchatar, Kathmandu
POBox: 2726, Kathmandu, Nepal, Tel: +977-1-5218770
Fax: +977-1-5218251 email: insec@insec.org.np
Website: www.insec.org.np, www.inseconline.org