

INSEC

Annual Report 2022



INSEC ANNUAL REPORT 2022

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MESSAGE FROM CHAIRPERSON



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Over the years, INSEC has been making significant interventions on civil, political, as well as economic, social, and cultural rights through different activities. The state of civil and political rights has improved with the changed socio-political context since the Comprehensive Peace Accord, 2006. Hence, we believe that the traditional “territory” of human rights campaigns needs to be expanded. For instance, harms created to human beings by environmental degradation and climate change have emerged as human rights violations.

I am pleased to share INSEC’s annual report to share our key interventions, achievements, and learnings between July 2021 and July 2022. Over the past 35 years, INSEC has focused on three areas: first, observing, monitoring, and documenting the human rights situation; second, conducting research and investigations on violations and abuses, and, finally organizing advocacy and awareness campaigns for promoting and protecting human rights and social justice using the evidence it has collected.

There were restrictions on mobility following the outbreak of the COVID-19 pandemic, but INSEC continued regular activities by embracing the “new normal”. Its head office and offices in all seven provinces, as well as district representatives in all 77 districts, continued surveillance over the situation of human rights even though both public and civic spaces had shrunk. During the global pandemic, INSEC adhered to relevant safety measures and spread awareness for a safe environment at the community level during the second wave of the pandemic. That was how it documented deaths from COVID-19 and published an analysis based on its core strength- monitoring and documentation. Subsequently, it published the 30th edition of the Nepal Human Rights Year Book 2022, documenting human rights violations and abuses across the nation. Thirty editions of the Human Rights Year Book are chronicles of the upheavals and advances in terms of human rights and social justice in Nepal.

Our experiences, right from the grassroots to Kathmandu, have enabled us to conclude that a country with an independent judiciary and parliament and an elected government must have a free, fearless, and fair civil society.

Gender-friendly policies as well as those on the rights of children, disadvantaged groups, and human rights defenders are some issues that INSEC advanced in 2021 and 2022. INSEC, after preparing a draft, has been organizing discussions to build public opinion for the Human Rights Defenders Act at federal and provincial levels. It has also been advancing legal recognition and the safety of human rights defenders.

INSEC holds that only impartial, credible, dignified, clean, fair, and free elections can consolidate and advance the democratic system. Hence, it has been monitoring and observing every election cycle since the first election held in 1991. During 2022 elections, INSEC observed and monitored more than 250 polling centres in 77 districts. Except for a few disputes, clashes, and code of conduct violations, the election was peaceful. However, the voters with various impairments faced challenges while casting ballots as a large number of polling stations did not have arrangements for citizens with special needs.

Over the years, INSEC has been making significant interventions on civil, political, as well as economic, social, and cultural rights through different activities. The state of civil and political rights has improved with the changed socio-political context since the Comprehensive Peace Accord, 2006. Hence, we believe that the traditional “territory” of human rights campaigns needs to be expanded. For instance, harms created to human beings by environmental degradation and climate change have emerged as human rights violations. Today, defending human rights refers to upholding the primacy of environmental conservation, human development, and sustainable development. Thus, INSEC now aims to raise environmental protection issues, with an emphasis on the protection of environmental human rights defenders. It also encourages HRDs to integrate urgent actions for combating climate change and its impacts into a larger human rights agenda.

We are grateful to everyone who has entrusted and assisted us in bringing issues and concerns about human rights and social justice to the public domain. On behalf of the INSEC family, I express my gratitude to the funding partners, donors, local, provincial, and federal governments, civil society organizations, communities, beneficiaries, and coalition members for believing in our objectives and providing us support towards fulfilling our objectives. I am grateful to INSEC’s executive committee, staff, and volunteers for their continued commitment to achieving the goals of protection and promotion of human rights and making Nepal a country with social justice. I also assure you that INSEC will continue engagements for promoting and protecting human rights and social justice in the years to come.



Dr. Kundan Aryal
Chairperson

ABBREVIATIONS/ACRONYMS

API Fund	Action Plan Implementing Fund
CBDU	Caste Based Discrimination and Untouchability
CDO	Chief District Officer
COVID-19	CoronaVirus Disease of 2019
CRAGs	Child Rights Awareness Groups
CSOs	Civil Society Organizations
DAM	Digital Archive Management
DAO	District Administration Office
DRCFC	Durban Review Conference Follow-up Committee
DSP	Deputy Superintendent of Police
ESC Rights	Economic Social and Cultural Rights
EUWG	European Union Women's Group
FIAN	Food First Information & Action Network
FORUM-ASIA	Asian Forum for Human Rights and Development
GBVs	Gender Based Violations
HR	Human Rights
HRBA	Human Rights Based Approach
HRDs	Human Rights Defenders
HRG	Human Rights Group
HRTMCC	Human Rights Treaty Monitoring Coordination Centre
HRVs	Human Rights Violations
ICPPED	International Convention for the Protection of All Persons from Enforced Disappearance 2006
IHRC	International Human Rights Commission
INSEC	Informal Sector Service Centre
MPs	Members of Parliament
NGO	Non-Governmental Organization
NHRAP	National Human Rights Action Plan
NHRC	National Human Rights Commission
NNC-UPR	Nepal NGO Coalition for the Universal Periodic Review
N-PABSON	National Private and Boarding Schools' Association
PABSON	Private and Boarding Schools' Organization
TJ	Transitional Justice
UPR	Universal Periodic Review
VMG	Vision, Mission, Goal
WOREC	Women's Rehabilitation Centre

ABOUT US

Informal Sector Service Centre (INSEC) is a non-governmental organization established in 1989. It works for the protection and promotion of human rights and social justice in Nepal. INSEC's programs and interventions are dedicated to protecting human rights via monitoring and documenting human rights situations, capacitating people and institutions to claim their rights, and advocating for a human rights friendly legal and policy environment. INSEC works in all 77 districts of the country through its district representatives, provincial offices, and central office in Kathmandu. INSEC is the Secretariat of the Human Rights Treaty Monitoring Coordination Centre (HRTMCC), a network of more than 78 human rights NGOs at the national level. INSEC also works as the Secretariat of the Nepal NGO Coalition for the Universal Periodic Review (NNC-UPR), a coalition of 440 active human rights organizations.



GUIDING PRINCIPLE



Social justice is at the core of INSEC's efforts. It emphasizes on the democratic process that hinges on the principles 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 by empowering people to claim their rights. INSEC works as a people's voice to protect and promote human rights.

VISION, MISSION, GOAL (VMG)

Vision

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

Mision

INSEC works as a watchdog and resource organization for strengthening Human Rights-friendly democratic state through research, documentation, community mobilization, public education awareness, lobbying and advocacy.

Goal

Contribute towards protection and promotion of Human Rights in Nepal

EXECUTIVE COMMITTEE

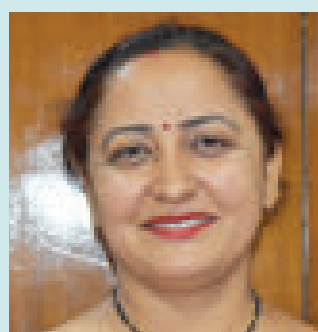
The Executive Committee is the principal executive structure of the organization that ensures the delivery and implementation of the General Assembly's decisions and resolutions within the overall policy framework defined by the General Assembly. The committee quarterly meets and provides feedback on the overall progress, plans, and corresponding budgets for different programme areas and projects. Currently it has seven members Executive Committee led by Chairperson.



Dr. Kundan Aryal
Chairperson



Dr. Raghu Nath Adhikari
General Secretary



Gita Baral
Treasurer



Jyoti Baniya
Member



Lata Pyakurel
Member

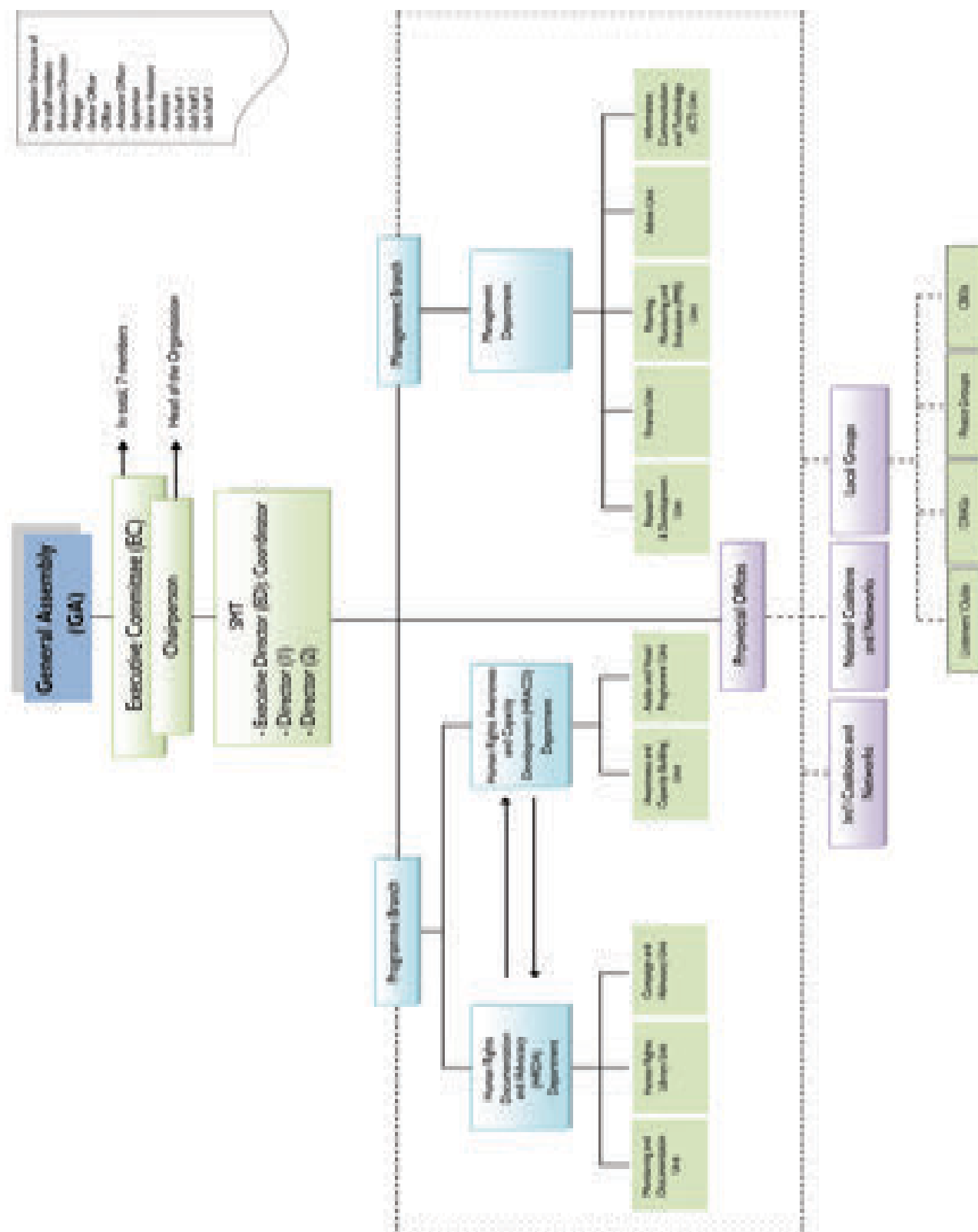


Nara Nath Luitel
Member



Dr. Rudra Bahadur Charmakar
Member

ORGANIZATIONAL STRUCTURE

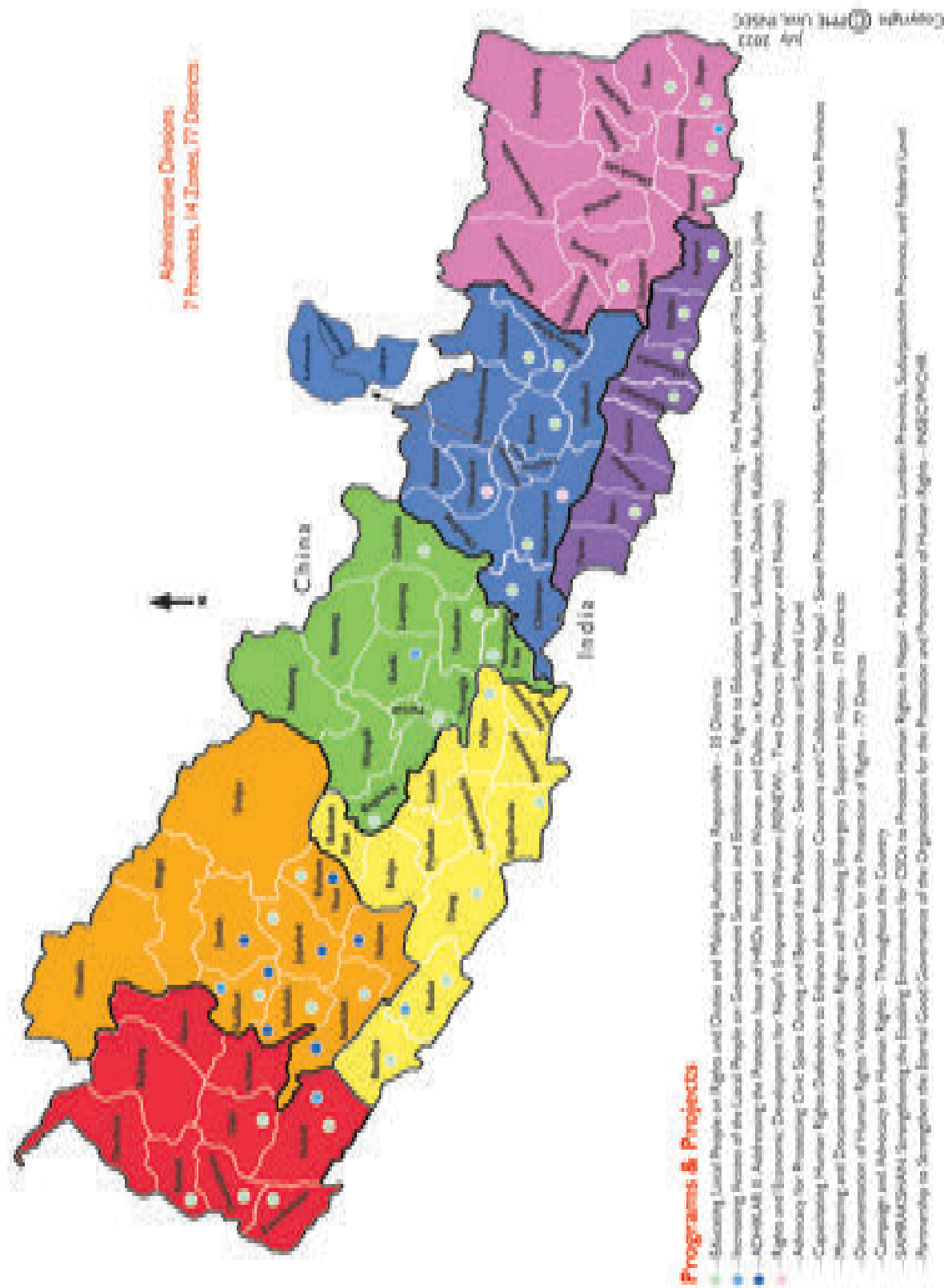


MAJOR ACHIEVEMENTS



INSEC Programs & Projects Coverage

FISCAL YEAR 2078-2079 (2021-2022)



HUMAN RIGHTS DOCUMENTATION AND ADVOCACY PROGRAM

INSEC has been contributing to human rights protection and promotion through human rights monitoring, documentation, and evidence-based advocacy since its establishment. The Nepal Human Rights Year Book was conceptualized in 1992 after realizing the need for comprehensive documentation of the human rights situation in Nepal. The publication of the same continues until this date. INSEC disseminates information via different sources such as INSEC Online, INSEC Human Rights Library, and INSEC Digital Archive Management (DAM) System, as well as publishing thematic situation reports periodically. Documented evidence, finding issues, facts, and figures from human rights reports are the key foundations for advocacy in a human rights friendly environment. INSEC collaborates with civil society organizations, local, provincial, and federal level governments, international communities, national and regional level networks, coalitions, and experts to improve the human rights-friendly legal and policy framework and its enforcement for reducing human rights violations and abuses. The human rights documentation and advocacy work of INSEC aims to further strengthen the accountability of the state in fulfilling its commitments under the Constitution of Nepal, international human rights treaties and conventions, and human rights principles.

| Release of the Nepal Human Rights Year Book 2022



Release of Nepal Human Rights Year Book 2022 by Top Bahadur Magar, Hon'ble Chairperson of the National Human Rights Commission (NHRC)

INSEC published Nepal Human Rights Year Book 2022 on February 5, 2022. Top Bahadur Magar, Hon'ble Chairperson of the National Human Rights Commission (NHRC), released the yearbook. 6,285 victims of violations and abuse of human rights were documented, among which, 5,723 were victims of human rights abuse and 562 were victims of human rights violations by state. "The Nepal Human Rights Year Book, which is disseminated by INSEC, is a source of information for the NHRC and civil society organizations working in the sector of human rights in Nepal", said the Chief Guest of the program, Top Bahadur Magar.

27th Prakash Human Rights Award to Firulal Chaudhary



 Firulal Chaudhary receiving 27th Prakash Human Rights Award from Dr. Indira Shrestha, Chairperson of INSEC

On July 31, 2021, INSEC felicitated Firulal Chaudhary of Janaki Rural Municipality, Kailali, with the prestigious 27th Prakash Human Rights Award. In a felicitation program organized in Dhangadhi, Chaudhary was awarded with NRs. 50,000, a certificate, and the emblem of INSEC from the Chairperson Dr. Indira Shrestha, and the Chief Minister of Sudurpashchim Province, Trilochan Bhatta. Chaudhary was felicitated for his untiring effort in the campaign for building a society free of exploitation, poverty, and discrimination for the last three decades.

Sharing about Human Rights Situation in Provinces

INSEC conducted interaction programs with government stakeholders and CSOs to share human rights situations prior to and after publishing Nepal Human Rights Year Book. INSEC central and provincial teams met with government stakeholders, civil society organizations, media, and other stakeholders to verify the situation based on the documentation in Nepal Human Rights Year Book.



Central Level



Koshi Province



Madhesh Province



Bagmati Province



Gandaki Province



Lumbini Province



Karnali Province



Sudurpashchim Province

Central Level:	Top Bahadur Magar, Hon'ble Chairperson of the National Human Rights Commission (NHRC) releasing Nepal Human Rights Year Book 2022
Koshi Province:	Hon'ble Chief Justice Til Prasad Shrestha of High Court, Biratnagar releasing Nepal Human Rights Year Book 2022
Madhesh Province:	Judge Hari Prasad Bangale of High Court Janakpurdham releasing Nepal Human Rights Year Book 2022
Bagmati Province:	Judge Merina Shrestha of Patan High Court, Hetauda Bench releasing Nepal Human Rights Year Book 2022
Gandaki Province:	Judge Dilliraj Acharya of High Court, Pokhara releasing the Nepal Human Rights Year Book
Lumbini Province:	Senior Judge of High Court Tulsipur, Nepalgunj Bench Dr. Ratna Bahadur Bagchand releasing Nepal Human Rights Year Book 2022
Karnali Province:	Hon'ble Chief Justice Sesharaj Sivakoti of High Court, Surkhet releasing Nepal Human Rights Year Book 2022
Sudurpashchim Province:	Home Affairs and Law Minister Purna Joshi releasing Nepal Human Rights Year Book 2022

Days Celebration

NSEC celebrated International Justice Day (17 July), International Day of the Victims of Enforced Disappearance (30 August), 16 Days of Activism against Gender-Based Violence (25 November to 10 December), International Human Rights Day (10 December), and International Women's Day (8 March) in coordination with civil society organizations, human rights defender networks, and government agencies at seven provinces and central level. Press releases, situation reports, rallies, memorandum programs, and interactive campaigns were held to commemorate these days.



17 July



30 August



25 Nov.-10 Dec.



10 December




8 March

17 July:	INSEC Gandaki Province and other organizations submitted memorandum related to Rome Statute to Anil Shahi, Assistant Chief District Officer of Kaski District on International Justice Day
30 August:	Dialogue program on International Day of the Victims of Enforced Disappearance in Gandaki Province
25 Nov.-10 Dec:	Rally on 16 Days of Activism against Gender-Based Violence in Madhesh Province
10 December:	Rally on 74 th International Human Rights Day celebrated in Sudurpashchim Province
8 March:	Rally on 112 th International Women's Days celebrated in Kathmandu

INSEC and NHRC submitted HRDs' Protection Draft Bill to the Chairperson of Law, Justice and Human Rights Committee




 Murari Prasad Kharel, Acting Secretary of NHRC and Bijay Raj Gautam, Executive Director of INSEC submitting Human Rights Defenders' Protection Draft Bill to Hon'ble Krishna Bhakta Pokharel, Chairperson of Law, Justice, and Human Rights Committee

INSEC and NHRC submitted the Human Rights Defenders' Protection Draft Bill 2078, to Hon'ble Krishna Bhakta Pokhrel, Chairperson of Law, Justice, and Human Rights Committee. Pokhrel expressed interest in the issue and promised to introduce the Bill to the parliament after reviewing it. Human Rights Defenders' Protection Act has become crucial for enabling safe working environment to the HRDs. INSEC and NHRC have been actively advocating on this matter since 2009.

Draft Bill Submitted to Province and Federal Government



 INSEC Madhesh Province and Human Rights Defenders Network members jointly handing Draft Bill on Protection and Promotion of Human Rights Defenders to Chief Minister Lal Babu Raut

Handed model Draft Bill on the Protection and Promotion of Human Rights Defenders (HRDs) to Madhesh Province Chief Minister Lal Babu Raut on June 5, 2022, urging him to adopt the provisions of the United Nations Declaration on Human Rights Defenders 1998 and formulate an Act for the protection of human rights defenders.

The Draft Bill has been submitted to Chief Justice Dipendra Jha. Chief Minister Lal Babu Raut expressed his commitment to pass the Draft Bill adding that the Madhesh government would initiate discussion, protecting the moral of human rights workers.

INSEC Lumbini Province submitted Draft Bill for the protection and promotion of Human Rights Defenders 2078 to the Chief Attorney of Lumbini Province, Mr. Krishna Subedi in Butwal on March 16, 2022. He has committed for the government is concerns about the protection and protection of human rights defenders.



INSEC Lumbini Province Coordinator Bhola Mahat and HRDs Network members handing the Draft Bill on Protection and Promotion of Human Rights Defenders to Chief Attorney Mr. Krishna Subedi

Similarly, the Chief Minister of Sudurpaschim Province, Trilochan Bhatta, acceding to the Protection and Promotion of Human Rights Defenders Draft Bill 2078, expressed his commitment to pass the Draft Bill related to the Security and Protection of Human Rights Defenders Act 2078 (2021/22) in the upcoming session of the Provincial Assembly. The Draft Bill was prepared in coordination and facilitation of INSEC.

| Yearly Review Program



INSEC central and seven province offices staff participating in three-year review and reflection meeting

On June 29, 2022, a review program on the yearly activities and achievements of three-year programs from seven provinces was held in Sauraha, Chitwan. All the representatives from seven provinces presented their success stories from the past three years. In the event, the achievements regarding human rights documentation and lobbying programs, human rights education programs, assistance to victims, and accountability of responsible agencies were discussed and shared. The planning and way forward for the next fiscal year were also discussed during the program.

Requiring Transparent, Fair and Just Electoral System and Process



✎ Bijay Raj Gautam, Executive Director of INSEC presenting about Nepal's electoral system on an interaction program in Kathmandu

An interaction program for a transparent, fair, and just electoral system was held on May 9, 2022, in Kathmandu in presence of the concerned stakeholders for the election process. During the event, priority was given to initiatives in advocacy and policy reform to be done by civil organizations and the human rights community. The challenges of a clean, fair, and free environment were also discussed. The major challenges of an election include violence, violations of the code of conduct, and misuse of infrastructure. The participants expressed their curiosity and opinions regarding the election and related challenges during the program. According to Yagya Prasad Adhikari, Head of Bagmati Province of the National Human Rights Commission, there are more cases of threats to candidates before and after the election than on the day of the election.

Workshop to Adopt Epidemics and Disasters Strategy

Nepal is prone to natural disasters such as floods, landslides, and earthquakes. Nepal is ranked 11th and 16th, respectively, in terms of the risk of earthquakes and multi disasters. The civil society protects the lives of families and children in the affected areas during emergencies. During the COVID-19 pandemic, civil societies reached out and served even before government assistance reached local areas and communities. A workshop on strategies to be adopted by civil societies during epidemics and disasters was conducted in Lalitpur on December 30, 2021. During the event, the importance of civil society providing justice to the victims of domestic violence during the COVID-19 pandemic and lockdown was shared.



Human Rights Activist Uttam Upreti presenting a paper on “Effective Strategies of Action a Civil Society During the Pandemic” in the workshop in Lalitpur

| Fact Finding Mission at Letang Municipality



INSEC Koshi Province team and others discussing about incident in fact-finding mission at Letang Municipality in Koshi Province

A team of INSEC Koshi Province conducted a fact-finding mission on March 22, 2022, at Letang Municipality-5, Kheruwa, after the death of police constable Urmila Shrestha, 26. The constable died during a dispute after a victim student filed a complaint with the school administration against sexual abuse. A 12-year-old girl student studying in class 7 alleged Manoj Poudel, a 56-year-old teacher of the same school, for sexual abuse on March 20, 2022. A team consisting of Punya Adhikari, Documentation Officer of INSEC provincial office Biratnagar, Neetu Gadtaula, Head of NHRC Koshi Province, Netra P. Adhikari, Secretary of Nepal Journalist Association Morang, journalists Arjun Acharya and Hari Adhikari, along with Morang district representatives of INSEC, monitored the incident. The monitoring team met with the Area Police Office, inspector Roman Aryal of Letang, injured police, school Principal Lakshmi Prasad Mishra, teacher Lakshmi Khatiwada, student Sushmita Rai, and a local Krishna Lamsal and collected information regarding the incident.

| Human Rights Help Desk Established in Madhesh Province



Human Rights Activists participating during Human Rights Help Desk establishment in Madhesh Province

NSEC and NHRC offices in Madhesh Province established a Human Rights Help Desk in Janakpur on March 13, 2022. The Human Rights Help Desk documented and assisted victims in accessing justice during an emergency. In the presence of representatives of human rights organizations, a seven-member Help Desk Committee was formed. The committee documents cases of human rights violations and coordinates with the concerned agencies to ensure access to justice to survivors, assists in the complaint process, provides psychosocial counseling services, and makes recommendations for emergency aid.

| Workshop for UPR Strategic Action Plan Formulation



Bijay Raj Gautam, Executive Director of INSEC speaking in workshop on Strategic Action Plan formulation of UPR in Lalitpur (from right)

INSEC organized a two-days workshop in Lalitpur on December 2, 2021, for the strategic action plan of the Universal Periodic Review (UPR) by civil society and the National Human Rights Commission. In the event, Advocate Kapil Aryal presented working paper on Strategic Action Plan Formulation of UPR. The recommendations that Nepal received in the global periodical review and the strategies to be adopted for their implementation are included in the working paper. There is a provision that member states of the United Nations must review human rights strategies every four and a half years. The provision is called the UPR. The United Nations General Assembly established the Human Rights Council in 2006. A representative of Geneva-based UPR Info also participated in the program through virtual means. The importance of periodic monitoring and evaluation was emphasized to create a strategic action plan for the implementation of the recommendations.

Discussion Program on the Implementation of Suggestions for UPR Strategic Action Plan



 Dr. Indira Shrestha, Chairperson of INSEC speaking about the program on National Level Sharing of UPR Recommendations in Kathmandu

Beyond Beijing Committee and Right Here Right Now (RHRN) Nepal, in collaboration with INSEC, WOREC, and DRCFC, organized a discussion program on the strategic action plan for implementing the recommendations received by Nepal in the UPR, which was conducted in Kathmandu on November 29. In the program, Joint Secretary Koshal Chandra Subedi, on behalf of Office of the Prime Minister and Council of Ministers, presented a paper covering the work done by the government in the context of UPR implementation. Out of the 233 recommendations received by the Nepal government in the third cycle of the global periodic review, the government accepted 196 and retained 37. Joint Secretary of the NHRC, Deepak Junga Dhewaj Karki, said that the government emphasize to implement 80 percent of the recommendations received through the global periodic review and 20 percent should be implemented by civil society.

Similarly, a recommendation implementation strategy approval workshop was held in Kathmandu on March 16 for the implementation of the recommendations received from the global periodic review. The discussion was focused on the implementation of the recommendations on the issues of child rights, trafficking, immigration, gender discrimination, indigenous and tribal issues, caste discrimination, transitional justice, gender minorities, and economic, social, and cultural rights by civil societies. The participants of the workshop emphasized on the importance of civil society lobbying to make the government more accountable and responsible for implementing the recommendations made by various countries.



Samjha Shrestha, Manager of Advocacy Department facilitating UPR Action Strategies Validation Meeting in Kathmandu

National Commission for Women and INSEC Monitored Women and other Human Rights Situation



Jaya Ghimire, member of National Commission for Women and INSEC province office team discussing about women and other human rights situations with SP Dinesh Acharya of District Police Office in Mahottari

Lack of public awareness and education against gender-based violence is prevalent in Madhesh Province. A joint team of the National Women Commission and the INSEC discussed and monitored the situation of violence against women and human rights in Mahottari district on September 3, 2021. Jaya Ghimire, a member of the National Women Commission, informed the stakeholders in the district that an office of the National Commission for Women would be established in Madhesh Province in the near future.

Formation of a Five-Member Working Group



Participation in interaction program for implementation of agreement made by Badi community in Karnali Province

INSEC drew the attention of the provincial government for non-implementation of an agreement between the Karnali Province government and Badi community. After the delegation from INSEC and HRG members, the Karnali Province government formed a five member's task force to implement the agreement by holding a continuous sit-in for 18 days in front of the Chief Minister's office of Karnali Province on June 29, 2022, demanding housing, clothes, education, health security, etc. The agreement included land management, skill training, and interest-subsidized loans for the community, which have, however, not been implemented to date. A team of Surkhet-based rights activists under the leadership of INSEC met with the Chief Minister of Karnali provincial government, Jeevan Bahadur Shahi, and drew his attention for implementation of the agreement between the provincial government and the Badi community. An interaction program was also held at Birendranagar, Surkhet on September 7, 2021, organized by the INSEC Karnali office regarding the agreement between the provincial government and the Badi community and the status of the program's implementation.

Promotion and Management Program on Child-Friendly Local Governance

INSEC and Social Development Office Kaski signed an agreement on the implementation of a child-friendly local government promotion and management program in Pokhara on April 19, 2022. According to the agreement, the program is to be carried out in coordination with local authorities, police, schools, and other stakeholders. INSEC Gandaki and Kaski Social Development Office Chief Indra Bahadur Thapa signed the agreement and said that the program will play an effective role in children's participation and child rights at the local level.



Indra Bahadur Thapa, Chief of Kaski Social Development Office and Shiva Khakurel, Coordinator of INSEC Gandaki Province agreeing on the implementation of a child-friendly local government promotion and management program

National Consultation for the Advocacy on South Asian Human Rights Mechanism

A workshop was organized on the National Consultation on South Asian Human Rights Mechanism in collaboration with the Asian Forum for Human Rights and Development (FORUM-Asia) on September 6, 2021 at Dhulikhel. The workshop was organized to discuss and figure out the preferred modality for the efficient functioning of the regional human rights mechanism in South Asia and to critically reflect on and review the efforts towards its establishment. INSEC has been advocating for the establishment of a South Asian human rights mechanism since 2010. During the program, the activities performed by Forum-Asia for the promotion of human rights mechanisms were also shared. Similarly, a working paper on the feasibility of South Asian Human Rights Mechanisms was also presented. During the program, the participation of Dalit and women in forming the regional mechanism was emphasized.

National Conference Against Caste-based Discrimination

INSEC organized the National Conference against Caste-Based Discrimination on the occasion of the 57th International Day for the Elimination of Racial Discrimination and released 16-point declaration. The conference was held on March 21–22 in Kathmandu. More than 100 people from seven provinces attended the conference, and the participants adapted the 16-point declaration for the end of caste-based discrimination.

The Declaration states that the Conference calls upon the Government of Nepal to adhere to the fundamental rights of the Constitution of Nepal 2072 (2015), including the right against untouchability and discrimination (Article 24), as well as the right to equality (Article 18), the right of Dalit (Article 40), and the right to social justice (Article 42). The conference called upon the government to implement the principle of zero tolerance for caste-based discrimination and effective implementation of Article 24 and other relevant laws and policies against untouchability and discrimination. Demanding the three-tiered



Devraj Biswakarma, Chairperson of National Dalit Commission Chief guest and other guests on National Conference against Caste-Based Discrimination on the occasion of the 57th International Day for the Elimination of Racial Discrimination



Participants in workshop on National Conference against Caste-Based Discrimination on the occasion of the 57th International Day for the Elimination of Racial Discrimination

government to immediately implement Article 40's sub-articles 5 and 6 of the Fundamental Rights of the Constitution of Nepal, which mention the provision of one-time housing and land to the Dalits, Khaliyan, Balighare, Katuwal, Haliya, and Badi communities.

Interaction Program for the Protection of Rights of Human Rights Defenders



Mohan Maya Dhakal, Deputy Mayor of Birendranagar in an interaction program on the role of local government for the protection of the rights of human rights defenders in Karnali Province

An interaction program on the role of local government for the protection of the rights of human rights defenders was organized on March 29, 2022 in Birendranagar. The event covered explanations on the effective role of local government in identification, capacity building, coordination, and cooperation with human rights defenders. The deputy mayor, Mohan Maya Dhakal of Birendranagar municipality, urged the state to provide security for the human rights defenders who work to defend human rights in the country. The emphasis was placed on forming laws for the protection of human rights defenders.

| Human Rights Training to Nepal Police



SP Bishwo Adhikari of District Police Office, Kailali in a training on Human Rights for Nepal Police in Kailali

NSEC Sudurpaschim Province organized two days training on human rights for Nepal Police on September 12–13, 2021, in Dhangadi. The participants urged that public trust could be established if citizens are well served in a simple and comfortable environment. The DIG of Sudurpashchim, Purushottam Kandel, stated that Nepal Police works on the national and international level, according to the treaties and laws made so far. The SP of District Police Office Kailali, Bishwo Adhikari, thanked INSEC for organizing a revitalizing two-days training, as it would be beneficial to investigate crimes and for the protection of human rights. The training was focused on the basic concept of human rights and the responsibilities of the police in Nepal, the existing arrangements and implementation challenges, the role of the police in the context of human rights, national and international provisions on torture and compensation, the Criminal Code 2074, human rights friendly police investigations, etc.



Participants in a training on Human Rights for Nepal Police in Kailali

HUMAN RIGHTS EDUCATION PROGRAM

Under the human rights education program, INSEC conducts human rights awareness and capacity development of local people regarding their economic, social, and cultural rights (ESC) through literacy, awareness campaigns, training, network formation and mobilization, interaction, dialogue, and discussion with the public and stakeholders. This program contributes to the 70 local government units in 35 districts. The major objective of this program is to ensure access to legal and social information for marginalized and underprivileged communities. The program aims to enable these groups to claim their rights, including those to housing, health, education, and food.

HRGs networks and INSEC honored by Janshakti Secondary School, Banke

Jan Shakti Secondary School, Baijapur, Rapti Sonari Rural Municipality-4, Banke, honored INSEC and Human Rights Group Network in Nepalgunj on March 25, 2022, for their advocacy and contribution for improving quality education by conducting various interaction programs and forming Child Rights Awareness Groups in schools for the past two years. Lahuram Tharu, Chairman of Rapti Sonari Rural Municipality, provided the certificate to INSEC District Facilitator Laxmi Kumari Tharu.



☞ Lahuram Tharu, Chairperson of former Rural Municipality providing appreciation letter to INSEC for forming Child Rights Awareness Group within Jan Shakti Secondary School, Rapti Sonari Rural Municipality

Submitted Memorandum for Implementation of Food Rights Law

A team including INSEC, District Food Rights Network, Food First Information & Action Network (FIAN Nepal), Nepal Madhesh Foundation, and Advocacy Forum Nepal submitted a memorandum to Minister of Land Management, Agriculture, and Cooperatives Vijay Kumar Yadav of Madhesh Province on February 21, 2022 for forming laws and structures pertaining to provincial food rights and sovereignty. Article 36 of the Constitution provides a fundamental right related to food; thus, the memorandum was based on the sustainable solution of poverty, hunger, and farmer-related issues in Madhesh Province.



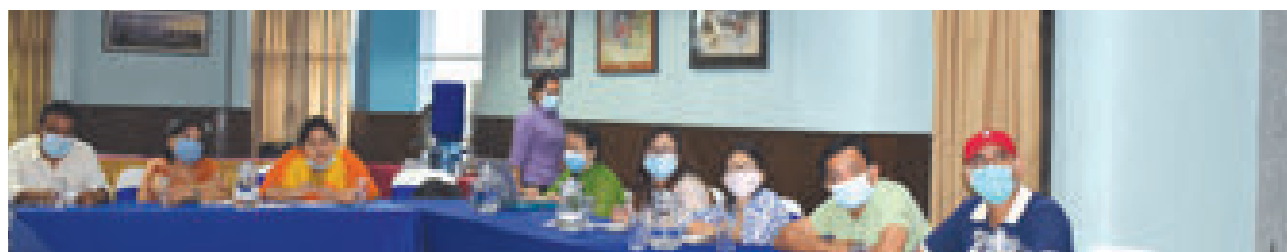
☞ Memorandum on food rights submitted to Minister of Land Management, Agriculture, and Cooperatives Vijay Kumar Yadav of Madhesh Province

Orientation Program on Digital Rights Security

Digital Rights Nepal, in collaboration with INSEC and HRTMCC, organized a one-day orientation program on digital rights security in Kathmandu on November 19, 2021. Santosh Sigdel, President of Digital Rights Nepal explained about the increased risks associated with the use of technology and information on digital sensitivity and security. He further added that the program was conducted focusing on what digital rights are, how they affect us, related security issues, and how we can be safe. The event featured a discussion regarding the security risks associated with technology use and the precautions that should be taken to avoid them.



Bijay Raj Gautam, Executive Director of INSEC speaking on digital rights and security in Kathmandu



Participants in orientation program on Digital Rights and Security in Kathmandu

Orientation Program on Psychosocial Problems and Mitigation Measures



Orientation program on psychosocial problems and its mitigation measures, cybercrime and its effects, and its legal provisions at Janapriya Secondary School in Kaski

INSEC, together with Aama Milan Centre and Social Development Centre, organized an orientation program on psychosocial problems and its mitigation measures, cybercrime and its effects, and its legal provisions at Janapriya Secondary School on June 31, 2022. In the program, Deputy Superintendent of Police (DSP) Sundar Tiwari of District Police Office Kaski focused on the issue of increasing crime through social media and mental problems arising from it. The program focused on making teenagers aware and cautious about how to avoid and be safe from violence and how to take preventative measures.

Discussion on Human Rights with Chief Minister of Karnali



Dr. Indira Shrestha, Chairperson of INSEC and team discussing on human rights situation with Chief Minister Jeevan Bahadur Shahi in Karnali Province

On March 22, 2022, the INSEC team met with Karnali Province government Chief Minister Jeevan Bahadur Shahi to discuss the human rights situation. INSEC team discussed the incidents of human rights violations and atrocities and urged the government to emphasize to formulate human rights-friendly laws. The Chief Minister, Shahi, said that the government is committed to coordinating and cooperating for the protection of human rights. Chief Minister Shahi committed to collecting and analyzing human rights violations as well as recording the state of human rights in the future.

Request for Safe Housing



Interaction program on rights to housing in Dhanusha

INSEC organized an interaction program regarding 'rights to housing' on June 10, 2022, to facilitate safer housing on requests received from Dalit and disadvantaged communities in Kshireswornath municipality, Dhanusha district. According to the people from Dalit and disadvantaged communities,

a storm and river water from the Jalaad and Auraahi rivers destroyed their thatched-roofed huts built on the barren land and at the bank. The mayor, Nathuni Kawadi, promised to request a budget from the provincial government to make systematic housing decisions in the municipality. Sukhdev Yadav, the mayor of Kshireswarnath municipality, committed to making every possible effort for the safe housing of the people. He said that because the Jalad and Aurhi rivers are destroying the settlements, huge sum of resources would be required for the safe housing of the Dalit settlements in those villages, so he has taken the initiative and raised this issue with the provincial and federal governments. He further pledged to take responsibility for solving this issue.

Television Talk Program on Right to Education, Health and Food



Guests in Television dialogue program on Education, Health, and Food Rights in Rupa Rural Municipality, Kaski

A television dialogue program at Rupa Rural Municipality, Gandaki Province, was organized on April 22, 2022. The television dialogue program was based on education, health, and food rights. During the event, the policymakers were requested to emphasize on human development while putting effort into material development. Education Branch Head Sandeep Paudel said that future programs would be conducted incorporating the complaints received from the interaction program. After the formation of a human rights group by INSEC in Rupa Municipality, the citizens are aware of their education, health, and food rights. The practice of checking manufacture and expiration dates while buying food has also been developed among people.



Television dialogue program on Education, Health, and Food Rights in Rupa Rural Municipality, Kaski

INITIATIVES RELATED TO COVID- 19

| High Court Order Against Insurance Company to Reimburse COVID-19 Insurance

Seven legal practitioners, rights activists' of INSEC, and other associations filed a writ of injunction in the Tulsipur High Court on November 1, 2021, demanding reimbursement of the COVID-19 insurance amount. The Tulsipur High Court issued an injunction order on June 8 in the name of the opposing insurance companies to pay the COVID-19 insurance amount.



Team after filing petition demanding the payment of the COVID-19 insurance amount in the High Court Tulsipur, Nepalgunj Bench

| 'Mask Khoi (Where is Mask?)' Campaign

Beni Municipality, Myagdi Chamber of Commerce and Industry, Myagdi Rupse Daily, INSEC, Om Kumari Peace Fund, District Administration Office Myagdi, other social organizations, and government agencies organized the “Mask Khoi (Where is Mask?)” campaign on August 7, 2021. A team led by Myagdi Chief District Officer Ganesh Bahadur Adhikari, Mayor Hari Kumar Shrestha of Beni Municipality, and a team including security personnel conducted the campaign ‘Where is your mask?’ after the increase of COVID-19 infection. According to Mayor Shrestha, he asked the reason for not wearing the mask and immediately provided a mask when he saw anyone not wearing one. The program was conducted to create awareness about COVID-19 and provide information about health safety and precautions to be taken to stay safe from infection.



“Mask Khoi Campaign” organized in Beni Municipality, Gandaki Province

Attention Letter to the Government Demanding a Vaccine against COVID-19

On July 19, 2021, INSEC and human rights activists sent an attention letter to the government of Nepal, demanding an on time vaccine against COVID-19 to all residents within the district. Through Chief District Officer Bandana Rai, the Advocacy Network Okhaldhunga and INSEC sent an attention letter to then Prime Minister Sher Bahadur Deuba to coordinate prompt access to COVID-19 vaccines for all the district residents. CDO Rai emphasized that the government was concerned about the attention drawn by rights activists and coordinated with the higher authorities for prompt access to vaccines.



Attention letter demanding on time vaccine against COVID-19 received by Bandana Rai, Chief District Officer, Okhaldhunga

INSEC INITIATIVES DURING LOCAL ELECTION

Orientation on Local Level Elections 2079



Bijay Raj Gautam, Executive Director of INSEC facilitating orientation to the election observers

INSEC conducted a one-day orientation training for the 60 observers from Kathmandu, Bhaktapur, and Lalitpur for the local level election 2079 on May 1, 2022, in Kathmandu. The virtual training was also conducted for the remaining observers.

Memorandum for Fair and Dignified Election

Human Rights Groups Surkhet submitted a memorandum to the major political parties in Surkhet on May 8 to make the local elections fair and dignified. Similarly, the team of INSEC and Human Rights Defenders Network Jumla issued a memorandum to the political parties on April 28 requesting a human rights-friendly manifesto.



Raj Bahadur Mahat, Coordinator of Jumla Human Rights Protection Network, submitting a letter of attention to Naresh Bhandari, central member of CPN-Maoist Party, demanding a human rights-friendly manifesto.

Political Parties' Committed to Fully Comply with the Election Code of Conduct



Interaction with political parties for adherence to election code of conduct in Dhangadhi

Leaders and representatives of political parties and relevant stakeholders expressed their commitment in the interaction program on the role of clean, fair, and fear-free local elections held in Dhangadhi and Darchula, under the joint initiative of INSEC, NHRC, and the Election Commission Office.

Children Submitted Attention Letters to Political Parties

Children submitted an attention letter to the political parties on April 26, 2022, requesting to make the local election more progressive and child-friendly. They further requested the government to ensure proper investment for children, as they are the backbone of the country.




Children submitting attention letter for child-friendly election

Monitoring of National Assembly Election in Madhesh, Koshi, and Sudurpashchim Provinces

INSEC supervised the election held on January 25 in Janakpurdham, Madhesh Province, for two positions in the National Assembly. Amidst opposition and obstruction from the Janamat Party and tight security, along with the third wave of COVID-19, the election of National Assembly members was completed safely.

The INSEC Sudurpaschim province office supervised the elections held on January 25 for three positions in the National Assembly in Sudurpaschim Province. During the supervision, the election of members of the National Assembly was completed peacefully.




 Election booth in Kailali

INSEC supervised the election held on January 12 for the three seats of National Assembly members in Koshi Province.

Local Level Election-2079 Observation Report Submitted to Election Commission

INSEC submitted the local level election-2079 observation report to the Election Commission on June 13, 2022. INSEC submitted a preliminary report on the very day of the election stating that the local level elections were completed peacefully except for some debates, clashes, and violations of the code of conduct. 234 observers monitored the election after receiving supervision permission from the Election Commission, and they monitored more than 250 polling stations across the country. The observers observed that people with disabilities and elderly voters faced difficulties voting in some places. INSEC submitted daily election observation and monitoring report from May 10-13, 2022.



 INSEC Team after sumitting local level election observation preliminary report with offical of Election Commission

CAPACITATING HUMAN RIGHTS DEFENDERS TO ENHANCE THEIR PROTECTION CONCERNS AND COLABORATION IN NEPAL

A one year program "Capacitating human rights defenders to enhance their protection concerns and collaboration in Nepal" was implemented from December 2021 to December 2022 with the financial assistance of the European Union.

Objectives

- ▶ Capacitate the human rights defenders in line with the international standard and promote their networking and collaborations at the provincial and federal levels.
- ▶ To coordinate with the HRDs at the international, federal, provincial, district, and local levels through the monitoring of the situation and interaction on their protection concerns.

Achievements

- ▶ Two roundtable interactions and orientation meetings among 35 HRDs were organized to collect the issues of HRDs from all over the country, as well as discussed and shared the data and findings of the situation of HRDs among government stakeholders.
- ▶ A human rights help desk was formed in collaboration with the NHRC, CSOs, and HRD members in seven province headquarters to jointly work on HRD issues and human rights issues in each province. Through the initiation of HRD networks, the INSEC Lumbini Province office submitted a PIL on the issues of ESC rights for people.
- ▶ Three meetings organized annually by each province among 229 HRDs (95 female and 134 male). Members of HR's help desk supported the documentation of human rights issues and the victims access to justice. Through the HR helpdesk, network members provided funds to respond to victims emergency needs.



EU representative Shiva Bhandari providing his opinion on the situation and challenges of HRDs in Nepalgunj



Delegation of the European Union met with Bharat Prasad Sah, Minister of Home Affairs and Communications of Madhesh Province government, and monitored about its human rights situation

- ▶ 8 half-day meetings with media workers and journalists were organized to discuss the situation of journalists, media workers, and HRDs at the federal and provincial levels. The interaction helped establish the confidence of media workers, including journalists, to raise the issue of HRDs and publish or disseminate human rights violation cases through the respective media with which they are affiliated.
- ▶ 12 EU Working Groups and Human Rights Defenders (WHRDs) sub-group meetings conducted in seven provinces at the federal level.
- ▶ 6 orientation workshops organized in collaboration with relevant forums, including WHRDs, the Dalit NGO Federation, the National Federation of People with Disabilities in Nepal, Conflict Victims Common Platform, and HRDs' networks. Similarly, roundtable discussions and orientation sessions with HRDs regarding Women, Dalit, PwDs, TJ, and Environmental HRD issues were held.
- ▶ INSEC, in coordination with the NHRC and other National Commissions, organized two national level visit programs, including members of European Union Womens' Group (EUWG) in Sudurpashchim, Koshi, and Madhesh provinces. This initiative contributed to drawing the attention of the stakeholders to the issues of HRDs, discussing the problems and challenges faced by them because of their work, and strengthening of networks.
- ▶ 12 meetings were conducted to coordinate and mobilize human rights defenders.



Delegation of the European Union and INSEC team monitored about child labor and child right situation with Mayor Nagesh Koirala of Biratnagar Metropolitan-City

RIGHTS AND ECONOMIC DEVELOPMENT FOR NEPAL'S EMPOWERED WOMEN (RENEW)

Rights and Economic Development for Nepal's Empowered Women (RENEW) is a gender equality integrated program implemented from 2020 to 2023 in Makawanpur and Nuwakot districts. The objective of the program is to enhance the social and economic empowerment of women and girls, especially Dalit and the most vulnerable groups. INSEC has contributed to enhancing the knowledge and skills of local women's group members in human rights based approaches and advocacy skills. The program supports women's economic and social growth through training, interaction, cooperation, inspiring confidence, and advocacy for their meaningful participation in the decision making process and leadership roles. Different training and facilitation workshops on human rights and gender-based violence have been provided to women group members and local government authorities, which have enhanced the knowledge and skills of these groups.

Objectives

- ▶ To enhance the social and economic empowerment of women and girls, especially those from Dalit and most vulnerable groups, through a human rights based approach.
- ▶ To enhance the exercise of human rights by women and girls by promoting human rights and building stronger institutions.
- ▶ To increase community knowledge and understanding of human rights issues affecting the most vulnerable women and girls.
- ▶ To increase the capacity of local partners, NGOs serving women and girls, to advocate for women's human rights.

Achievements

- ▶ It has supported the promotion, protection, and fulfillment of human rights and gender inclusive development support mechanisms in coordination with local authorities and stakeholders for policy level advocacy and discussion in Makawanpur and Nuwakot districts.
- ▶ Human rights education and community legislative mechanism training for girls and women have contributed to support for further advocacy and knowledge enhancement for the promotion and protection of Dalit and most vulnerable community members in Nuwakot and Makawanpur.
- ▶ It has contributed support for advocacy, promotion, and protection of human rights and inclusive development support for rural women in Shivapuri and Manahari Rural Municipalities.
- ▶ Problem identification Referral Mapping and HR Workshops have contributed to major support areas and stakeholders for further advocacy and the Human Rights Based Approach (HRBA) in both local authorities of Nuwakot and Makawanpur.
- ▶ The Referral Mechanism and HR Mapping Workshop have supported the enlargement of capacity and local level government coordination to update the situation reporting of HR and gender based violence (GBV) issues at the local level.



Public hearing on HRVs on GBVs in community between service users and providers in Makawanpur

- ▶ Public hearings and stakeholder interactions about women's rights issues have promoted an increased sense of ownership among local government stakeholders and the social empowerment of women's groups in the three local authorities of Makawanpur and Nuwakot.
- ▶ Training men and boys about GBV and HR issues has supported reduction in gender based violence cases and promoted inclusive development with a participatory approach that includes men, boys, girls, and women in local level planning and development work.
- ▶ Training for Trainers (ToT) on women's human rights advocacy for local partners, NGOs, and CSOs in Makawanpur and Nuwakot has contributed to the growth of capacity enhancement in leadership and strengthened policy and advocacy tools.
- ▶ The HRBA Approach and Women's Human Rights Advocacy Training for local authorities have supported better acts, laws, and budget planning for local authority members and government officials. It has developed good planning, and their development approach supports marginalized and underprivileged communities.
- ▶ Facilitating HR issue finding workshops for the most vulnerable women and girls in Makwanpur and Nuwakot has contributed to the promotion of a gender and HR friendly environment at the local level.



Workshop to identify human rights issues in Makawanpur

STRENGTHENING THE ENABLING ENVIRONMENT FOR CSOs TO PROTECT HUMAN RIGHTS IN NEPAL (SAMRAKSHAN)

The project is focused on human rights documentation, protection, and promotion of HRD related work from January 2022 to December 2027. Similarly, it incorporates the issues of civic space and environmental rights defenders to further strengthen the scope of work in relation to the recommendation received by Nepal during its Third Cycle Universal Periodic Review in January 2021.

Objectives

- ▶ To strengthen CSO collaboration at federal, provincial and local level to protect civic space and human rights in Nepal.

Achievements

- ▶ Drafted Human Rights Defenders (HRDs) Bill and submitted it to the Internal Affairs and Law Ministers of Sudurpashchim, Lumbini, and Madhesh provinces.
- ▶ A large number of election observers mobilized during the local level elections throughout Nepal contributing to a clean and fair election.
- ▶ 30 human rights survivors received emergency funds for their immediate need for access to justice.
- ▶ The case of the custodial death of Sundar Harijan, who died at the Jail of Rolpa, was reported through a fact-finding mission and highlighted national-wide. Later, NHRC studied the case.



📍 Bijay Raj Gautam, Executive Director of INSEC, handing over the Human Rights Defenders Draft Bill to Trilochan Bhatta, Chief Minister of Sudurpaschim Province

ADDRESSING THE PROTECTION ISSUE OF HRDS FOCUSING WOMEN AND DALITS IN KARNALI PROVINCE, NEPAL (ADHIKAR – II)

The program, entitled "Addressing the Protection Issue of HRDs Focusing Women and Dalit in Karnali Province (ADHIKAR), is being implemented from January 2021 to December 2023 with the financial support of DCA. The project is conducted in seven districts (Surkhet, Dailekh, Kalikot, Rukum Paschim, Jajarkot, Salyan, and Jumla) of Karnali Province. The program seeks to capacitate HRDs (individuals and CSOs) in raising voices of women and Dalit adversely affected by situation of COVID-19 pandemic in Birendranagar, Dullu, and Aathabis municipalities of Surkhet and Dailekh districts respectively.

The program is focused to strengthen the capacity of HRD networks to protect themselves and the rights of women and Dalit; accelerate efforts and campaigns to reduce human rights violation (HRV) cases among Dalit and women, promoting affirmative behavioral changes and enhancing institutional mechanisms to provide timely and effective services to the survivors of HRV cases and HRDs at the sub-national level (provincial and local), thus enabling HRDs to function effectively and offer a decent life to women and Dalit, whose rights have been violated and have been affected by or are at risk of violation.

Objectives

- To empower and protect HRDs to reduce gender and caste-based violence and discrimination in Karnali Province of Nepal.



📍 Sajana Sunar, Lead Trainer of Fight Back Training, displaying the steps of self-defence techniques in Birendranagar, Surkhet

Achievements

- ▶ 6 local-level HRDs, 7 districts level HRDs, and 1 provincial level HRD were formed, and 115 HRDs were capacitated on HR international instruments, advocacy and leadership training, psychosocial first aid training, self-defence training, and national instruments on CBDU and GBV.
- ▶ 11 HRV victims received emergency funds for their immediate need for access to justice.
- ▶ Of the 11 HRV victims who were HRDs and participating in INSEC's activities and programs, 3 were able to find employment, 2 received scholarships for further study in Kathmandu, and 1 received access to justice from the court.
- ▶ 7 district-level referral networks were formed at the district level and capacitated to support HRV victims through the effective referral system. Altogether, district-level referral networks facilitated 35 HRV cases.



Participation in three days self defence Training of Trainers in Birendranagar, Surkhet

- ▶ 1 help desk was established at INSEC in presence of NHRC as one of the leading members to support HRV victims jointly.
- ▶ PIL registered against the expansion of the Karnali Province Cabinet, which was formed without including the inclusion provision for Dalit and females.
- ▶ Birendranagar Municipality, Dullu Municipality, and Aathabis Municipality committed to endorsing the HR guidelines of their own municipalities and forming functional coordination committees under NHRAP.
- ▶ The chairperson of ward-7, Aathabis Municipality, as committed to running massive self-defence cascading trainings in his ward, conducted three events using the ward office budget in coordination with INSEC.



Participation in psychological treatment training to HRDs in Birendranagar, Surkhet

SUCCESS STORIES

INSEC's initiative: Citizenship in the hand of Goma



 Rudra Devi Sharma, Chief of District Office providing citizenship to Goma Ghimire in Musikot Municipality

50-year-old Goma Ghimire of Musikot Municipality-3 got citizenship on September 1, 2021, under the initiative of INSEC. Chief District Officer (CDO) Rudra Devi Sharma of Musikot Municipality, together with Mayor Somnath Sapkota, SP Gopal Chandra Bhattarai of the District Police Office, Ward President Karna Dhawaj GC, INSEC representative Top Lal Aryal, and other stakeholders, provided citizenship to Goma upon reaching her house. Due to her mental and physical disabilities and lack of citizenship, she was

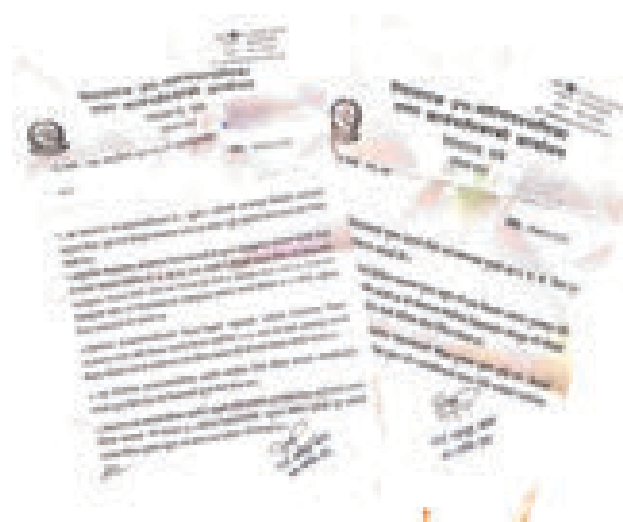
deprived of social security benefits for 10 years. On behalf of Goma Ghimire, Tika Ghimire and Saraswati Ghimire, executive members of Musikot Municipality, submitted a request to the INSEC representative, Top Lal Aryal, for the necessary facilitation for citizenship. INSEC representative Aryal took the initiative to draw the attention of CDO Sharma and facilitated the matter of Goma. Goma and her family members were elated to receive citizenship.

Interim order against writ on corruption and disparity in the education sector

With the resumption of the new academic year, private and community schools were illegally collecting extra money from students under different headings in Banke and Bardiya. Even lab and vehicle fees were collected from the

students while the classes were held online. The Supreme Court and High Court rendered several orders in terms of ensuring the right to education, but those orders were barely implemented. On May 19, INSEC, advocates, Consumer Protection

Forum, and other organizations filed a writ in the Nepalgunj High Court to monitor and regulate the educational environment, fees, tuition, and other physical conditions of schools in Banke and Bardiya using the authority of the Education Act and regulations governing the government and private sectors. The Court Bench issued an interim order on June 3, 2022, in the names of the opponents: the regulatory body, local level, Private and Boarding Schools' Organization (PABSON), National Private and Boarding Schools' Association (N-PABSON), and District Education Development and Coordination Units of Banke and Bardiya. Regarding the scholarships given to the students by the subordinate schools, the Court ordered to make and distribute the scholarships in accordance with certain legal procedures in a transparent manner, adopt transparency in the fees of the students, arrange toilets with the



Interim order issued by the Nepalgunj High Court against writ on corruption and disparity in the education sector

minimum facilities, and establish environment-friendly classrooms in the school.

Distribution of school uniforms to children under the initiative of INSEC



School uniforms distributed in Balodaya Basic School, Dhapakhel

INSEC, in coordination with the Nepal Textile and Tailoring Association, provided school uniforms to 61 students studying at Balodaya Basic School located in Lalitpur Metropolitan City-24, Dhapakhel, Lalitpur, on March 24, 2022. The children studying at Balodaya Basic School are mostly from financially backward communities. Dinesh Karki, coordinator

of the Social Development Committee, expressed his happiness that INSEC's initiative had enabled the children of public schools to receive uniforms. He further emphasized the importance of giving special attention to needy children who lack even the most basic school supplies, such as books, paper, pens, shoes, bags, and clothes.

Distribution of warm clothes to students of Chepang community



Warm clothes distributed to students of Chepang community in Benigat Rorang Rural Municipality-3, Dhading

INSEC distributed warm clothes to the Owang Basic School students in Benigat Rorang Rural Municipality-3, Dhading, on December 21. The children of the Chepang community who were forced to go to school without warm clothes in the winter due to a lack of warm clothes were distributed warm clothes, food, etc. The warm

clothes were distributed to 95 students. Warm clothes were distributed to the students with the help of the America-based Navjeevan Charity Society, social workers, and others. Bhuvan Tripathi, Ward President of Ward No. 3 of Benigat Rorang Rural Municipality, expressed his gratitude for the help.

Human Rights Group Demanding for Primary Health Center in Manthali

As per the demand of the Human Rights Group, a well-equipped hospital building will be constructed in Manthali, the district headquarters of Ramechhap. Due to the lack of quality buildings for the primary health center in the district headquarters in Manthali, there has been a problem with the treatment of patients. The patients are treated in narrow rooms and temporary tents. The Human Rights Group Ramechhap was repeatedly drawing the attention of Manthali Municipality, the Municipal Health Branch, and other bodies to improve the service and quality of primary health centers. In the public hearing organized by INSEC



Public hearing on education, health, and food rights in Manthali, Ramechhap

and other organizations in Manthali on July 3, the network members demanded to improve the

services of the health institution. The foundation stone of the 15-bed building of the Primary Health Centre in Manthali was laid by Ramesh Basnet, Chief of Manthali Municipality, on September 25, 2021. The hospital building is being constructed through the National Reconstruction Authority Program Implementation of the Government of Nepal. The estimated cost of the building is 147.577 million rupees. The building is being constructed

at a cost of 93.35 million rupees. While laying the foundation stone of the building, Mayor Basnet urged everyone to complete the construction work on time. Though there is a government hospital in the district headquarters in Manthali, there has been a problem with service flow due to a lack of buildings. The services provided by the hospital are expected to be effective after the construction of the new building.

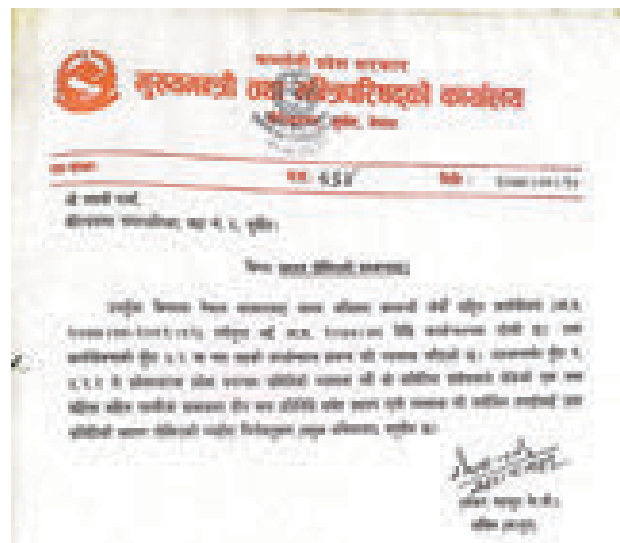
Two hundred thousands budget allocated from the Rural Municipality to the Human Rights Groups

Rapti Sonari Rural Municipality has been advocating for the rights of education, health, food, and housing by making the responsible bodies accountable and making the local people aware on these rights. The human rights group has been monitoring the service recipients at various times to make them aware of the availability of services and to send delegations to various thematic offices. As the local human rights group has been actively conducting meetings, interactions, monitoring, coordination meetings, and other programs with the heads of various thematic branches, the Rapti

Sonari Rural Municipality has been urged to conduct awareness programs on education, health, and food rights at the ward level. The preamble for project proposal for human rights campaigns and activities was written with the help of INSEC, the district facilitator, and the Human Rights Groups. The project proposal was submitted to village chairperson Lahuram Tharu in September of this year. The Rapti Sonari Rural Municipality has allocated two hundred thousands rupees for conducting human rights campaigns and activities through Human Rights Groups.

Coordinator Sharma becomes a member of the Human Rights Coordinating Committee

Laxmi Sharma, 60, a resident of Birendranagar-6, is pervasive in her desire to change and transform society. She is also a fearless woman who works selflessly in the belief that justice must be served to those who see themselves as victims and feel that she must do something on their behalf. She was selected as the coordinator of the human rights group formed on December 7, 2021, under the Human Rights Education Program run by INSEC in Birendranagar. Sharma not only took an active part in various activities of INSEC and human rights groups but also advocated for the rights of citizens in education, health, food, and housing. She is able to establish herself as a Human Rights Activist who is a friendly, fearless, and a coordinated partner in the society.



Office of the Chief Minister and Council of Ministers of the Karnali Province government nominated Laxmi Sharma as a member of the Human Rights Coordinating Committee at the province level.

She has succeeded in establishing an identity in Karnali Province as a Human Rights Activist who has been fearless and outspoken advocate for the realization of the fundamental rights of citizens, including education, health, food, and housing. The government appreciates her contribution.

Respecting Sharma's work, the Office of the Chief Minister and Council of Ministers of the Karnali

State Government nominated her as a member of the Human Rights Coordinating Committee at the province level. Sharma says working selflessly has proved to be the right thing to do, adding to the excitement of working in the field. Expressing her commitment to continue advocating on behalf of the victims on the issue of human rights and giving justice to the victims in the coming days, Sharma said, "I give all the credit to INSEC."

Garbage management in schools under the initiative of Child Rights Awareness Group



CRAG in Narayani Secondary School, Jajarkot cleaning school premises

Students of Narayani Secondary School in the eastern part of Chhedagad Municipality in west Jajarkot have been cleaning the physical environment of the school. The students in this school are regarded as role models for Chhedagad Municipality. The garbage generated by more than 900 students was huge and unmanageable in the beginning, polluting the school environment as the papers, masks, and gloves used were thrown haphazardly due to a lack of garbage management pits. Outbreaks of various communicable diseases were high in the school environment due to a lack of garbage management.

Under the initiation of INSEC through an

interaction program, the stakeholders were urged to manage the garbage at the school. INSEC district facilitator and a member of the human rights group Chhedagad Dharmalal Wali took the initiative and immediately submitted a letter to draw the attention of the school administration to waste management. After drawing the attention of the group, a meeting of the school management committee was held, and it was decided to dig pits and put dustbins to manage garbage from internal expenses. Garbage management was thus started by disposing of waste such as masks, plastics, gloves, etc. in pits and dustbins. Students, teachers, parents, and other communities have become enthusiastic about garbage management.

Khim Kumari Gurung inspired to be a social worker



 Khim Kumari Gurung giving own views in an interaction program

Khim Kumari Gurung of Bhanu Municipality-2 was limited to her household chores. Due to lack of opportunity, she was not active in social work, even though she was interested in learning about human rights and women's rights.

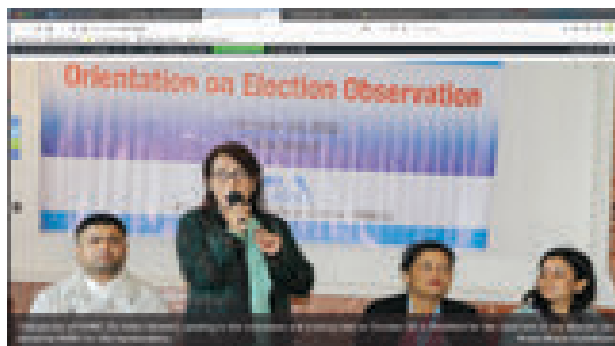
INSEC selected a group of individuals, including Khim Kumari Gurung, for the State Accountability and People's Participation Enhancement Program for Human Rights Protection and Management in Bhanu Municipality. She actively took part in meetings, gatherings, discussions, and activities.

After being an active member of the human rights group, she came to learn more about citizens' rights, and she took initiatives to get those rights implemented. She told that she considers it as a leadership development after getting involved with the human rights group. Khim Kumari was recommended by more than 100 women from women's and mothers groups to be appointed as women's health volunteer at ward 2. Accordingly, the Ward Office appointed Khim Kumari Gurung as a women's health volunteer for the municipal office and the health branch.

INSEC RESOURCES

INSEC WEBSITE

INSEC website is a platform created to document and disseminate the organizational information. It contains a portfolio of INSEC's work which embeds various resources including audios, videos, publications and reports of various activities.



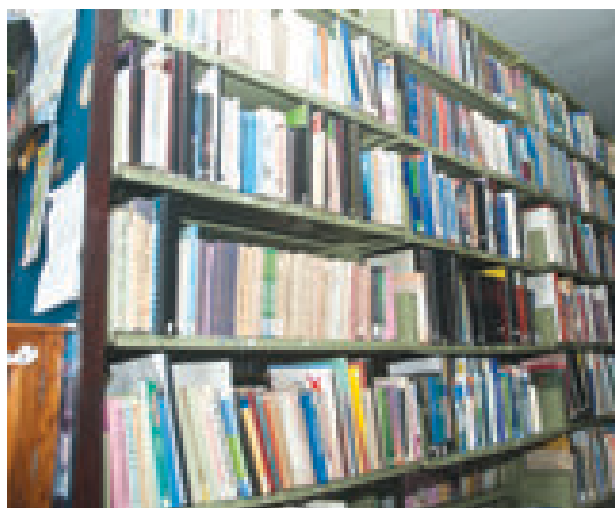
INSEC ONLINE

INSEC online news portal, being a human rights window to Nepal, has been continuously disseminating news and information related to Human Rights violation and atrocities since the day it was formally inaugurated in 2004. The incidents of human rights violation and atrocities are reported daily by INSEC district representatives based in all districts of the country are uploaded into INSEC web portal <http://inseconline.org>.



INSEC RESOURCE CENTRE

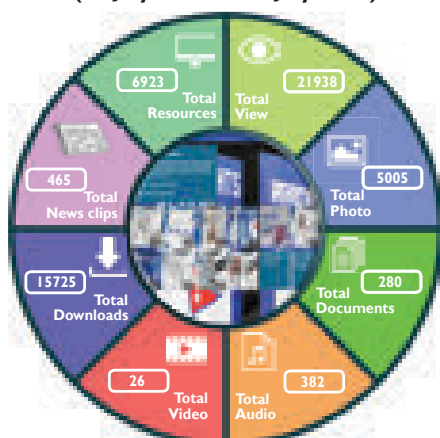
INSEC Resource Centre was established in 1990. It consists of human rights, information and publications related to human rights violations, abuses, torture, sexual violence, armed conflict period's data and different social contextual analysis reports, documented from organization's internal and external sources. It aims to disseminate literature and information related to human rights to the researchers, Human Rights Activists, CSOs, political leaders, academia, government and non-government stakeholders, HR survivors, conflict victims and persons involved and interested in human rights.



DAM SYSTEM

Data of INSEC DAM System

(16 July 2021 to 15 July 2022)



INSEC Digital Assets Management (DAM) system is a digital information system where one can get INSEC and human rights related documents including reports, press statements, presentations, photographs, audios and videos. The DAM system is now only accessible for INSEC family and it can be accessed through www.insecresources.org.np.

INSEC in News



FINANCIAL STATEMENTS

Informal Sector Service Centre (INSEC) Statement of Financial Position As on 30 July 2022

	Particulars	Sub-Schedule	Current Year Annual NGA	Previous Year Annual NGA
A Assets and Balances				
1	Cash and Bank Balance			
	a. Cash Balance*			
	b. Bank Balance	1	18,505,742.51	18,071,670.56
	Sub Total		18,505,742.51	18,071,670.56
2	Fixed Assets (at MVA)	4	21,076,887.12	21,087,000.71
3	Advances	2	3,675,645.87	3,609,566.14
	Total Assets and Balances		43,118,275.50	42,768,137.41
B Funds And Liabilities				
1	Inter-Reserve Fund (Deposits Fund Assets)	4	21,076,887.12	21,087,000.71
2	Restricted Deposits Fund*		(2,676,111.07)	24,795,980.69
3	Inter-City Fund *		2,300,140.56	1,000,662.22
4	Human Rights and Democracy Fund		1,000,000.00	1,000,000.00
	Restricted Balance of Fund		26,700,916.61	33,783,733.62
5	Payables - INSEC Case	3	17,540,888.89	7,311,388.79
	Total Restricted Funds and Liabilities		43,118,275.50	42,768,137.41

Schedules and notes to accounts are forming part of this statement.

as per our Report of Even Date

* for detail, refer to Consolidated Fund accountability statement.


Shree Khatu
Senior Officer,
Finance Department




Ramesh Kumar
Executive Director


Gita Bhandari
Treasury


Dr. Indira Shrestha
Chairperson


P. S. Maheshwari
Partner
MCS & Associates

14 Oct 2022, Kathmandu.

UDIN: 221019CA00125

Informal Sector Service Centre (INSEC)
INSEC Core Fund
Fund Accountability Statement
for the period of 16 July 2021 to 16 July 2022 (FY 2021/22)

Schedule 1

A	Source of Funds	Schedules	Current Year	Previous Year
1	Opening balance		6,000,662.22	6,293,254.57
	INSEC Core fund		6,000,662.22	6,293,254.57
a	Bank and Cash balance		7,943,168.47	12,432,967.86
b	Advance		999,199.65	2,891,173.60
c	Payables		(2,941,701.90)	(9,030,886.69)
2	Funds Received During the Year		6,428,448.45	2,586,798.71
	Institutional Revenue Receipts	A	4,247,910.45	800,236.71
	Institutional Capital Receipts	B	-	-
	Overhead and Programme Support from Donors	C	2,180,538.00	1,786,562.00
	Total Funds during the period (A)		12,428,116.67	8,880,053.58
B	Application of funds			
	Expenditures		4,919,980.41	2,689,799.06
	Revenue Expenditure:		4,505,636.41	2,788,199.06
1	Operating and Administrative Expenses	D	2,632,999.59	962,790.35
2	Program Expenses	E	1,872,636.82	1,825,408.71
	Capital Expenditure:			
3	Fixed Assets	F	414,344.00	100,700.00
	Total Expenditures (B)		4,919,980.41	2,689,799.06
C	Balance of Fund		7,508,136.26	6,000,662.22
D	Balance represented by			
1	Bank (Sub Schedule 1)		9,660,483.53	7,943,168.47
2	Advance (Sub Schedule 2)		84,638.00	999,199.65
3	Payable (Sub Schedule 3)		(2,435,991.27)	(2,941,701.90)
	Total Fund Balance		7,509,130.26	6,000,662.22

Schedules and Notes to Accounts are forming part of this FAS.

as per our Report of Even Date






Informal Sector Service Centre (INSEC)
Funds Flow Statement
For the period of 16 July 2021 to 16 July 2022

Dates	Particulars	Schedules	Figure in Rupees	
			Current Year	Previous Year
	Opening Balance		36,296,627.91	36,873,948.64
	Adjusted Opening Balance with previous year		11,77,480.50	-
	Receipts during the year			
Donor name	Inner Case & Emergency Fund	1	6,428,448.45	1,366,788.71
Don	Protecting the rights of the people specially victims of HRVs and Abuses in Nepal	2	72,742,550.00	60,940,740.00
HRV-Regular	Strengthening Enabling Environment for Civil Society Organization in Nepal	3	-	678,041.70
HRV-1185	Human Rights Protection and Promotion Initiative	4	-	4,473,440.55
ICCWS	Increasing access of the Local people on Government Services and Empowerment on right to education, Food, Health and Housing	5	2,376,379.20	1,609,072.65
CCA	Establishing a common cause to protect and promote the rights of people and safety of the HRVs	6	20,309,854.79	10,982,606.50
CC, Norway	South Exchange	7	2,310,760.80	3,371,014.65
HRV	Documentation of Human Rights Violations/ Abuse Cases for the Protection of Rights	8	11,880,609.56	7,006,207.39
HRV/HR	Right and Economic Development for Nepal's Empowered Nepal	9	6,000,000.00	850,000.00
ICNL	International Center For Not-For Profit Law	10	2,955,870.40	-
Plan area/Citynet	School Club Based Resident Community Model Project	11	117,280.92	-
HRV/HRV	Capacity Building and Strengthening the Networks of Human Rights Defenders/ HRVs in Nepal	12	1,077,074.96	-
	Total Receipts		155,894,488.31	138,885,439.77
	Payments during the year			
Donor name	Inner Case & Emergency Fund	1	4,975,080.41	1,088,785.06
Don	Protecting the rights of the people specially victims of HRVs and Abuses in Nepal	2	67,573,673.47	70,328,094.76
HRV-Regular	Strengthening Enabling Environment for Civil Society Organization in Nepal	3	54,969.44	1,679,939.97
HRV-1185	Human Rights Protection and Promotion Initiative	4	325,866.36	4,327,876.13
ICCWS	Sensitizing Responsible Authorities and Promote	5	6,789,337.76	4,055,444.42
CCA	Establishing a common cause to protect and promote the rights of people and safety of the HRVs	6	16,098,725.00	10,364,493.67
CC, Norway	South Exchange	7	4,325,385.14	6,014,096.64
HRV	Documentation of Human Rights Violations/ Abuse Cases for the Protection of Rights	8	11,628,955.15	7,239,263.21
HRV/HR	Right and Economic Development for Nepal's Empowered Nepal	9	4,376,668.56	783,782.80
ICNL	International Center For Not-For Profit Law	10	2,955,870.40	-
Plan area/Citynet	School Club Based Resident Community Model Project	11	85,410.00	-
HRV/HRV	Capacity Building and Strengthening the Networks of Human Rights Defenders/ HRVs in Nepal	12	805,711.15	-
	Total Expenses		149,632,614.65	146,256,887.66
	Refund to Donors		55,495.16	-
	Adjusted Balance of fund (for ongoing projects)		6,806,379.20	38,296,627.91
	Balance represented by			
	Cash Balance			
	Bank Balance	Sub-Schedule 1	14,301,525.10	32,175,250.50
	Advance (Balance receivable)	Sub-Schedule 2	1,077,042.67	1,439,546.14
	Outstanding Payables	Sub-Schedule 3	(17,562,006.96)	(2,314,968.74)
	Total		6,806,379.20	38,296,627.91

Schedules and notes to accounts are forming part of this statement


 Subir Karki
 Finance Officer
 Finance Dept.




 Ramesh Kumar
 Finance Director


 Gita Patel
 Treasurer


 Dr. Indira Shrestha
 Chairperson


 P. C. A. Officer
 Engaged Officer
 MCA-6, Auditor

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Activity/Project	Description/Details	Program	Performance					Financial Summary					Overall Status
			Quarterly Spend (Million)	Quarterly Output (Units)	Total Spend (Million)	Total Output (Units)	Target Progress (%)	Actual Spend (Million)	Actual Output (Units)	Cost Variance (Million)	Revenue Variance (Million)		
1	New Client Onboarding System	Sales & Marketing Dept	1,200,000	15,000	1,200,000	15,000	100%	1,180,000	14,800	20,000	20,000	On Track	
2			1,300,000	16,000	1,300,000	16,000	100%	1,250,000	15,500	50,000	50,000	On Track	
3			1,400,000	17,000	1,400,000	17,000	100%	1,350,000	16,500	50,000	50,000	On Track	
4	Product Development Phase 1	R&D Dept	2,500,000	25,000	2,500,000	25,000	100%	2,450,000	24,500	50,000	50,000	On Track	
5			2,600,000	26,000	2,600,000	26,000	100%	2,550,000	25,500	50,000	50,000	On Track	
6			2,700,000	27,000	2,700,000	27,000	100%	2,650,000	26,500	50,000	50,000	On Track	
7	Customer Support System Upgrade	IT Dept	1,800,000	18,000	1,800,000	18,000	100%	1,750,000	17,500	50,000	50,000	On Track	
8			1,900,000	19,000	1,900,000	19,000	100%	1,850,000	18,500	50,000	50,000	On Track	
9			2,000,000	20,000	2,000,000	20,000	100%	1,950,000	19,500	50,000	50,000	On Track	
10	Marketing Campaign Q3	Sales & Marketing Dept	900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
11			950,000	9,500	950,000	9,500	100%	930,000	9,300	20,000	20,000	On Track	
12			1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
13	HR System Rollout	HR Dept	1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
14			1,150,000	11,500	1,150,000	11,500	100%	1,130,000	11,300	20,000	20,000	On Track	
15			1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
16	Legal & Compliance Review	Legal Dept	700,000	7,000	700,000	7,000	100%	680,000	6,800	20,000	20,000	On Track	
17			750,000	7,500	750,000	7,500	100%	730,000	7,300	20,000	20,000	On Track	
18			800,000	8,000	800,000	8,000	100%	780,000	7,800	20,000	20,000	On Track	
19	Facilities Management	Facilities Dept	600,000	6,000	600,000	6,000	100%	580,000	5,800	20,000	20,000	On Track	
20			650,000	6,500	650,000	6,500	100%	630,000	6,300	20,000	20,000	On Track	
21			700,000	7,000	700,000	7,000	100%	680,000	6,800	20,000	20,000	On Track	
22	Security System Upgrade	Security Dept	800,000	8,000	800,000	8,000	100%	780,000	7,800	20,000	20,000	On Track	
23			850,000	8,500	850,000	8,500	100%	830,000	8,300	20,000	20,000	On Track	
24			900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
25	IT Infrastructure Upgrade	IT Dept	1,500,000	15,000	1,500,000	15,000	100%	1,450,000	14,500	50,000	50,000	On Track	
26			1,600,000	16,000	1,600,000	16,000	100%	1,550,000	15,500	50,000	50,000	On Track	
27			1,700,000	17,000	1,700,000	17,000	100%	1,650,000	16,500	50,000	50,000	On Track	
28	Customer Feedback System	Sales & Marketing Dept	1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
29			1,050,000	10,500	1,050,000	10,500	100%	1,030,000	10,300	20,000	20,000	On Track	
30			1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
31	New Product Launch Prep	R&D Dept	1,300,000	13,000	1,300,000	13,000	100%	1,250,000	12,500	50,000	50,000	On Track	
32			1,350,000	13,500	1,350,000	13,500	100%	1,300,000	13,000	50,000	50,000	On Track	
33			1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
34	Employee Training Program	HR Dept	900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
35			950,000	9,500	950,000	9,500	100%	930,000	9,300	20,000	20,000	On Track	
36			1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
37	Supply Chain Optimization	Operations Dept	1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
38			1,250,000	12,500	1,250,000	12,500	100%	1,230,000	12,300	20,000	20,000	On Track	
39			1,300,000	13,000	1,300,000	13,000	100%	1,280,000	12,800	20,000	20,000	On Track	
40	Data Analytics Platform	IT Dept	1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
41			1,150,000	11,500	1,150,000	11,500	100%	1,130,000	11,300	20,000	20,000	On Track	
42			1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
43	New Market Entry Research	Sales & Marketing Dept	1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
44			1,450,000	14,500	1,450,000	14,500	100%	1,400,000	14,000	50,000	50,000	On Track	
45			1,500,000	15,000	1,500,000	15,000	100%	1,450,000	14,500	50,000	50,000	On Track	
46	Employee Wellness Program	HR Dept	800,000	8,000	800,000	8,000	100%	780,000	7,800	20,000	20,000	On Track	
47			850,000	8,500	850,000	8,500	100%	830,000	8,300	20,000	20,000	On Track	
48			900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
49	IT Security Audit	IT Dept	1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
50			1,050,000	10,500	1,050,000	10,500	100%	1,030,000	10,300	20,000	20,000	On Track	
51			1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
52	New Product Launch Execution	R&D Dept	1,300,000	13,000	1,300,000	13,000	100%	1,250,000	12,500	50,000	50,000	On Track	
53			1,350,000	13,500	1,350,000	13,500	100%	1,300,000	13,000	50,000	50,000	On Track	
54			1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
55	Employee Training Program	HR Dept	900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
56			950,000	9,500	950,000	9,500	100%	930,000	9,300	20,000	20,000	On Track	
57			1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
58	Supply Chain Optimization	Operations Dept	1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
59			1,250,000	12,500	1,250,000	12,500	100%	1,230,000	12,300	20,000	20,000	On Track	
60			1,300,000	13,000	1,300,000	13,000	100%	1,280,000	12,800	20,000	20,000	On Track	
61	Data Analytics Platform	IT Dept	1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
62			1,150,000	11,500	1,150,000	11,500	100%	1,130,000	11,300	20,000	20,000	On Track	
63			1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
64	New Market Entry Research	Sales & Marketing Dept	1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
65			1,450,000	14,500	1,450,000	14,500	100%	1,400,000	14,000	50,000	50,000	On Track	
66			1,500,000	15,000	1,500,000	15,000	100%	1,450,000	14,500	50,000	50,000	On Track	
67	Employee Wellness Program	HR Dept	800,000	8,000	800,000	8,000	100%	780,000	7,800	20,000	20,000	On Track	
68			850,000	8,500	850,000	8,500	100%	830,000	8,300	20,000	20,000	On Track	
69			900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
70	IT Security Audit	IT Dept	1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
71			1,050,000	10,500	1,050,000	10,500	100%	1,030,000	10,300	20,000	20,000	On Track	
72			1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
73	New Product Launch Execution	R&D Dept	1,300,000	13,000	1,300,000	13,000	100%	1,250,000	12,500	50,000	50,000	On Track	
74			1,350,000	13,500	1,350,000	13,500	100%	1,300,000	13,000	50,000	50,000	On Track	
75			1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
76	Employee Training Program	HR Dept	900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
77			950,000	9,500	950,000	9,500	100%	930,000	9,300	20,000	20,000	On Track	
78			1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
79	Supply Chain Optimization	Operations Dept	1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
80			1,250,000	12,500	1,250,000	12,500	100%	1,230,000	12,300	20,000	20,000	On Track	
81			1,300,000	13,000	1,300,000	13,000	100%	1,280,000	12,800	20,000	20,000	On Track	
82	Data Analytics Platform	IT Dept	1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
83			1,150,000	11,500	1,150,000	11,500	100%	1,130,000	11,300	20,000	20,000	On Track	
84			1,200,000	12,000	1,200,000	12,000	100%	1,180,000	11,800	20,000	20,000	On Track	
85	New Market Entry Research	Sales & Marketing Dept	1,400,000	14,000	1,400,000	14,000	100%	1,350,000	13,500	50,000	50,000	On Track	
86			1,450,000	14,500	1,450,000	14,500	100%	1,400,000	14,000	50,000	50,000	On Track	
87			1,500,000	15,000	1,500,000	15,000	100%	1,450,000	14,500	50,000	50,000	On Track	
88	Employee Wellness Program	HR Dept	800,000	8,000	800,000	8,000	100%	780,000	7,800	20,000	20,000	On Track	
89			850,000	8,500	850,000	8,500	100%	830,000	8,300	20,000	20,000	On Track	
90			900,000	9,000	900,000	9,000	100%	880,000	8,800	20,000	20,000	On Track	
91	IT Security Audit	IT Dept	1,000,000	10,000	1,000,000	10,000	100%	980,000	9,800	20,000	20,000	On Track	
92			1,050,000	10,500	1,050,000	10,500	100%	1,030,000	10,300	20,000	20,000	On Track	
93			1,100,000	11,000	1,100,000	11,000	100%	1,080,000	10,800	20,000	20,000	On Track	
94	New Product Launch Execution	R&D Dept	1,300,000	13,000	1,300,000	13,000	100%	1,250,000	12,500	50,000	50,000	On Track	
95			1,350,000	13,500	1,350,000	13,500	100%	1,300,000	13,000	50,000	50,000	On Track	
96			1,400,000	14,000	1,400,000	14,000	100%	1,350,000					

1. *Arthropods and Plants in a World of Change: The Role of Invasive Species*

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511

Dr. Indira Devi
Chairperson



FUNDING PARTNERS

| Program Partners



| Project Partners



NETWORKS AND COALITION

NATIONAL



INTERNATIONAL



OUR TEAM

Central Office



Koshi Province



Madhesh Province



Bagamati Province



Gandaki Province



Lumbini Province



Karnali Province



Sudurpashchim Province



Koshi Province

Biratnagar Metropolitan City-11, Janapath Tole, Morang, Nepal
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Website: www.insec.org.np / www.inseconline.org

Madhesh Province

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Gandaki Province

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For Human Rights and Social Justice

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