



Programme Document Nepal

Gender Equality for Development (GEfD)

2019-2021

Partner Countries:

Nepal

Norway

Partner Institutions:

Ministry of Women, Children and Senior Citizens (MoWCSC)

Central Bureau of Statistics (CBS)

Norwegian Directorate for Children, Youth and Family Affairs (Bufdir)

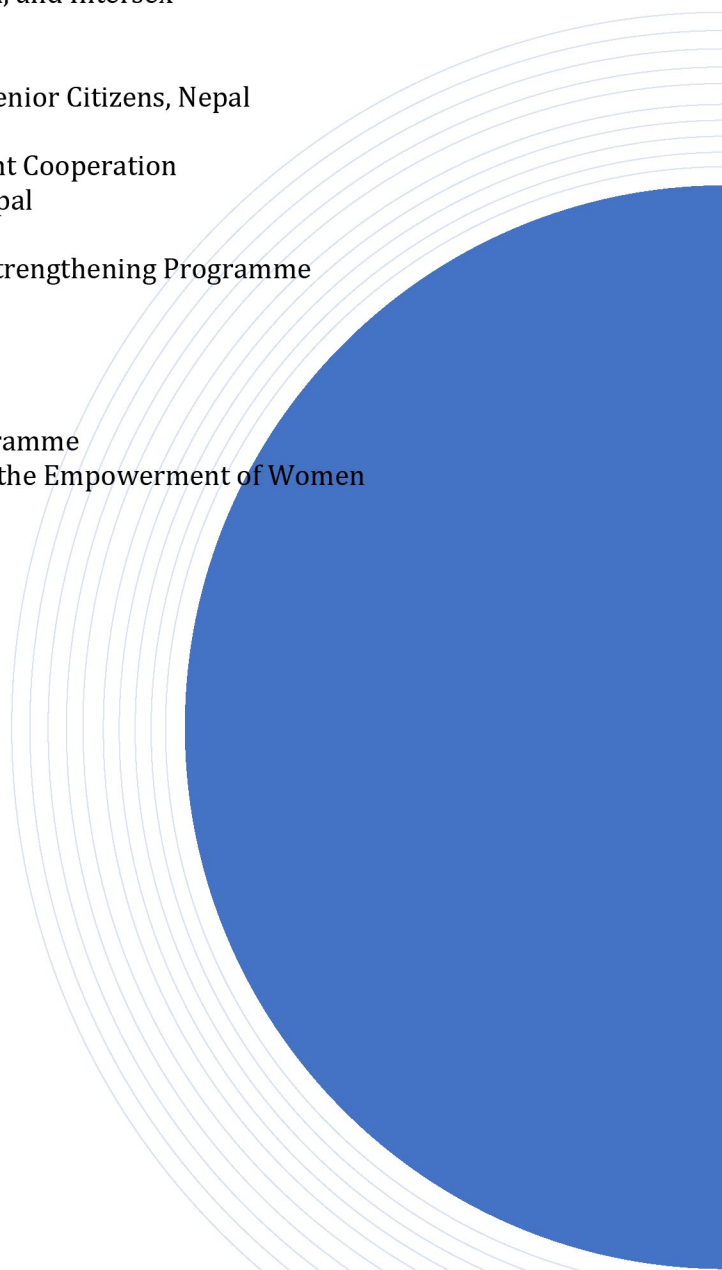
Statistics Norway (SSB)

Ministry of Culture (KUD), Department of Equality, Anti-Discrimination, and International Affairs

“No one will be left behind – Nepal gender equality data and statistics to prove it”

LIST OF ACRONYMS

Bufdir	Norwegian Directorate for Children, Youth and Family Affairs
CBS	Central Bureau of Statistics, Nepal
CCWB	Central Child Welfare Board
CEDAW	Convention on Elimination of Discrimination Against Women
CERD	Committee on the Elimination of Racial Discrimination
CORE	National Centre for Research on Gender Equality, Norway
CRC	Convention on Child Rights
CRPD	Convention on the Rights of Persons with Disabilities
CRVS	Civil Registration and Vital Statistics
CSOs	Civil Society Organisations
DFID	Department for International Development
DPs	Development Partners
EU	European Union
GBV	Gender Based Violence
GEfD	Gender Equality for Development Programme
GESI	Gender Equality and Social Inclusion
GoN	Government of Nepal
GRB	Gender Responsive Budget
KUD	Ministry of Culture, Norway
LGBTI	Lesbian, Gay, Bisexual, Transsexual, and Intersex
MICS	Multiple Indicators Cluster Survey
MoF	Ministry of Finance, Nepal
MoWCSC	Ministry of Women Children and Senior Citizens, Nepal
NGOs	Non-Governmental Organisations
NORAD	Norwegian Agency for Development Cooperation
NPC	National Planning Commission, Nepal
NWC	National Women Commission
PLGSP	Provincial and Local Governance Strengthening Programme
RNE	Royal Norwegian Embassy, Nepal
SDC	Swiss Development Cooperation
SDGs	Sustainable Development Goals
SSB	Statistics Norway
UNDP	United Nations Development Programme
UNWOMEN	UN Entity for Gender Equality and the Empowerment of Women
UPR	Universal Periodic Report



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PROGRAMME SUMMARY

Title	Gender Equality for Development – Nepal
Focus	Institutional cooperation programme involving public institutions from Norway and Nepal focusing on gender equality
Objective	Strengthening human resource, institutional and system capacity among the Ministry of Women Children and Senior Citizen (MoWCSC) and Central Bureau of Statistics (CBS) to compile, analyse and use gender equality data, to inform gender equality policy monitoring and execution
Key issues	<ul style="list-style-type: none"> • Contribute to the ability to compile, analyse, use and disseminate gender equality data • Contribute to strengthening the relationship between the CBS and the MoWCSC and strengthening the focal point for gender statistics
Impact	<ul style="list-style-type: none"> • Achieve gender equality and empower all women and girls (SDG 5) • Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) • Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)
Goal	<ul style="list-style-type: none"> • Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge
Outcomes	<ul style="list-style-type: none"> • Outcome 1: Capacity of involved partner institutions enhanced • Outcome 2: Improved institutional structures for coordination and cooperation among involved agencies • Outcome 3: Gender equality data is used for policy decisions, monitoring, reporting and public disseminations
Nepali partners	<ul style="list-style-type: none"> • Ministry of Women, Children and Senior Citizens (MoWCSC) • Central Bureau of Statistics (CBS)
Norwegian partners	<ul style="list-style-type: none"> • Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) • Statistics Norway (SSB) • Ministry of Culture (KUD)
Beneficiaries	<ul style="list-style-type: none"> • Institutions working with gender equality data and statistics (MoWCSC, CBS, line ministries and agencies responsible for gender equality at different level of governments), and • Staff/officials (e.g., responsible staff of statistics sections, gender focal points, staff assigned to deal with gender equality data).
Period	2.5 years (August 2019 – Dec 2021)
Budget	Approximately NOK 15 million
Funding agency	Norwegian Agency for Development Cooperation (NORAD)

1. CONTEXT

The Gender Equality for Development Programme (GEfD) is an institutional cooperation between public institutions in Norway, and partner countries that request capacity and institutional development.

The aim of this institutional cooperation is to strengthen the capacity of partner countries to develop and implement policy, laws, or management procedures in areas where Norway has specific competency and experience. Norway has a long history of this collaboration in different areas, such as within petroleum resource management, fisheries management and tax. Typically, institutional cooperation in Norwegian development is based on twinning arrangements between government institutions with similar mandates in Norway and in partner countries.

GEfD will build on important lessons learned in other institutional cooperation programmes and will make use of modalities previously applied.

Norway has high levels of gender equality. The high gender equality standing is reflected in Norway's ranking in the World Economic Forum's Gender Gap Index. The Global Gender Gap Report 2018 indicates that Norway has closed 83.5% of its overall

gender gap – making it the second most gender-equal country to date.

This high global standing would not have been possible, unless the state had played – and continues to play – an active part in the promotion of women's rights and gender equality. Key to the state's role in promoting gender equality has been a long-term commitment across the political spectrum towards securing women's rights and gender equality. Gender equality is seen as central to both Norway's economic success and the promotions of equality and human rights more generally. This in turn has secured consistent, concerted and increasing efforts across different sectors and government institutions over the course of several decades.

The Norwegian experience, and achievements relating to promoting gender equality, within the state system can form a basis for an institutional cooperation programme. The Norwegian experience needs to be adapted to the Nepalese context.

“Norway’s contribution to strengthening the capacity of public sector institutions has been both positive and substantial. Across the majority of interventions that were reviewed there was strong evidence to indicate that Norway’s support had contributed to national partners improving the technical competencies of their staff and strengthening wider systems and structures.” – excerpt from an evaluation of Norwegian support to capacity development from 2015

Programme development process

With support from the Norwegian Embassy in Nepal, GEfD Nepal started in 2017.

- The programme development process started with a Letter of Intent to NORAD from MoWCSC followed by a scoping mission from Norway in spring of 2017. The scoping mission had consultations with National Planning Commission, Line Ministries, Development Partners and Civil Society Organizations. As an outcome of the scoping mission, NORAD prepared a draft Concept Note and shared with Nepal stakeholders.
- A stakeholder workshop was organized in November 2017 (Nepal), where Ministry of Federal Affairs and General Administration (MoFAGA), Ministry of Women Children and Senior Citizens (MoWCSC), Nepalese Civil Society Organizations and Norwegian partner institutions presented their ideas. This workshop defined the focus of the Gender for Development Programme to be 'Gender Equality Data and Statistics'.
- Another follow-up workshop was held in Nepal in April 2018 to refine the draft concept note of the Gender Equality for Development Programme with participation of Central Bureau of Statistics and MoWCSC. The programme development Steering Committee (Norway) approved the revised concept note in first half of 2018.
- Ministry of Finance (MoF Nepal) provided an 'In Principle' approval for GEfD formulation in August 2018. Officials from MoWCSC, CBS and Royal Norwegian Embassy (Nepal) visited Oslo (Norway) in September 2018 and had a workshop on key components of the GEfD programme – problem analysis, draft results framework and agreed on an outline and responsibilities for development of Programme Document.
- As agreed in the September 2018 workshop (in Oslo), draft inputs were prepared and shared by the partners in Nepal and Norway by end of October 2018. Further refinement of the theory of change and results framework of the GEfD programme was finalized during a 3-day workshop in Nepal where Norwegian and Nepalese partners participated. Version2 of the draft GEfD programme document was prepared and circulated for feedback and comments by the all involved GEfD partners.
- A follow-up workshop on 24-26 January 2019 in Nepal with participation of MoWCSC, CBS, Bufdir, SSB and NORAD provided further inputs to the draft. Contractual requirement on both government sides, organization and management roles and structures, and an action plan for speeding up the programme development and formulation tasks were agreed upon.
- This version of the Programme Document has incorporated inputs from Norwegian partners and Nepalese partners and is ready for review from a quality assurance perspective by both sides. Initial feedback from NORAD on earlier draft is incorporated in this programme document.

2. KNOWLEDGE MANAGEMENT

The aim of knowledge management is to ensure that both the development and the implementation of policies is based on knowledge from sound research, statistics and empirical knowledge.

Knowledge management is a process wherein key stakeholders are involved, in order to achieve buy-in from policy makers and implementers sector-wide. A systematic approach to knowledge management entails several factors:

First, defining goals, based on current baseline and the desired development. This also entails identifying concrete steps and actions that will lead to goal-achievement. Second, new policies or actions should be informed by the proven effects of previous policies and actions. Third, a principle for the organization of research and statistics is to be able to measure the impact of a policy or measure. Knowledge management entails keeping track of the baseline situation, and to be able to measure developments over time, including after a policy or measure has been implemented. Finally, this approach hinges on relatively sound and consistent data collection.

The rationale behind focusing on knowledge management is that established and functioning structures for knowledge management lie at the foundation of sound development and implementation of initiatives in all fields concerning gender equality. Sound knowledge management aids the implementation of gender equality initiatives and is conducive to monitoring

progress and raising awareness on Gender Equality in Nepal.

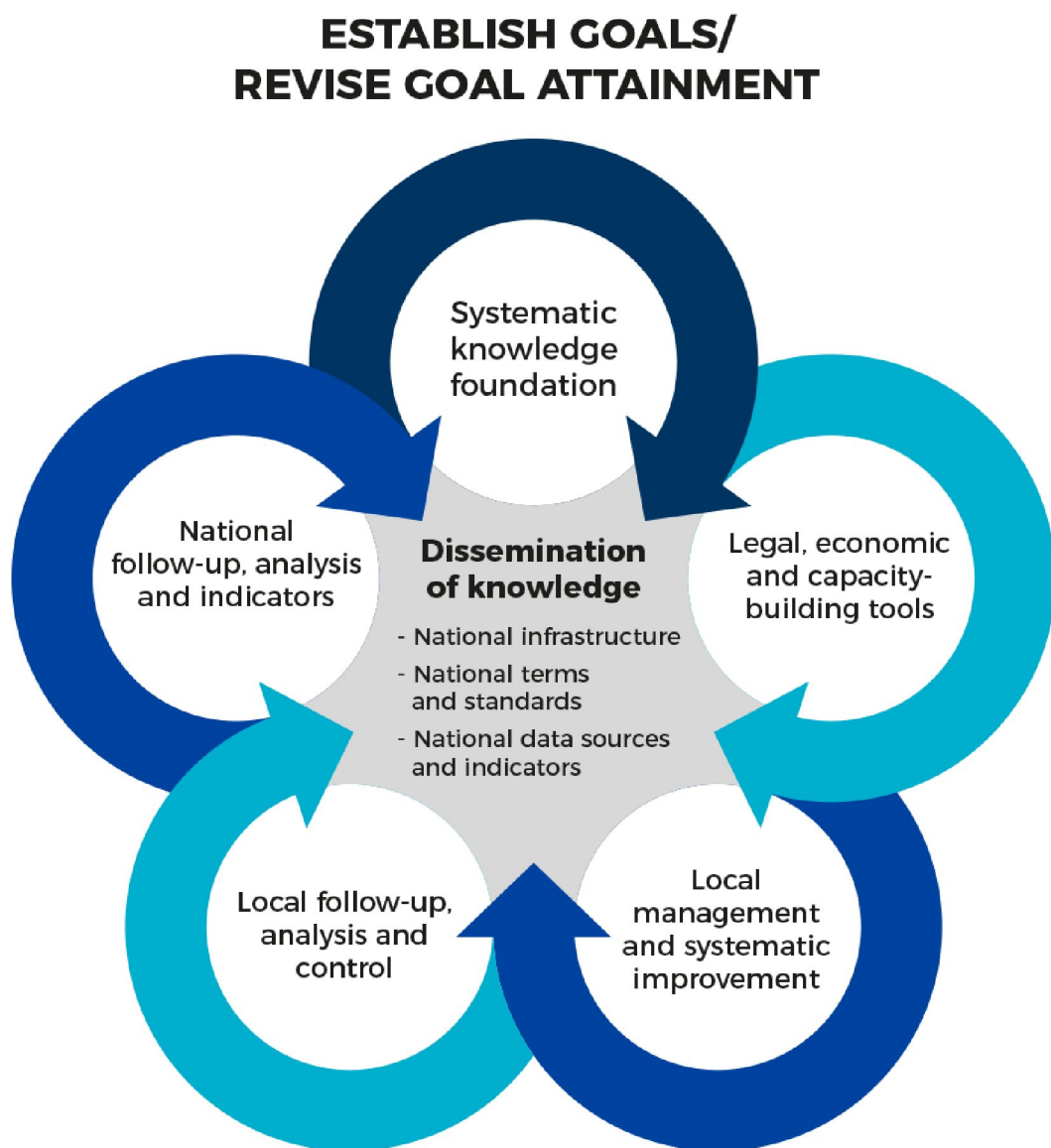
During the programme support period, the emphasis will therefore be placed on building knowledge management capacities and structures.

This approach is taken due to several factors. In addition to knowledge management being an important foundation for all gender equality initiatives, a three-year programme needs to be realistic in scope in order to be implementable. Lastly, the participating Norwegian partner institutions have a comparative advantage in developing good knowledge management systems.

The programme will make use of similar modalities used in other institutional cooperation programmes. The substance of collaboration between the twinning institutions will be tailored in order to secure relevance to the needs identified by the Government of Nepal. The topics and means of implementation will inevitably vary depending on identified needs in Nepal matched with relevant expertise in Norway. Norway can assist at various levels, for instance, in legislative development, strengthening a system for knowledge management or improving managerial routines to enhance performance. Norway could provide support in the form of transfer of expertise and knowledge through mentoring,

technical assistance, different forms of training including peer-to-peer learning, and study tours. This may also imply short- or long-term advisory services by Norwegian experts. The idea is that Nepal can learn from relevant Norwegian experience and adapt this knowledge to the Nepalese context.

2.1. KNOWLEDGE MANAGEMENT CYCLE DIAGRAM



3. GENDER EQUALITY IN NEPAL

The Constitution of Nepal 2015 officially institutionalized Nepal as a Federal Democratic Republic with three tiers of governments based on the principles of collaboration, coordination and coexistence. Schedule 5 to 9 of the Constitution have provisioned number of exclusive and concurrent powers and duties of governments at the federal, provincial and local levels towards this effect¹. Nepal's new federal structure of the state² and system of governance is expected to fundamentally transform the nature of service delivery and institutionalize a much more decentralized system of governance and administration in Nepal. Several federal, provincial and local legislations are enacted to fully implement the Constitution and ensure the delivery of services to the citizens and the development outcomes as per the spirit of the new Constitution, which clearly envisions Nepal as an inclusive state and guarantees the right to equality for all its citizens³.

All these have raised need for adjustment and restructuring of the national gender equality policy framework, institutional

arrangements and capacities at different levels of governments. Women's rights for economic, social development and empowerment are established as fundamental rights in the Constitution (see box 1). Number of Acts, Regulations, Strategies and Action Plans either are put in place or are in process of formulation for ensuring gender equality in the spirit of these constitutional rights of women.

The transition to the new Federal structure and political gender quotas that were set in the Constitution, represent a new era for representation of women in politics and in public spheres of Nepalese society. Women, following the 2017/18 elections now hold 40.79% of political positions in the country, which is unprecedented in Nepal's political history and admirable in the global context. At the local level (753 municipal governments), a total of 14,349 women now represent local constituencies. It is important to note, however, that most of those seats reserved for women at all three levels of government were filled according to the requirements/quotas, and not because women would have won these positions independently of quotas⁴. Recent assessments reveal that such

¹ *Unbundling/Detailing of List of Exclusive and Concurrent Powers of the Federation, the State and the Local Level Provisioned in the Schedule 5, 6, 7, 8 and 9 of the Constitution of Nepal*. Federalism Implementation and Administration Restructuring Coordination Committee, Feb 2017

² See Map of Nepal in Attachment 4

³ The Preamble of the Constitution states: "Ending all forms of discrimination and oppression created by the feudalistic, autocratic, centralized, unitary system of governance, recognizing the multi-ethnic, multi-lingual, multi-religious, multi-cultural and diverse

regional characteristics, resolving to build an egalitarian society founded on the proportional inclusive and participatory principles in order to ensure economic equality, prosperity and social justice, by eliminating discrimination based on class, caste, region, language, religion and gender and all forms of caste-based untouchability.

⁴ <http://result.election.gov.np/>, 2017, Election Commission of Nepal

distribution of women's roles in the governance, at the local level, has an impact on emerging dynamics and informal 'rules of the game'⁵ for governance and inclusive democracy at local level.

In addition to the constitutional provisions and national policies on gender equality, Nepal is also a signatory to various international treaties, conventions, and declarations among others Convention on Elimination of Discrimination Against Women (CEDAW), and therefore legally committed to women's empowerment and gender equality. Accordingly, the Government of Nepal (GoN) Gender Equity and Social Inclusion (GESI) policies and guidelines have been adopted in Agriculture, Education, Forest, Health, Federal Affairs and General Administration, Urban Development, Water Supply and Sanitation sectors as of 2017. In addition, the Ministry of Women, Children and Senior Citizens (MoWCSC) is in process of finalization of Gender Equality Policy that will be applicable nationwide⁶. While going through the public administrative and governance transformation process in the country, one of the challenges for advocates of gender equality is to ensure that those policies and guidelines are not lost in the process and are effectively implemented in the new federal structures.

Despite of all these positive policy frameworks and legislative provisions, the

5 "Rules of the Game" Institutional challenges for women's participation in local democratic governance

6 GESI Framework Report Final 2017, International Development Partners Group, Nepal.

7 14th Plan 2015/16-2017/18, National Planning Commission, Government of Nepal.

8 Ibid, page 242.

overall situation of gender equality in Nepal remains less than optimal. Some of the key statistics related to gender equality and women's empowerment in Nepal⁷ indicate that women's ownership on property is 26%, women-headed households are 25.7%, representation of women in country's civil service is 17%, women literacy is 57.4%, and women's labour participation rate is 54%. Similarly, the Gender Gap Index is 0.489, female Human Development Index is 0.521 and women representation in parliament is 29.9%⁸. The percentage of Gender Responsive Budget was 22.3 in FY 2015/16 (MoF 2017). Though there have been some positive changes in the situation of gender equality in the country, however still in many aspects women and girls are faced with different forms of inequalities. The rate of gender-based violence among women is 26% and 37% of Nepalese girls are married before the age of 18⁹, which are among main constraints for gender equality in Nepal.

In these contexts, the GEfD should consider creating conditions for materialization of the Nepal's intentions of achieving gender equality (national development goal and the commitments to Sustainable Development Goals (ref. to SDG 5). For this, a three dimensional approach is needed – i) *ensuring effective implementation of gender equality policy framework and legislations*: Nepal has taken positive steps in the making

9 Multi Indicator Cluster Survey (MICS) – 2014, Source: CBS 2015. Child marriage prevalence is the percentage of women 20-24 years old who were married or in union before they were 18 years old (UNICEF State of the World's Children, 2017). Now the legal age of marriage has been made 20 years, thus the % of girls marrying before the age of 20 might have been even more.

constitutional provisions and legal frameworks for ensuring gender equality, however still a lot is to be done regarding implementing the policies, laws and acts, ii) *ensuring effective institutional arrangements for Gender equality – roles and responsibilities at all three levels of governments*: The new federal structure of governments and restructuring of the state functions (including the sector services) require a new institutional arrangements with adequate capacities for coordination, cooperation and collaboration among the ministries, departments and agencies at federal, provincial and local level for advancing gender equality in all aspects of federalism, and iii) *strengthening human resource capacities (orientation and training on new knowledge areas and skills set in dealing with Gender Equality)*.

As gender equality focal ministry, MoWCSC has a very important role on these aspects – especially in evidence-based policy formulation and monitoring of execution of such policies and legal frameworks and ensuring effective coordination and collaboration with different agencies involved in gender equality. Similarly, the role of Central Bureau of Statistics (CBS) is crucial in ensuring systematic collection, analysis, presentation and dissemination of gender equality data and statistics.

Key strengths

Interventions aiming at improving the above situation should capitalise on number of opportunities that exist in the context, such as:

- Statistical database with CBS has *gender disaggregated data* (need further analysis and compilation to fit to the institutional requirements)
- Gender focal points exist in sectoral and line ministries, agencies and commissions; these focal points need capacity and knowledge development support for their effectiveness. MoWCSC has developed new Terms of Reference for the gender focal points, which is now in process of rollout.
- Gender is a priority area in the new national strategy for development (i.e., 15th Plan, 2019-2023); national programme and budget has incorporated GRB indicators in allocations, this practice now needs to be further institutionalized at sub-national governments (provincial and local level).
- MoWCSC is in process of finalizing Gender Policy – GEfD programme can fit well within the intentions and priorities of the Gender Policy. Alignment of the GEfD with new Gender Policy will provide good opportunity for connecting knowledge development and capacity building on gender equality to ensure buy-in from government and stakeholders.
- Creating synergies with development projects and initiatives supported by international development partners, such as Sustainable Development Goals processes; federalism and governance support programme (e.g., Provincial and Local Governance Strengthening Programme - PLGSP, a national programme led by the Government of Nepal with support from NORAD, EU, SDC, UNDP and DFID; and the national level gender equality training programme (*with focus on new mandate and roles of government institutions and staff*))

supported by International Development Partners Group.

With consideration of the challenges and opportunities, the prospective Norway-Nepal institutional collaboration on Gender Equality for Development will be highly relevant in addressing the

knowledge and capacity issues related to gender equality data and statistics. Such collaboration will enable MoWCSC and CBS in improving the process, methods, system of documentation and use of gender equality data for policy development, execution and monitoring/reporting.

Right to Equality and Rights of Women in the Constitution of Nepal 2015

Part 3. Fundamental Rights and Duties. Article 18. Right to equality:

- (1) All citizens shall be equal before law. No person shall be denied the equal protection of law.
- (2) There shall be no discrimination in the application of general laws on the grounds of origin, religion, race, caste, tribe, sex, physical conditions, disability, health condition, matrimonial status, pregnancy, economic condition, language or geographical region, or ideology or any other such grounds.
- (3) The state shall not discriminate among citizens on grounds of origin, religion, race, caste, tribe, sex, economic condition, language or geographical region, ideology and such other matters.

Part 3. Fundamental Rights and Duties. Article 38. Right of women:

- (1) Every woman shall have equal right to lineage without any gender discriminations.
- (2) Every woman shall have the right relating to safe motherhood and reproductive health.
- (3) There shall not be any physical, mental, sexual or psychological or any other kind of violence against women, or any kind of oppression based on religious, social and cultural tradition, and other practices. Such an act shall be punishable by law and the victim shall have the right to be compensation as provided for in law.
- (4) Women shall have the right to access participate in all state structures and bodies on the basis of the principle of proportional inclusion.
- (5) Women shall have the right to special opportunity in the spheres of education, health, employment and social security on the basis of positive discrimination.

Key challenges

The following diagram presents a hierarchy of the main problems and their causal linkages in terms of the overall status of gender equality data in Nepal.



Figure 1 Problem Tree - Gender Equality Data and Knowledge Base. The upper part of the pyramid is considered an effect or result of the various causes mentioned in the lower part of the pyramid and the text in the second level represent the main problem in the fields of data/statistics on gender equality.

4. NEPALI PARTNER INSTITUTIONS

4.1 MINISTRY OF WOMEN, CHILDREN AND SENIOR CITIZENS (MoWCSC)

MoWCSC is responsible for formulation and implementation of policies, acts, and guidelines related to women's rights and women empowerment. Ensuring policy and legal measures for elimination of violence against women and girls and human trafficking. MoWCSC takes care of the policies, acts, laws, and guidelines related to the rights of senior citizens, children and people living with disabilities. Studies and research on women's empowerment and gender equality is one of the key responsibilities of the Ministry. Similarly, the MoWCSC is responsible for ensuring appropriate policy and legal frameworks for rescue and rehabilitation of women and girls victims of violence. Furthermore, formulation and implementation of policies, acts and legal frameworks on the rights and welfare of children, rescue and rehabilitation of victims of child abuse and provisions related to operation and management of old age homes are within the jurisdictions of the MoWCSC. Regulatory and monitoring functions towards Non-Governmental Organizations is also entrusted to MoWCSC, which is dealt by Social Welfare Council (SWC) within this ministry. As a focal ministry for gender equality and women's empowerment, MoWCSC is responsible for coordination and liaison functions related to national

and international treaties, agreements, conventions and declarations on women's rights, women's empowerment and gender equality.

Preparations of Universal Periodic Reports (UPR) and representation in international forums are part of the MoWCSC's responsibilities. These responsibilities and functions of MoWCSC are formalized through the Nepal Gazette dated 23 February, 2018¹⁰.

Management structure of MoWCSC is organized along three Divisions and 4 sections under each of those divisions as follows:

- *Administration Division:* Personnel Administration Section, Financial Administration Section, Policy, Planning and M&E Section, and Law and Decision Implementation Section;
- *Women Empowerment Division:* Human Trafficking Control Section, Women Development and Gender Mainstreaming Section, Elimination of Gender Based Violence Section, and Statistics Analysis and Publication Section; and
- *Social Welfare and Organization Coordination Division:* Senior Citizen Protection Section, Child Protection and Development Section, Promotion of Rights of Person with Disabilities, and Organization Coordination Section.

In the federal system of governance, the role of MoWCSC has been even more

¹⁰ Task Division among the Ministries, Government of Nepal, Feb 2018

important for ensuring the Gender Equality and Social Inclusion policy frameworks and legal provisions are adapted at all levels of public institutions together with structural and institutional arrangements and required capacities being put in place. As described in the earlier sections, the MoWCSC officials need to develop new knowledge and skills set to perform their assigned tasks and responsibilities effectively. The erstwhile women development offices at the district level have now been integrated as part of the local level in federal arrangements. The local level governments (rural municipalities and municipalities) have now been entrusted with the role of gender equality focal points – in this case the role of MoWCSC will be to ensure the local levels are supported in equipping their officials and staff with knowledge, skills and instruments for further advancing gender equality in local level planning, programming and service delivery. MoWCSC in coordination with all sector ministries, departments, commissions, and relevant federal agencies need to redefine and strengthen the mandate, roles, responsibilities and capacities of gender focal points in accordance with new arrangements in the state governance and public administration.

Central Child Welfare Board (CCWB) is also under MoWCSC, CCWB is a statutory body established under Children's Act 2048 BS (1992). It has overall responsibilities towards ensuring rights of children in Nepal as per the United Nations Convention on the Rights of the Child (CRC), 1989. It also collaborates with national and international development partners including civil society

organizations in course of protecting and promoting rights of children.

As decided by Government of Nepal, CCWB has 21 members in its Board. In addition to the Chairperson of the Board (appointed by the government), ex-officio members are Joint-Secretary from Ministry of Women Children and Social Welfare, Ministry of Education, Ministry of Health, Ministry of Finance, Ministry of Labour, Employment and Social Security Ministry of Federal Affairs and General Administration, National Planning Commission Secretariat and Member-Secretary of Social Welfare Council, and other members are represented from among female social workers, medical doctors, child psychologists, and teachers. Executive Director works as secretary to the Board along with mandatory functions.

MoWCSC has institutional relations with National Women's Commission (NWC), which is one of the constitutional commissions in the Constitution of Nepal 2015 with mandate in surveillance of the implementation status of women's rights and equality policies in Nepal. MoWCSC collaborates with National Human Rights Commission, Dalit Commission and other constitutional commissions on the matters of women's rights and gender equality.

4.2 CENTRAL BUREAU OF STATISTICS (CBS)

Established in 1959 under the Statistics Act (1959), the Central Bureau of Statistics (CBS) is the central agency for the collection, consolidation, processing, analysis, publication and dissemination of statistics in Nepal. The CBS is under the

National Planning Commission Secretariat (NPCS). CBS generates socio-economic statistics mainly through conducting censuses and surveys to avail data to NPCS and other Government agencies for the formulation of national plans, policies and produces national account estimates to measure the economic growth of the country through periodic surveys. The major tasks of CBS include: i) decennial population census, ii) agriculture census and iii) manufacturing establishment census. In addition to these, Nepal Living Standard Surveys (NLSS), Nepal Labor Force Surveys (NLFS) and Multiple Indicator Cluster Surveillance (MICS) are also conducted periodically. The role of the CBS is important for effective functioning of the national statistical system. CBS, as a national statistical agency, also promotes collaborative research efforts among members of academic community, data producers and users. Thus, CBS has a prominent role in developing system and maintaining statistical standard in the country.

The main functions of the CBS include:

- Providing necessary statistics to Government for the formulation of plan and policy through collection, processing and analysis of data related to the socio-economic sector.
- Developing definitions, standards and scientific methodologies for reliable data collection, analysis and presentation (publications).
- Coordination among various agencies for avoiding duplications of efforts to generate required data by developing and implementing consolidated statistical system for maintaining consistency and uniformity for quality of national level statistics.

- Assessing various statistical sectors for the need of the Government and produce these statistics
- Protecting statistical records.
- Using new technologies (e.g., IT-based devices and digital technologies) in order to make more scientific, reliable and useful data collection, processing and analysis method.
- Organizing training, seminar and workshop on statistical fields at national and international level to contribute development of statistical human resources.

CBS has offices in 33 locations in the country, and the above functions are carried out through development and implementation of the statistical system to provide regular and reliable statistics to the planners, policy makers, researchers and academicians as well as other interested persons from various agencies. Dissemination of data and statistics are done through publications, online reference materials, organizing meetings, workshops and seminars with public, private and civil society organizations as per need. CBS organizational and management structure is organized along divisions and sections with specific functions, roles and human resources. CBS has a total of 148 technical, professional and support staff positions. The divisions and sections organized along the functional lines within CBS include:

- *Economic Statistics Division:* National Accounts Section, Agriculture and Livestock Census and Survey Section, Price Statistics Section, Trade Statistics Section, Establishment Census and Survey Census Section, Agriculture and Forestry Statistics Section, and Economic Census Section;

- *Planning and Human Resource Management Division:* Planning Section, Training Section, Publication, Distribution and Library Section, Survey Clearance and Sample Design Section, Co-ordination and Standardization Section, Administration Section and Financial Administration Section;
- *Social Statistics Division:* Household Survey Section, Population Section, Gender and Social Statistics Section, GIS Section, MIS, IT and Data Processing Section, and Environmental Statistics Section.

Of all these divisions and sections, the Social Statistics Division and particularly the *Gender and Social Statistics Section* is entrusted with the compilation, analysis, interpretation and presentation of data on status of women and gender equality in the country. This section deals with the MICS, Time Use Survey, and compilation of Statistics on status of women, which are of high relevance and importance for planning, monitoring and reporting on gender equality indicators by different government agencies and development organizations.

CBS OBJECTIVES

- Provide timely and quality statistics to the Government for the formulation of national and sectoral plans and policies
- Conduct census and other surveys to acquire data/information on socio-economic condition of the country
- Processing, analysis, publication, dissemination and protection of collected data
- Coordinate with various agencies involved in data collection, processing and analysis to avoid statistical discrepancies
- Develop standard statistical system by performing a leading role in statistical activities
- Develop statistical human resources

5. NORWEGIAN PARTNER INSTITUTIONS

5.1. THE MINISTRY OF CULTURE, DEPARTMENT OF EQUALITY, ANTI-DISCRIMINATION AND INTERNATIONAL AFFAIRS

The Norwegian Ministry of Culture (KUD) coordinates and develops the Norwegian Government's common gender equality policy.

The Ministry guides other ministries in their gender equality work. Cross-sectoral action plans and White Papers are examples of tools used to coordinate and further develop gender equality policy. The Ministry's budget contains several grant schemes intended to advance gender equality. These schemes are managed by the Norwegian Agency for Children, Youth and Family Affairs (Bufdir).

The Ministry manages national legislation and enforcement apparatus for the gender equality and anti-discrimination legislation. The legislation secures implementation of gender equality and anti-discrimination obligations pursuant to conventions and directives in Norwegian law.

The Norwegian Government's work with gender equality is based on the principle of sectoral responsibility. All ministries are responsible for promoting gender equality and integrating the work to promote gender equality in their operations. To follow up sectoral responsibilities and ensure a comprehensive equality policy, the Norwegian Ministry of Culture bears responsibility for coordination. The Ministry helps gather knowledge, coordinates the work of the ministries, and deals with overall reporting on international obligations. At the level of

government agencies, Bufdir is in charge of coordination. The Ministry develops knowledge about gender equality and new gender equality policies. The monitoring of trends in different areas of society over time requires research, statistics and other documentation of differences between women and men. Evaluations and reports form a basis for determining whether measures work as intended. The Ministry subscribes to a knowledge-based policy for equality. This also includes laying a foundation for good systems for documenting and analysing the status of equality in different areas of society. One such initiative is CORE – the Centre for Research on Gender Equality, at the Norwegian Institute for Social Research that conducts research on education and the labour market, on family and working life, and on internationalisation, public opinion and policy. The Centre is funded by the Ministry. The Ministry funds a gender statistics coordinator position at Statistics Norway.

The Norwegian Directorate for Education and Training, which is the executive agency for the Ministry of Education and Research, is responsible for the development of kindergarten and primary and secondary education. This directorate

produces statistics and research related to this policy area.

5.2. THE NORWEGIAN DIRECTORATE FOR CHILDREN, YOUTH AND FAMILY AFFAIRS

The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) is responsible for equality and non-discrimination, child welfare services, family support services, adoption, and prevention of domestic violence and violence in close relationships.

In the field of equality and non-discrimination, the agency has the dual role of both promoting and working with equality across all sectors of government, but also mainstreaming and including matters of equality in Bufdir's own sector and work.

Bufdir is organised under the Norwegian Ministry of Culture (KUD). Bufdir is tasked with carrying out action plans and measures, as well as knowledge development, documentation and analysis. Bufdir acts on the government's commitment to remove barriers to equality and help to build a fairer society, leading on equality and non-discrimination issues relating to gender, disability, ethnicity, religion and beliefs, sexual orientation, gender identity and gender expression.

Bufdir also follows up on the implementation of the CEDAW, the Convention on the Rights of Persons with Disabilities (CRPD) and the Committee on the Elimination of Racial Discrimination (CERD) and assists the Ministry in the work related to equality in the UN, the Council of Europe and the Nordic Council of

Ministers. Bufdir is the Norwegian representative in the Gender Equality Commission and the ad hoc Committee of Experts on the Rights of Persons with Disabilities in the Council of Europe, and in the Roundtable of the European Governmental LGBTI¹¹ Focal Points Network. Bufdir is, in addition, member of the European Commission's Sub-group on Equality Data under the High-level group on non-discrimination, diversity and equality.

Bufdir has since 2013 been responsible for promoting gender equality. Until now the work has focused on gender equality in work life, intersectionality, hate speech, men and equality and disseminating statistics and indicators on gender equality in Norway. Tasks and services include assisting the Ministry with promoting gender equality, giving advice to public authorities about their duty to make active efforts on gender equality, commissioning grants for work with gender equality, as well as developing and disseminating knowledge and statistics about gender equality.

¹¹ LGBTI = Lesbian, Gay, Bisexual, Transsexual and Intersex

The documentation and analysis work include operating a cross-sectorial "Forum for equality data", as well as tracking, managing and publicizing national statistics on crisis center services. Bufdir administers grants for organizations

focused on family and equality policy, grants for incest centers and rape centers, grants or operating support for Norway's three centers for equality, and grants to men's resource center.

5.3. STATISTICS NORWAY

Statistics Norway (SSB) is the national statistical institute of Norway and the main producer of official statistics.

SSB is responsible for collecting, producing and communicating statistics related to the economy, population and society at national, regional and local levels. SSB has for many years been involved in developing capacity in developing countries and countries in transition. Since 1994 this work has been organised in a separate division for development cooperation. SSB's main form of contributing to capacity development is through long term and broad-based institutional cooperation projects. Today, SSB has long term cooperation projects with seven sister organisations. The goal is to contribute to development of national statistical systems, and better human and institutional capacity for development, production and use of statistics. SSB shares our experience in how a society may gain from efficient production of quality statistics, providing information, responding to the needs of users in an independent manner through institutional cooperation. More information on SSB strategies for institutional cooperation can be found in the report Institutional Development Cooperation in SSB¹².

To meet demand for relevant, updated and easily accessible gender equality statistics and analysis, SSB has had a focal point for gender statistics since 2003. The focal point of gender statistics has expertise in gender equality, and in analysing and disseminating statistics that reflect equality challenges. One important role of the gender coordinator is having overview of gender and other equality-related statistics, such as labour statistics, wage- and income statistics, health statistics, etc., and to work for these disciplines to prioritize gender equality perspectives in the production, dissemination and analysis of statistics. Another important role is bridging users and producers of statistics and serving as a contact point to facilitate access to gender relevant facts and statistics for key users, e.g. policy makers and other governmental bodies

¹² <http://www.ssb.no/en/omssb/om-oss/vaar-virksomhet/planer-og-meldinger/institutional-development-cooperation-in-statistics-norway>

6. THEORY OF CHANGE

Status today

Nepal has taken up many positive steps and best practices in gender equality by creating conducive constitutional, legislative frameworks and institutional arrangements. However, the main challenges lie in an absence of evidence and knowledge-based policy formulations, allocation of resources and design of gender equality programmes. Comprehensiveness, availability, quality and use of gender equality statistics for policy and programmes is one of the weak areas among public institutions and decision-making processes. This needs to be changed to address the challenges posed by gender inequalities and various forms of discriminations resulting on lower level of women empowerment and gender equality. Some of the key challenges and problems in dealing with women's rights and gender equality statistics and knowledge include:

- Limited capacity for utilizing already existing gender equality data, producing relevant gender equality statistics that in turn can be used to develop indicators on gender equality. Nepal already has a lot of gender relevant data –collected by CBS – however these data has a potential to be presented/disseminated in a more user-friendly manner.¹³
- Limited capacity for utilizing available gender equality knowledge/data/statistics for policy development. Nepal partners face constraints of limited human resources with expertise and capacity for

gender equality data analysis, interpretation and presentation for the purpose of policy influence. Additionally, the opportunities for learning and knowledge development of involved staff is very limited in government institutions.

- There are multiple institutions involved in dealing with gender equality and various parameters of it; this has resulted in fragmented data collection, analysis and dissemination of gender equality data at different level. If one would like to find some information on Gender Based Violence, for example, the sources could be local judicial committees, police, courts, national women commission, national human rights commission, media, and so on. In such scattered sources of information, the risk of discrepancy in interpretation and presentation of the same data at different level always remains. An additional challenge is that MoWCSC with the support of CBS ought to collect, analyze (triangulate), and present existing gender equality data, however for this to happen, MOWCSC requires additional in-house capacity and expertise.
- The new federal structure of governance entails building up new institutional arrangements and responsibilities for data generation, use and sharing of relevant statistics from different parts of governments with the CBS and the MoWCSC. Collaboration and cooperation

¹³ Both population censuses from 2001 and 2011, as well as various surveys such as the MICS (2010, 2014), DHS (2011, 2016), LSMS (2010-11), LFS (2008, 2018) + the Census on Establishments carried out in 2018 all represent

data sources that can be further examined and used in a gender equality perspective.

arrangements with the involved agencies at different levels are to be re-defined by assigning a clear mandate and responsibilities for data on gender equality.

Strategies

Against this background, the Gender Equality for Development programme will aim at strengthening the capacity to compile, analyze and use gender equality data, to inform gender equality policy monitoring and implementation. Such capacity among the participating institutions (MoWCSC and CBS) could be developed through knowledge development and management with support of Norwegian agencies having similar mandate and responsibilities for gender equality:

- Establishing mechanisms to have regular data input from relevant sources (ministries, departments, agencies and programmes). Based on a further assessment this could entail use of relevant administrative data for production of gender statistics. For example: CBS has recently carried out a survey to test the quality of the Civil Registration and Vital Statistics (CRVS) system in Nepal and is interested in an increased role in the production of vital statistics in Nepal. An aspect that came up in the discussions earlier this year was the issue about property rights and how data from an administrative register could inform equality challenges in this area. An administrative register that includes owners with information about gender composition of the property owners could be a valuable supplement.
- Strengthening statistical system (including introduction of new technological options) for data collection, analysis, sharing and storage (retrieval system) – to improve quality of gender equality data through

standardization and systematization of the tools, methods and instruments.

- Capacity building of involved officials and staff is needed in order to be able to analyze and present these data for decision making on public policies and programmes.
- Strengthening institutional mechanisms between and among the sector ministries as well as with the three levels of governments for gender equality data (including legislative and policy framework for institutional collaboration, cooperation and ensuring right human resources expertise and skills (through knowledge sharing, exchange visits and training)).
- CBS is in process of designing and conducting Multi Indicator Cluster Survey (MICS), the Population and Housing Census planned for 2021 and Nepal Living Standard Survey in 2019, and support can be provided to these processes when it comes to questionnaire design and testing in order to ensure comprehensive coverage of gender equality data/information. This could also include other relevant surveys planned for the GEfD project period 2019-2021.

Above analysis of the context, problems and issues in gender equality data and statistics substantiate that the proposed Gender Equality for Development – GEfD Programme in Nepal is highly relevant in addressing the challenges and constraints in the fields of gender equality data and statistics and will be effective in improving institutional collaboration among involved agencies, strengthening human resource knowledge and skills, and contributing to evidence-based gender equality policy formulation and implementation.

Theory of change

Knowledge, research and data are key for determining status of gender equality in its true spirit. However, Nepal's gender equality policy framework, institutional arrangements and human resource capacities face several limitations and challenges related to these aspects. Limited capacity for making use of gender equality knowledge/data/statistics for policy development; limited human resources with capacity for analysis and use of gender equality data; limited capacity for mapping and selection of relevant gender equality indicators/data are among such constraints. The new federal system of governance entails building up new institutional lines (especially in relation to the provincial and local level governments) for generating and sharing of relevant statistics from different parts of government with CBS and MoWCSC. This is further constrained by the limited institutional capacities, limited access and use of modern technology for data collection, analysis, documentation and dissemination, limited capacity of the unit [in MoWCSC] to coordinate with other line agencies, and limited capacity of gender focal point and statistical officers in line ministries. Gender and Social Statistics Section under the Social Statistics Division of CBS has key role in gender equality data collection, analysis and distribution; however, the actual human resource capacity is limited.

GEfD programme aims to address these challenges through exchange of knowledge and technical expertise among officials and staff of collaborating Nepal and Norwegian partner organizations. Key assumption here is that *the transfer of technical expertise and knowledge will enable the GEfD Partners to undertake programme interventions to address constraints in implementation of policy frameworks, ensuring adequate institutional arrangements and strengthening capacities of*

involved human resources and organizations. GEfD activities and programme interventions will be based on mapping of current gender equality practices and thorough assessment of the gender equality policy framework, institutional arrangements (at all levels of governments) and existing capacities of human resources and data/statistical system. These interventions will lead to immediate results in the areas of *enhanced capacity of involved partner institutions, improved institutional structures for coordination and cooperation among involved agencies, and (enhanced) use of Gender Equality data for policy decisions, monitoring, reporting and public disseminations.* Furthermore, the Gender Equality Policies, strategies and procedures with an enabling working environment and better conditions for performance of the capacitated human resources and systems will lead to strengthened institutional collaboration for generating, analyzing, sharing and using quality data and statistics for gender equality, to inform policy implementation. One of the assumptions for sustainability of the GEfD results is related to the *retention (no frequent transfers and changes!) and availability of motivated staff* for translating strengthened capacity into actual improved performance. The programme will work towards establishing predictable and regular knowledge systems that are less reliant on individuals and staff retention.

Strengthened institutional capacities of collaborating partners and improved coordination and cooperation among all levels of governments supported through research, knowledge and evidence-based data and statistics on gender equality will lead to *enhanced ability to implement and monitor policies based on gender equality knowledge.* Finally, the enhanced ability of the involved human resources and institutions will contribute towards realization of gender

equality goals in Nepal and fulfilment of Nepal's commitment to international agreements, conventions, declarations and guidelines on gender equality. The highest goal of GEfD will be to contribute to *achieve gender equality and empower all women and girls (SDG 5), promote peaceful and inclusive societies for sustainable development, and provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16), and strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17).*

Norwegian experience and expertise in Nepal

An important feature of the development of gender equality policies in Norway is that it is based on knowledge and research. Research and statistics make up the foundation of knowledge management¹⁴. The aim of knowledge management is to ensure that both development and implementation of policies is based on knowledge from quality research, statistics and other sources of empirical knowledge.

Three key actors that are involved in data and knowledge management within gender equality in Norway are the Ministry of Culture (KUD), the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) and Statistics Norway (SSB).

The Norwegian Ministry of Culture is given the task of coordinating Gender mainstreaming across Government ministries. The Ministry has experience in what this means in daily life and operations and in what resources are needed;

¹⁴ Knowledge management involves defining goals based on the current baseline and the desired development. This forms a foundation for identifying concrete steps and actions that will lead to the achievement of set goals. Knowledge management entails documenting the baseline situation, and to be

for example, in terms of equality and gender-competent staff, dedicated teams, and budget lines to support initiatives. The Norwegian experience is that gender equality is not to be perceived as a «side-task», it requires political initiatives and must be integrated in sectorial planning, budgets, research and statistics.

Bufdir is, among other things, responsible for initiating the development of research and knowledge, collecting statistics on gender equality, analysing and presenting this to policy makers, organisations and the public. Bufdir works to ensure that equality knowledge, statistics and analysis reach decision makers at all levels of government, i.e. the dissemination of the data through conferences, workshops and meetings with public sector and municipalities. Bufdir liaises with organisations for the publicised knowledge and statistics to be relevant, reflecting people's lives, and to be used as an advocacy tool by organisations and the public vis-à-vis government both nationally and locally.

Challenges that have been identified in Nepal, concerning the promotion of gender equality from the side of the state agencies, are connected to areas where Norwegian government institutions to a large degree apply formalized and established systems.

Norwegian practices connected to knowledge management, research and statistics as a foundation for gender equality policies have been built up over time and are continuously developed in cooperation with both national and international actors. To apply best available practice in the field of knowledge management, Norway cooperates with

able to measure developments over time, including after a policy or measure has been implemented.

international actors such as the EU, the UN and the Nordic countries/Nordic Council of Ministers.

The development of gender equality policies relies on the Norwegian system of reporting lines and information sharing. The coordinating role of the Ministry of Culture builds on a foundation of predictable and regular information-sharing and established lines of reporting, both vertically and horizontally. These systems are in place to secure cooperation and is a prerequisite for sharing the same concepts with regards to equality on all levels of Government. To secure the legitimacy of the Ministry's coordinating role, it is vital that the other line-ministries accept the role of coordinating ministry.

The Ministry has experience in training civil servants across sectors to look through a "gender lens", when developing and implementing laws and regulations. The "gender lens" entails being able to analyse how laws and regulations might affect women and men, boys and girls, differently. In addition, training includes aspects such as being able to see the relevance and importance of gender equality, and to be able to identify the challenges to, and the gaps in, gender equality in the respective sectors.

In the Norwegian experience, it is important that all line ministries have capacities to produce and manage gender disaggregated data in their own fields. Basic facts and knowledge, e.g. gender disaggregated data across the sectors is a main tool for Gender Mainstreaming in all sectors, at all levels. The Ministry of Children and Equality has experience in how to use knowledge, including statistics and analysis, when introducing new policies or measures along with budget lines. The latter is often recognised as a political issue, not a technical one. The Ministry also has experience in setting goals and targets for

short, middle and long term and in what it means to follow up these goals through evaluation on an annual basis.

The Norwegian experience and accomplishments relating to knowledge management and gender equality has been built up over time. The road towards Norway's standing in the field of gender equality has been long and is characterized by both controversies and an active public debate. Civil society organizations have played an important role in influencing political and public debate over the years. At the foundation of gender equality in Norway lies comprehensive welfare policies, and a tax regime which allows for family policies such as parental leave, and policies that have lessened the burden of care on women through the existence of kindergartens and elderly care. These policies have in turn historically paved the way for women's participation in employment, and therefore economic independence through employment.

These broader structures are connected to historical developments, and to some extent to a specific Norwegian context. Several principles and aspects of working towards gender equality, based on Norwegian experiences, can nevertheless be explored in the Nepali context.

Improving Nepali capacity to compile, analyze, use and disseminate GE data

Norwegian civil servants have experience in using research and statistics in their work on gender equality. Civil servants from Norway can, together with Nepalese colleagues, share experience and competence on methodology on gathering, analyzing, using, presenting and disseminating data. This undertaking also includes expertise in assessing the relevance and quality of data and data sources. Furthermore, Bufdir and SSB have experience with presenting statistics and research in easily

accessible formats, as well as with making use of this knowledge both in sector coordination and in developing policies and for the purposes of implementing measures and policies. In addition, dialogue between relevant stakeholders and the CBS would be important to get an overview over the existing data and to be able to address gaps.

Statistics Norway can give advice in mapping and selecting relevant indicators/data on gender equality and to analyze sex disaggregated statistics to reflect gender equality statistics. SSB can also contribute to sharing experience in dissemination tools and assist in adapting surveys to include the gender perspectives and to use the data for future analysis and statistics. SSB can also give advice on how to develop and utilise administrative registers, such as civil registration systems and birth and death registries to produce statistics.

Standardization of working processes will ensure that all the staff use the same methods and routines in solving tasks. Developing a standard guideline for working with knowledge management can be a good starting point for building a system for knowledge management and tackle challenges such as staff turnover. Norwegian civil servants can assist their Nepalese colleagues in developing a guideline that is adjusted to the Nepalese context.

Strengthening the relationship between the CBS and the MoWCSC and the focal point for gender statistics

Buudir and SSB can contribute to establishing working methods conducive to regular data sharing, in the form of cooperation agreements, network and forum meetings between users and producers of data.

In the Norwegian experience, formalizing cooperation through agreements between the ministry and agency (Buudir) on the one side and the national statistical body (SSB) on the other has proven to be an effective arrangement.

Buudir and SSB can contribute with advice and experience in establishing a formalized agreement and cooperation between the ministry and the statistical agency on gender statistics. This can contribute towards making gender equality statistics more easily accessible for the ministry, and in turn for other relevant public-sector stakeholders, civil society and the public. Moreover, it can contribute towards improving the dialogue around needs and improvements of gender equality statistics.

SSB can contribute with sharing Norwegian experience in having a gender coordinator/gender focal point. Having a focal point for gender statistics is essential to ensure focus on gender mainstreaming of official statistics. A focal point for gender statistics may also enable a fruitful collaboration with important users of statistics, including policy makers, and can be an important contributor to knowledge-based policy making.

6.1. THEORY OF CHANGE CHART

FINAL IMPACT	Achieve gender equality and empower all women and girls (SDG 5) Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)									
Logic in the Theory of Change	The enhanced ability (in dealing with gender equality related issues and data/statistics) of the involved human resources and institutions (at all levels of governments) supported by gender equality policies and strategies, the Government of Nepal will contribute towards achievement of gender equality goals of Nepal and her commitment to international agreements, conventions, declarations and guidelines on gender equality									
INTERMEDIATE IMPACT/ PROGRAMME GOAL	Enhanced ability to implement and monitor policies based on gender equality knowledge									
Logic in the Theory of Change	Strengthened institutional capacities of collaborating partners and improved coordination and cooperation among involved agencies at all levels of governments supported through research, knowledge and evidence-based data on gender equality will lead to enhanced ability of the MoWCSC, CBS and other agencies of federal, provincial and local level governments to implement, monitor and report on gender equality status of the country									
OUTCOMES	Capacity of involved partner institutions enhanced			Improved institutional structures for coordination and cooperation among involved agencies				Gender Equality data is used for policy decisions, monitoring, reporting and public disseminations		
Logic in the Theory of Change	Gender Equality Policies, strategies, incentive system and procedures for creating an enabling conditions for performance of the capacitated human resources and systems within MoWCSC, CBS, Line Ministries and Agencies (at all three levels of the governments) will lead to institutional strengthening and ensure right quality data and statistics for gender equality.									
OUTPUTS	Capacity-building programme for MoWCSC and CBS staff to compile, analyse, use and disseminate gender equality statistics developed and delivered	Capacity-building programme for gender equality focal points in line ministries to compile, analyse, use and disseminate gender equality statistics developed and delivered	* Statistical booklet on men and women in Nepal produced * Gender equality indicators in selected domains established	Formal Cooperation/Coordination arrangement between MoWCSC and CBS established	Gender equality data sharing among MoWCSC, Line Ministries and other agencies established	Training modules developed and delivered for training of trainers at provincial level in regular sharing of gender equality knowledge to MoWCSC and CBS	Gender equality indicators in selected fields and gender equality statistics booklet disseminated to government agencies and civil society	Checklist for knowledge management in MoWCSC developed	Research and Knowledge development initiatives undertaken	
INPUTS	Time investment, exchange of knowledge and technical expertise by collaborating Nepal and Norwegian Partner Organisations' officials and staff, availability of financial resources for LIKE programme activities will enable the LIKE Partners to undertake number of interventions to address the issues related to policy frameworks, institutional arrangements and capacities for addressing the problems and constraints in the area of gender equality data in Nepal.									
Stakeholders	MoWCSC - WDD, Statistics Section	CBS - Social Statistics Division, Gender and Social Statistics Section	Gender Focal Points in Line Ministries and other agencies	MoWCSC and CBS	MoWCSC and Line Ministries, other agencies	Ministries and agencies of federal, provincial and local level governments	MoWCSC, CBS and Line Ministries	MoWCSC - Statistics Section	MoWCSC - M&E and Documentation Section	

7. PROGRAMME IMPACT, GOALS AND OUTCOMES

7.1. IMPACT

GEfD will contribute to these Sustainable Development Goals:

- Achieve gender equality and empower all women and girls (SDG 5)
- Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16)
- Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)

The overall impact of GEfD Programme will be reflected in the national Gender Equality status measured through national data and statistics on periodic basis. Thematic, Sectoral and National Development Reports against the periodic plans (e.g., 14th Plan 2016-2018; 15th Plan 2019-2023) and the Universal Periodic Reports (UPRs) prepared by the GoN for fulfilment of the international commitments will be the main references to measure the overall impact of the programme. Gender Equality Policy (now available in draft version) has defined several priority areas for advancing on gender equality in Nepal. These priorities would provide basis for measuring development impact of GEfD programme. Major target groups of GEfD programme will be: i) institutions dealing with gender equality data and statistics (MoWCSC, CBS, Line Ministries and agencies responsible for gender equality at different level of governments), and ii) their staff/officials (e.g., responsible staff of statistics sections, gender focal points, staff assigned to deal with gender equality data).

7.2. GOAL

- Enhanced capacity to develop, implement and monitor policies based on gender equality knowledge (2019-2021)

7.3. OUTCOMES

Outcome 1: Capacity of involved partner institutions enhanced

Justification: This outcome aims to address the challenges and constraints in capacities of the involved human resources and the systems/procedures related to gender equality data generation, analysis, and sharing/dissemination for evidence-based decision making and policy formulation/execution. Through exchange of knowledge and skills between and among the staff and officials of the collaborating partner institutions, the enhancement of

analytical and dissemination capacities for dealing with gender equality data will be contributed.

Baseline: Baseline does not exist and will be developed within six months after signing the Technical Assistance agreement.

Outcome 2: Improved institutional structures for coordination and cooperation among involved agencies

Justification: MoWCSC is the federal focal ministry for formulation and execution of Gender Equality policies and acts; CBS is responsible for generating periodic data through census and surveys, there are also specific thematic surveys carried out by the CBS. Similarly, the federal line ministries and sub-national governments (Provinces and Local Level) have important roles in ensuring formulation, execution and monitoring of the gender equity and social inclusion related policies, programmes and strategies. All these agencies have different level of mandate, scope and capacities for coordination, cooperation and collaboration on these issues. Thus, there is a need for ensuring an overall coordination mechanism for streamlining GESI and relevant interventions (including generation, analysis and sharing of GESI data). GEfD will contribute towards strengthening the role of MoWCSC for effective coordination of all these.

Baseline: Baseline does not exist and will be developed within six months after signing the Technical Assistance agreement.

Outcome 3: Gender Equality data used for policy decisions, monitoring, reporting and public disseminations

Justification: Once the required capacities (knowledge and skills of the human resources and efficiency of the systems/procedures) is ensured (outcome 1) and the institutional collaboration and coordination (outcome 2) are achieved, it is assumed that the Government and its agencies will be effectively able to use gender equality data for decision making and public reporting (at national and international level).

Baseline: Baseline does not exist and will be developed within six months after signing the Technical Assistance agreement.

These three programme outcomes aim to address the challenges and constraints at gender equality policy level, institutional level and capacity (of human resources and systems) in production, dissemination and use of gender equality data. GEfD programme and the envisaged results are well aligned and justified in the context of Nepal's aspirations of

achieving gender equality targets (reference to SDGs 2030)¹⁵. As discussed earlier, the data and statistics on gender equality are scattered and not readily available in user friendly form within the formal system. As agreed during the November 2018 and January 2019 workshops in Nepal, the task of compiling baseline data on envisaged programme results and indicators as identified in the results framework will be completed by mid-July 2019. This task has been incorporated in the start-up activity plan as agreed during the January 2019 workshop.

7.4. OUTPUTS

The GEfD programme will achieve ten (10) immediate outputs¹⁶ through the institutional cooperation modality and programme areas as described above:

- Capacity-building modules connected to the development of statistical booklet delivered to MoWCSC and CBS staff
- Capacity-building modules connected to gender equality statistics best practices delivered to gender equality Focal Points in line ministries
- Booklet on gender statistics in Nepal produced
- Gender equality indicators in selected domains established
- Gender Management Information System preliminary scoping assessment conducted
- Gender-based data sharing among MoWCSC, Line Ministries and other agencies established
- Training modules developed and delivered for training of trainers at provincial level in regular sharing of gender equality knowledge to MoWCSC and CBS
- Gender equality indicators in selected fields and gender equality statistics booklet disseminated to government agencies and civil society
- Checklist for knowledge management in MoWCSC developed
- Research and Knowledge development initiatives undertaken

Some of the key conditions for achievement of these outputs include; availability of project resources (time investment, technical assistance and knowledge support, peer support) and timely start of the programme (approval by both governments).

15 National Planning Commission (NPC) of Nepal is in process of drafting 15th Plan of the country (FY 2019/20-2023/24), which is expected to set priorities for national development with an aim of Nepal graduating out of the Least Developed Countries (LDCs) by end of 2022 and achieving the status of Middle-Income Country by 2030 (which coincides with the timeframe of SDGs achievements).

16 These outputs were agreed during the 10-12 November workshop in Kathmandu and were further reviewed and refined during the January 24-26, 2019 workshop.

7.5. SUMMARISED RESULTS FRAMEWORK

Impact	<ul style="list-style-type: none"> - Achieve gender equality and empower all women and girls (SDG 5) - Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) - Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17) 		
Goal	Enhanced ability to implement and monitor policies based on gender equality knowledge		
Outcomes	Outcome 1: Capacity of involved partner institutions enhanced	Outcome 2: Improved institutional structures for coordination and cooperation among involved agencies	Outcome 3: Gender Equality data is used for policy decisions, monitoring, reporting and public disseminations
Outputs	Output 1.1: Capacity-building modules connected to the development of statistical booklet delivered to MoWCSC and CBS staff	Output 2.1: Gender Management Information System preliminary scoping assessment conducted	Output 3.1: Gender equality indicators in selected fields and gender equality statistics booklet disseminated to government agencies and civil society
	Output 1.2: Capacity-building modules connected to gender equality statistics best practices delivered to gender equality Focal Points in line ministries	Output 2.2: Gender-based data sharing among MoWCSC, Line Ministries and other agencies established	Output 3.2: Checklist for knowledge management in MoWCSC developed
	Output 1.3: Booklet on gender statistics in Nepal produced	Output 2.3: Training modules developed and delivered for training of trainers at provincial level in regular sharing of gender equality knowledge to MoWCSC and CBS	Output 3.3: Research and Knowledge development initiatives undertaken
	Output 1.4: Gender equality indicators in selected domains established		

7.6. ASSUMPTIONS

There are number of assumptions made while designing and describing the hierarchy of results and their logic, that include:

- The institutional partnership model of development cooperation (twinning of public institutions with similar mandates) is one of the best models for knowledge development programmes involving multi-stakeholders.
- The vast knowledge and experiences of Norway's government on facilitating such collaborations between the public institutions on selected thematic areas (including gender equality data and statistics) will be one of the factors for success of this proposed programme and materialisation of results.
- The officials (in both partner countries) who were involved in programme design phase will continue working in the GEfD programme. This will ensure institutional memory and understanding of the concept in the implementation team, which will contribute to programme success.
- Policy framework for this form of development cooperation in both partner countries remain positive and supportive for implementation of GEfD.

8. GOVERNANCE STRUCTURE, ROLES AND RESPONSIBILITIES

GEfD is governed by one main agreement:

- Technical Assistance Agreement between Norad and the Ministry of Women, Children and Senior Citizens

8.1. OVERSIGHT FUNCTIONS

Norad and the Nepali Ministry of Finance will be signatories to the Technical Assistance Agreement between the Government of Norway and the Government of Nepal. The annual meeting between the signatories will be the highest decision-making body of the programme and will decide on annual budgets and plans, prepared by the cooperating institutions ahead of the annual meeting. The Steering Committee in Nepal (SC-Ne) will provide oversight over programme implementation. On the Norwegian side, oversight in general is provided by the Steering Committee for the Gender Equality for Development Programme (SC-No), composed of the Norwegian Ministry of Foreign Affairs and the Ministry of Culture.

The **Steering Committee in Nepal** (SC-Ne) will create a mandate or terms of reference for the committee at their first meeting in 2019 within the following structure:

Members	Role
MoWCSC Secretary	Chair
CBS Director General MoF representative – Joint Secretary level NPC representative – Joint Secretary level MoFAGA representative – Joint Secretary level MOHA Representative – Joint Secretary level	Members
Joint Secretary, MoWCSC (Women Empowerment Division)	Member Secretary
Representative of RNE in Nepal	Observer
Responsibilities	
<ul style="list-style-type: none"> • Key structure to facilitate institutional cooperation between Norway and Nepal • Provide strategic direction to the Technical Committee • Provide policy guidance (e.g. coordination among partner institutions) • Annual Programme Review (based on Annual Progress Report prepared by the Technical Committee) • Convene once a year (TBD and aligned with annual work plans) • Create mandate or terms of reference at the first SC meeting in 2019 	

8.2. IMPLEMENTING FUNCTIONS

GEfD will be embedded as far as possible within the existing institutional mandates, organizational structures and responsibilities of MoWCSC and CBS. GEfD interventions and activities will directly complement to the regular programmes and tasks of involved partner institutions and relevant officials and staff. Therefore, no specific project structure and additional human resource inputs are foreseen as part of the organization and management of GEfD. In this context, a Technical Committee will be established with the following structure and role:

Technical Committee (TC)

Members	Role
Joint Secretary, MoWCSC (Women Empowerment Division) ¹⁷	Chair
CBS representative, Social and Statistics Division/Gender Equality Section Under Secretary, MoWCSC, Gender Mainstreaming Section MoFAGA representative MOHA representative ¹⁸ Bufdir representative SSB representative KUD representative	Members
Representative of line ministries	Invitee
Under Secretary, MoWCSC (Statistics Division)	Member Secretary and GEfD Programme Coordinator
Responsibilities	
<ul style="list-style-type: none"> • Prepares annual progress report and annual plan for the following year • Monitor programme implementation • Mobilize institutional support for effective execution of the programme • Address operational matters agreed programme (and plan) framework • Form working groups for specific activities and tasks when needed • Create mandate or terms of reference at the first TC meeting in 2019 	

The proposed members in these committees is based on consideration of relevant institutional mandates towards gender equality for development.

- Ministry of Finance (MoF), National Planning Commission (NPC) and Ministry of Federal Affairs and General Administration (MoFAGA) are included in the SC-Ne. MoF has mandate and key role in ensuring oversight of the development

¹⁷ The Joint Secretary is represented in both the SC and the TC because this is standard protocol in Nepal and considered important to ensure coordination between the two committees.

¹⁸ These line ministries have been chosen as representatives in the TC because this is standard protocol in Nepal.

interventions funded through external resources as per the Nepal Government's Development Cooperation Policy 2018.

- Similarly, the NPC has mandate to ensure alignment of key interventions to national development goals of the country as defined by the 15th five-year Plan – 2019-2023.
- MoFAGA's role will be important in facilitating coordination with intergovernmental levels (federal, provincial and local level).
- SN-Ne will be chaired by the Secretary of MoWCSC and the Joint-Secretary of Women Empowerment Division will be the Member Secretary. Representation from RNE with observer status is proposed to ensure effective coordination of the development policies and areas of mutual interests of the development partners and the government of Nepal.
- The composition of the Technical Committee reflects more of an operational management level of the GEfD programme, thus all collaborating partners are included in this structure. The TC will be chaired by the Joint Secretary of MoWCSC (Women Empowerment Division) and Under Secretary (Statistics Division) will be Member Secretary. The Member Secretary of the Technical Committee will also perform the role of Programme Coordinator on behalf of MoWCSC. The Programme Coordinator is responsible for all coordination with Norwegian Institutions, including reporting and documentation.

Working group/s

The TC is responsible for forming working groups for specific activities. The working groups will draw upon additional resources both internally, and externally from Nepali line ministries and UN organizations based in Nepal, as required by the different activities in question. The working group/s will be responsible for implementing a specific activity and to report on progress and risks to the TC. Each working group will designate one person to be the head of the working group, and thus the main contact person for the activity in question.

Long-term adviser

In the event of long-term assistance, the GEfD programme has set aside resources for a long-term adviser (LTA) that can be stationed in Kathmandu from August 2020 to August 2021. Please refer to attachment 10 for more information.

8.3. COORDINATION

Implementing activities

Planning and implementing of activities in accordance with the first-year plan and the three-year activity plan is the responsibility of the TC.

Mitigating risks

Risk mitigation will be a point on the agenda for each meeting in the TC. A risk-register, and a system for logging change requests and related decisions will be established and recorded for each TC meeting.

Programme budget

The programme budget will be monitored by Norwegian Institutions. Details regarding confirmation of deliveries will be regulated in the agreements (Technical Assistance Agreement, as well as Framework Agreement between Norad and Bufdir). Bufdir, SSB and the Norwegian Ministry of Culture are responsible for their respective budgets. The Norwegian Institutions will prepare budget reporting to the first status meeting in Technical Committee of each year, which is a preparatory meeting to the annual meeting under the Technical Assistance Agreement.

Reporting

Gender equality programme will follow an annual reporting cycle. The progress being made against the annual plan and its targets will be reported on an annual basis. The annual progress report will cover details of activities accomplished and outputs achieved during the reporting period. Available information from the M&E activities carried out during the year, and indications of how the programme outputs are contributing towards achievements of the outcomes will also be presented in the annual progress report, along with key lessons learnt and areas for improvement in subsequent year's programme activities. The annual progress report will be reviewed by the SC-No during its annual meeting.

The TC is responsible for reporting, compiling and submitting the progress report. The Ministry of Women, Children and Senior Citizen chairs the TC. CBS is responsible for submitting its reporting to the MoWCSC for compilation. The Norwegian Institutions shall provide required assistance and documentation needed to compile the reports. An annual progress report will be produced and submitted to Norad by 1st February each year.

For each mission and study visit a report on the activities and meetings will be produced. For technical missions to Nepal, Bufdir and SSB, depending on activities, will draft a report to be completed by all partners. For study visits to Norway, MoWCSC or CBS will draft a report to be completed by all partners.

The TC is responsible for overall reporting under the programme.

Monitoring and evaluation

GEfD programme monitoring will be guided by reference to the performance indicators in the programme's result framework. The following monitoring arrangements will be made to support the management of GEfD:

- Annual Monitoring and Evaluation Plan (included as part of Annual Plan of Activities) will be the basis for regular monitoring. Attachment 2 presents an overview of indicators and assessment matrix that is based on best-fit model of assessment to be carried out by involved partners on periodic basis.

- While developing Annual Monitoring and Evaluation Plan, the Results Framework will be used as the key reference and the M&E Plan will address information needs of involved partners to support decision making. The M&E framework will be developed and reviewed on a regular basis to determine its usefulness as a tool for strengthening evidence-based decision making.
- A baseline survey will be carried out at the start of GEFD (baseline document will be ready within six months after the Technical Assistance Agreement has been signed). After completion of the programme, an end-of-programme evaluation will be undertaken against the baseline indicators to evaluate the achievements of the programme.
- As per the needs of the GEfD programme, internal monitoring, peer review and joint reviews will be used to generate required information for a systematic monitoring and evaluation practices and contribute to learning across the involved Nepalese national and Norwegian agencies.

Considering the short period available for GEfD programme implementation during this cycle of cooperation till end of 2021, it is agreed among the involved partners to skip mid-term review and rather conduct a programme evaluation by mid-2021 (six months prior to the project end date). Such evaluation will be carried out by third party independent consultants/firms assigned by the GEfD programme partners. The programme evaluation will cover the following areas:

- Review of relevance, effectiveness, efficiency, sustainability (institutional aspects) and (indications of) impact
- Review of GEfD theory of change – especially for programme outputs, outcomes and (intermediate) impacts
- Lessons learned
- Recommendations and suggestions on the future of GEfD programme
 - a. Programme modality, focus and result areas
 - b. Desirability and feasibility of vertical and horizontal expansion of GEfD (if any)

Logistics

An intermediary organization (IO) can be procured, if needed, to make logistical arrangements in Nepal in connection with missions and study visits to and from Nepal. The tasks of the IO will be limited to being of a practical nature, e.g. booking of meeting venues and hotels, transportation, and possible translation services. Separate terms of references (ToR) will be developed in the event of the procurement of an IO. MoWCSC and Bufdir will be responsible for developing the ToRs, and Bufdir will be responsible for the procurement process.

8.4. COMMUNICATIONS MATRIX

The following communications will take place to ensure GEfD activities are being implemented, monitored and evaluated, and that all stakeholders are informed of the ongoing status of the programme. All dates are tentative, except the due date for the

progress report. General consultations will occur via a variety of methods, including email, telephone and study visits to Norway.

2019

WHAT	WHO	WHY	WHEN	PRODUCT
First meeting	SC	Establish mandate or terms of reference for SC Provide oversight of programme implementation	December	SC mandate or terms of reference Policy guidance
Consultations	TC	Offer support	When needed	When needed
First status meeting during mission to Nepal	TC	Establish mandate or terms of reference for TC Begin progress report preparations Status update	December	TC mandate or terms of reference Progress report outline Meeting agenda Meeting minutes

2020-2021

WHAT	WHO	WHY	WHEN	PRODUCT
Consultations	TC	Offer support	When needed	When needed
Status meeting during mission to Nepal	TC	Finalize issues related to the progress report and annual meeting	January	Meeting agenda Meeting minutes Progress report
Progress report	TC	Describe results achieved during the reporting period	February 1	Progress report
Annual workplan and annual budget	TC	Plan for programme implementation	February 1	Annual workplan and annual budget
Annual meeting for the Technical Assistance agreement signatories	TAA signatories Members of TC by invitation	Monitor programme progress and make strategic decisions	February	Meeting agenda Meeting minutes
Status meeting during mission to Nepal	TC	Status update	Spring	Meeting agenda Meeting minutes
Meeting	SC	Provide oversight of programme implementation	December	Policy guidance
Status meeting during mission to Nepal	TC	Status update Begin progress report preparations	December	Meeting agenda Meeting minutes Final report outline

2022*

WHAT	WHO	WHY	WHEN	PRODUCT
Final report	TC	Prepare final report	February 1	Final report
Final meeting	TC	Close of programme	February	Meeting agenda Meeting minutes

*2022 is not accounted for in the programme budget at the time of this document, as the support period currently runs until December 2021.

8.5. COORDINATION WITH OUTSIDE ACTORS

It is important to ensure coordination with actors outside of the programme, e.g. UN actors involved in work related to statistics and SDGs in Nepal so that the programme supplements, not overlap, with other activities in the same field. UN Women have been consulted in the planning phase. Other UN actors could also be invited to meetings, such as UNFPA. When activities demand it, relevant Nepali line ministries will be invited to take part in activities.

GEfD will collaborate with and make efforts to create synergy with gender equality programmes of government line agencies, non-governmental and civil society organisations in Nepal. International Development Partners have supported several institutional capacity-strengthening programmes in the new federal set-up. As mentioned earlier, the most important programmes that are relevant for GEfD to collaborate are: Provincial and Local Governance Support Programme (PLGSP 2019-2023), Capacity strengthening of elected representatives through training and orientation of GESI – supported by group of International Development Partners. Similarly, GEfD will have institutional and programmatic collaboration with the Parliamentarians and the Parliamentary Committees responsible for Women, Children and Social Development issues. Constitutional Commissions (National Women Commission, National Dalit Commission, National Inclusive Commission, and others) and National Human Rights Institutions (e.g., National Human Rights Commission) and national associations/federations of organisations working on gender equality) are among other key actors that GEfD programme would have working relationships. UN-WOMEN and SDG initiatives within the UN Systems are main reference programmes that will have complementarities with GEfD initiatives, especially to link with international knowledge centres and global initiatives for improving overall gender equality situations. Similarly, the GEfD programme will ensure complementarities with UNICEF and UN-WOMEN's joint initiatives with the CBS for time-use survey and ongoing MICS in terms of providing inputs for the survey design and incorporation of questions and indicators on gender equality data.

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Gender Equality for Development (GEfD) 2019-2021

9. ATTACHMENTS

Attachment 1: Results Framework

DEVELOPMENT IMPACT								
Achieve gender equality and empower all women and girls (SDG 5) Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)								
Indicators: <ul style="list-style-type: none"> Gender Inequality Index National indicators SDG 5, 16 and 17 indicators 			Baseline: <ul style="list-style-type: none"> GII: 0,48¹⁹ (2017) 					
Results	Indicators	Baseline (2018 value)	Targets	2019	2020	2021	Means of verification	Responsible
Programme Goal: Enhanced ability to implement and monitor policies	<ul style="list-style-type: none"> Level of use of gender equality statistics and knowledge in Government of Nepal Reports (including the UPRs) 	Baseline to be measured at the start of the programme.	4 (strong) level of use (see table 1 in attachment 1 to the results framework).			X	<ul style="list-style-type: none"> Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external 	MoWCSC

¹⁹ Gender Inequality Index: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/NPL.pdf

based on gender equality knowledge							evaluation at the end of the programme. • National Reports, UPRs.	
	<ul style="list-style-type: none"> Level of use of gender equality statistics and knowledge from the side of MoWCSC to inform gender equality policies, initiatives and strategies 	Baseline will be measured at the start of the programme.	3 (adequate) level of use (see table 2).			X	<ul style="list-style-type: none"> Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme. 	MoWCSC
	<ul style="list-style-type: none"> Level of effectiveness of institutional arrangements for gender equality statistics and knowledge (MoWCSC, CBS and other Agencies) 	Baseline will be measured at the start of the programme.	4 (strong) level of effectiveness (see table 3).			X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and other agencies
Outcome 1: Capacity of involved partner institutions enhanced	<ul style="list-style-type: none"> Level of capacity of MoWCSC to compile, analyse, use and publish gender equality statistics and knowledge 	Baseline will be measured at the start of the programme.	3 (adequate) level of capacity (see table 4).			X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and partner Organisations - Norway and Nepal
	<ul style="list-style-type: none"> Level of capacity in CBS to compile, analyse, publish and supply gender equality statistics to the statistics users 	Baseline will be measured at the start of the programme.	3 (adequate) level of capacity (see table 5).			X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and partner Organisations - Norway and Nepal

	<ul style="list-style-type: none"> Level of capacity among Gender Focal Points (GFPs) to compile, analyse, use and provide gender equality statistics and knowledge internally and to MoWCSC 	Baseline will be measured at the start of the programme.	3 (adequate) level of capacity (see table 6).			X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC
Output 1.1: Need-based Capacity-building programme to MoWCSC and CBS staff delivered (with reference to CD Plan)	<ul style="list-style-type: none"> Capacity building programme in place (CD Plan) 	Training and capacity developments are ad hoc (not systematised)	Systematic Practice of Training/Capacity development plan established and implemented	X	X	X	Annual Plans and Reports	MoWCSC,
	<ul style="list-style-type: none"> # of MoWCSC and CBS officials/staff benefitted from workshops/seminars/ training 	0 staff have received training under the programme	90 % of relevant staff receive training under the programme				Annual Plans and Reports	MoWCSC
Output 1.2: Need-based Capacity-building programme to gender equality Focal Points in line ministries delivered (with reference to CD Plan)	<ul style="list-style-type: none"> Capacity building programme in place (CD Plan) 	Training and capacity developments are ad hoc (not systematised)	Systematic Practice of Training/Capacity development plan and implementation institutionalised	X	X	X	Annual Plans and Reports	MoWCSC
	<ul style="list-style-type: none"> # of gender focal points trained (annually) on their roles and responsibilities, including gender equality data/statistics (ToR) 	0 gender focal points trained	60 % of gender focal points trained		X	X	Annual Plans and Reports	MoWCSC and CBS
	<ul style="list-style-type: none"> # of gender focal points participated in interaction/sharing/exchange events 	0 % of gender focal points at start of the programme	80 % of gender focal points engaged	X	X	X	Annual Plans and Reports	MoWCSC and involved Agencies

Output 1.3: Booklet on gender statistics in Nepal produced	<ul style="list-style-type: none"> Booklet published 	No statistics booklet in existence	Statistics booklet in existence	X	X	X	Annual Plans and Reports	MoWCSC and CBS
Output 1.4: Gender equality indicators in selected domains established	<ul style="list-style-type: none"> Indicators developed 	No official document existed defining minimum set of gender equality indicators (and data requirements at different level)	Official document defining minimum set of gender equality indicators (and data requirements at different levels exists).	X	X	X	Annual Plans and Reports	MoWCSC, CBS and involved Agencies
Outcome 2 Improved institutional structures for coordination and cooperation among involved agencies	<ul style="list-style-type: none"> Level of coordination between MoWCSC and CBS to generate, analyse, use and disseminate gender equality statistics and knowledge 	Baseline will be measured at the start of the programme.	3 (adequate) level of coordination (see table 7).	X	X	X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and partner Organisations - Norway and Nepal
	<ul style="list-style-type: none"> Level of coordination between MoWCSC and line ministries for gender equality statistics and knowledge-sharing 	Baseline will be measured at the start of the programme.	3 (adequate) level of coordination (see table 8).	X	X	X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and partner Organisations - Norway and Nepal
Output 2.1: Gender Management Information System preliminary scoping assessment conducted.	<ul style="list-style-type: none"> Assessment document in existence. 	The scope and realism of a GMIS has not been sufficiently researched	Preliminary GMIS scoping assessment in existence	X	X	X	Annual Plans and Reports	MoWCSC, CBS

Output 2.2: Gender-based data sharing among MoWCSC, Line Ministries and other agencies established	<ul style="list-style-type: none"> Formal cooperation agreement for gender equality data sharing (inter-agencies) 	No such agreement existed	System of inter-agency cooperation agreement established and practiced	X			Publications and Reports	MoWCSC, CBS and other Agencies
	<ul style="list-style-type: none"> Level of regularity for data sharing between line ministries and MoWCSC 	Generic ToR of the GFPs exists	GFPs have ToR (specific to their agencies) and in relation to their role in Gender Equality data and statistics				X	X
Output 2.3 Training modules developed and delivered for training of trainers at provincial level in regular sharing of gender equality knowledge to MoWCSC and CBS	<ul style="list-style-type: none"> Training modules in existence 	No such training has been delivered	Training modules in existence	X			Annual Plans and Reports	MoWCSC
	<ul style="list-style-type: none"> # of trainers educated 	0 trainers have been educated	14 trainers (2 from each province)				X	X
Outcome 3: Gender Equality data is used for policy decisions, monitoring, reporting and public disseminations	<ul style="list-style-type: none"> Level of ability in MoWCSC and CBS to provide gender equality statistics and knowledge in a user-friendly format to policy makers, media and other users 	Baseline will be measured at the start of the programme.	3 (adequate) level of coordination (see table 9).	X			Measured by best fit approach internal survey and monitoring reports (see attachment 1 for definitions) and external evaluation at the end of the programme.	MoWCSC, CBS and Agencies
	<ul style="list-style-type: none"> Level of use of gender equality statistics and knowledge by MoWCSC to 	Limited use of data and evidences for policy decisions	4 (strong) level of coordination (see table 10).				X	Measured by best fit approach internal survey and monitoring reports (see attachment 1 for

	inform international and national reporting					X	definitions) and external evaluation at the end of the programme.	and other Agencies
Output 3.1 Gender equality indicators in selected fields and gender equality statistics booklet disseminated to government agencies and civil society	• # of meetings held with civil society organizations and government agencies	No meetings with civil society held under the programme	At least 2 larger meetings held gathering civil society			X	Annual Plans and Reports	MoWCSC and CBS
	• # of agencies using the booklet and indicators	No agencies use the booklet or indicators at the start of the programme	All involved agencies increasingly use the booklet and indicators at end of the programme			X	Annual Plans and Reports	MoWCSC and involved Agencies
	• # of other outlets where the booklet and indicators are disseminated (government website, social media, other media outlets)	There is no dissemination at the start of the programme	Available on at least 1 website (MoWCSC/CBS), 1 social media outlet and 1 media outlet have published the booklet and/or indicators			X	Annual Plans and Reports	MoWCSC and involved Agencies
Output 3.2: Checklist for knowledge management in MoWCSC developed	• Checklist is part of official ministry guidelines	There is no checklist	Checklist is in existence			X	Annual Plans and Reports	MoWCSC
Output 3.3: Research and Knowledge development initiatives undertaken	<ul style="list-style-type: none"> • Overview of existing knowledge and knowledge gaps identified • # of concept notes, research proposals prepared and 	No such practice existed	A systematic process of identifying topics and developing proposals for			X	Annual Plans and Reports of MoWCSC, CBS and other Agencies	MoWCSC

Attachment 2: Indicator tables to the results framework

PROGRAMME GOAL

TABLE 1: Level of use of gender equality statistics and knowledge in Government of Nepal report (including the UPRs)

<i>Strong (4)</i>	<ul style="list-style-type: none"> All Government of Nepal (GoN) reports of a nature that is relevant to gender equality (e.g. health, education, labour etc.) include gender equality perspectives based on available statistics and knowledge. Internal government national reporting to National Planning Commission, to political leadership, to parliament etc. from MoWCSC contain available and latest gender equality statistics and knowledge. International reporting such as the UPRs and CEDAW reports systematically contain gender equality statistics and knowledge.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> Available gender equality statistics and knowledge is used in more than 70 % of GoN reports relevant to GE (social sector reports). MoWCSC systematically include GE statistics and knowledge in national reporting in a systematic manner. International reporting from the MoWCSC contains GE statistics and knowledge.
<i>Fair (2)</i>	<ul style="list-style-type: none"> Available GE statistics and knowledge is used in 50 % of GoN reports from relevant sectors. MoWCSC include GE statistics and knowledge in internal national reporting. International reporting includes GE statistics and knowledge to some degree.
<i>Weak (1)</i>	<ul style="list-style-type: none"> Limited or no use of GE statistics and knowledge in GoN social sector reports, nor in internal (national) reports from MoWCSC and international reporting.

TABLE 2: Level of use of gender equality statistics and knowledge from the side of MoWCSC to inform gender equality policies, initiatives and strategies

<i>Strong (4)</i>	<ul style="list-style-type: none"> MoWCSC use GE statistics and knowledge extensively to monitor and implement the Gender Policy. Policy documents, strategies and GE initiatives submitted to parliament or similar use GE statistics and knowledge consistently. GE statistics and knowledge is used systematically in GE initiatives such as campaign materials, internal and external communication. Easily available gender equality data is used for policy decisions, planning, resource allocations that are aligned to national development goals.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> MoWCSC use GE statistics and knowledge to some degree to monitor and implement the Gender Policy Policy documents, strategies and GE initiatives submitted to parliament or similar use GE statistics and knowledge to some extent.

	<ul style="list-style-type: none"> • GE statistics and knowledge is used to some extent in GE initiatives such as campaign materials, internal and external communication.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • MoWCSC use GE statistics and knowledge informs the monitoring and implementation of the Gender Policy to a very little extent. • Policy documents, strategies and GE initiatives submitted to parliament or does not systematically GE statistics. • GE statistics and knowledge is used to a very little extent in GE initiatives such as campaign materials, internal and external communication.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • GE statistics and knowledge is not integrated in any systematic or meaningful manner into policy, strategy or GE initiatives.

TABLE 3: Level of effectiveness of institutional arrangements for gender equality statistics and knowledge (MoWCSC, CBS and other agencies)

<i>Strong (4)</i>	<ul style="list-style-type: none"> • A system is in place wherein all relevant line ministries and CBS submit and share gender equality statistics and knowledge with MoWCSC in a regular, timely and agreed-upon manner. • Institutionalized and regular dialogue between MoWCSC and CBS and relevant line ministries is established in the form of meetings and schedules. • The submitted GE statistics and knowledge is in a uniform and agreed upon format that MoWCSC can readily use for its purposes.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • A system for institutional cooperation is set up and GE statistics and knowledge is shared from most of line ministries, and from CBS. • Meetings are being held between MoWCSC, CBS and relevant line ministries to ensure institutional arrangements and cooperation, but there has not been established a culture of regularity and accountability to submit GE statistics and knowledge to MoWCSC • The format of the submitted statistics and knowledge is for the most part uniform.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • Setting up a system for institutional cooperation is underway but has just to some degree been operationalized. • There is dialogue between institutions, however there is a lack of knowledge-sharing as a result of the dialogue. • There is not a uniform format for submitted statistics and/or knowledge.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • Weak institutional structures in dealing with gender equality effectively in the form of no system is set up for regular sharing of GE knowledge • There is almost no dialogue between MoWCSC, CBS and relevant line ministries. • MoWCSC only get GE statistics and knowledge in a very ad hoc manner.

OUTCOME 1

TABLE 4: Level of capacity of MoWCSC to compile, analyse, use and publish gender equality statistics and knowledge

<i>Strong (4)</i>	<ul style="list-style-type: none"> • MoWCSC has the capacity to regularly publish gender equality statistics booklet and indicators including contextualization and analysis.
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	<ul style="list-style-type: none"> • MoWCSC has the capacity to request relevant data and statistics from CBS and line ministries. • MoWCSC has the capacity to produce a gender equality statistics booklet and indicators in a user-friendly and accessible way, in collaboration with CBS.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • MoWCSC has the capacity to produce and regularly publish a gender equality statistics booklet and indicators, however only with external international support. • MoWCSC has the capacity to request relevant data and statistics from CBS and line ministries.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • MoWCSC has limited capacity to produce gender equality statistics booklet and indicators.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • MoWCSC has low capacity, and lack of institutional capacity and memory, in case over turnover of staff, to produce a gender equality statistics booklet, and indicators.

TABLE 5: Level of capacity in CBS to compile, analyse, publish and supply gender equality statistics to the statistics users

<i>Strong (4)</i>	<ul style="list-style-type: none"> • CBS has the capacity to regularly publish gender equality statistics booklet and indicators including contextualization and analysis. • CBS has the capacity to produce relevant data and statistics on the request of MoWCSC. • CBS has the capacity to produce a gender equality statistics booklet and indicators in a user-friendly and accessible way.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • CBS has the capacity to produce and regularly publish a gender equality statistics booklet and indicators, however only with external international support. • CBS has the capacity to respond to requests from MoWCSC for gender equality statistics.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • CBS has limited capacity to produce gender equality statistics booklet and indicators, including limited capacity to compile, analyse and contextualise gender equality statistics.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • CBS has low capacity, and lack of institutional capacity and memory, in case over turnover of staff, to produce a gender equality statistics booklet, and indicators.

TABLE 6: Level of capacity among Gender Focal Points (GFPs) to compile, analyse, use and provide gender equality statistics and knowledge internally and to MoWCSC

<i>Strong (4)</i>	<ul style="list-style-type: none"> • GFPs have the capacity to submit user-friendly gender equality statistics and knowledge to MoWCSC. • GFPs have the capacity to produce independent gender equality statistics and knowledge based on their sector-specific data and knowledge. • GFPs have the capacity to respond to requests from MoWCSC for sector-specific gender equality statistics and knowledge.
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<i>Adequate (3)</i>	<ul style="list-style-type: none"> Some GFPs have the capacity to submit user-friendly gender equality statistics and knowledge to MoWCSC. Some GFPs are able to respond to requests from MoWCSC.
<i>Fair (2)</i>	<ul style="list-style-type: none"> Few GFPs have the capacity to submit user-friendly gender equality statistics and knowledge to MoWCSC.
<i>Weak (1)</i>	<ul style="list-style-type: none"> Very few GFPs have the capacity to submit user-friendly gender equality statistics and knowledge to MoWCSC, and there is no practice of systematic institutional level reporting by GFPs.

OUTCOME 2

TABLE 7: Level of coordination between MoWCSC and CBS to generate, analyse, use and disseminate gender equality statistics and knowledge

<i>Strong (4)</i>	<ul style="list-style-type: none"> MoWCSC and CBS collaborate through formalised agreement for improving gender equality data/statistics. There are productive and established meeting points between MoWCSC and CBS, and the meetings have a clear agenda and a clear division of tasks. The collaboration is conducive to the production of GE statistics with analysis and GE knowledge from different sectors.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> MoWCSC collaborate through a formalised agreement. Meeting points are established, with a clear agenda and division of tasks, but the coordination does not produce any tangible results.
<i>Fair (2)</i>	<ul style="list-style-type: none"> There is both a formalised agreement and established meeting points, but they lack a clear agenda and division of labour.
<i>Weak (1)</i>	<ul style="list-style-type: none"> No formalised institutional collaboration on gender equality data existed between MoWCSC and CBS.

TABLE 8: Level of coordination between MoWCSC and line ministries for gender equality statistics and knowledge-sharing

<i>Strong (4)</i>	<ul style="list-style-type: none"> MoWCSC and line ministries cooperate in a formalised and established manner to coordinate gender equality statistics. A forum for gender equality statistics and knowledge, or similar, is set up between MoWCSC and line ministries, and is considered a well-functioning and useful forum. The collaboration is conducive to the production of GE statistics with analysis and GE knowledge.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> MoWCSC collaborate with line ministries through formalized and established structures. A forum for gender equality statistics and knowledge, or similar, is set up between MOWCSC and line ministries, but is less well-functioning and/or useful than desired. I.e. the collaboration is not fully conducive to the production of GE statistics with analysis and GE knowledge.

<i>Fair (2)</i>	<ul style="list-style-type: none"> • There is both a formalized structure of collaboration and established meeting points, but they lack a clear agenda and regular attendance.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • No formalized institutional collaboration on gender equality data existed between MoWCSC and line ministries.

OUTCOME 3

TABLE 9: Level of ability in MoWCSC and CBS to provide gender equality statistics and knowledge in a user-friendly format to policymakers, media and other users

<i>Strong (4)</i>	<ul style="list-style-type: none"> • MoWCSC and CBS have independently and in cooperation with each other the ability to compile, analyse and present user-friendly gender equality statistics and knowledge. • MoWCSC and CBS have the ability to present user-friendly graphs and infographics that illustrate the status for gender equality in Nepal. • MoWCSC and CBS have the ability to write short and succinct analysis explaining the context of the statistics. • MoWCSC and CBS have the ability to produce and publish gender equality statistics booklet and indicators on a regular basis. • The format is conducive to dissemination to policy makers, media and other users (such as civil society, the wider public).
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • MoWCSC and CBS have to some degree and with external support the ability to compile, analyse and present user-friendly gender equality statistics and knowledge • MoWCSC and CBS have to some extent the know-how to present user-friendly graphs and infographics to illustrate gender equality statistics. • MoWCSC and CBS have to some extent the ability to write short and succinct analysis contextualizing gender equality statistics but are reliant upon external support for completion.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • MoWCSC and CBS understand how to compile, analyse and present produce gender equality, and are able to start collaboration on specific products that are user-friendly.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • MoWCSC and CBS are unable to compile, analyse and present gender equality statistics in a user-friendly and accessible way to policymakers, media and other users.

TABLE 10: Level of use of gender equality statistics and knowledge by MoWCSC to inform international and national reporting

<i>Strong (4)</i>	<ul style="list-style-type: none"> • MoWCSC applies gender equality statistics and knowledge regularly to inform national and international reporting.
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	<ul style="list-style-type: none"> • Use of gender equality statistics and knowledge is not limited to MoWCSC statistics section but is embedded within relevant sections of the ministry. • All national and international reports from MoWCSC contain latest available relevant gender equality statistics and knowledge.
<i>Adequate (3)</i>	<ul style="list-style-type: none"> • MoWCSC applies gender equality statistics and knowledge to most national and international reporting. • MoWCSC use of gender equality statistics and knowledge is limited to a few sections or people. • Most national and international reports include available relevant gender equality statistics and knowledge.
<i>Fair (2)</i>	<ul style="list-style-type: none"> • MoWCSC applies gender equality statistics and knowledge to a select number of national and international reports. • The use of gender equality statistics and knowledge is not is not institutionally embedded in MoWCSC but is applied ad hoc.
<i>Weak (1)</i>	<ul style="list-style-type: none"> • MoWCSC does to a very little extent use gender equality statistics and knowledge to inform international and national reporting.

Attachment 3: Activity/implementation plan 2019

Activity	Description	Resources/participants	Time	Contributes to output and outcome	Contact persons in Nepal and Norway for the activity (List two for each country)
Activity 1.3.1: Mapping of data sharing mechanisms between MoWCSC, CBS and other agencies (inception phase)	An important baseline activity is a mapping of the knowledge management chain in Nepal. The aim of the activity is to identify where and how knowledge is produced, managed and used; how the knowledge management chain can be improved upon, and; to identify available and relevant statistical sources that can be used in the work to produce a gender equality statistics booklet. The workshop methodology is participatory and is prepared and facilitated by SSB and Bufdir.	Key participants from CBS, MoWCSC, SSB, Bufdir need to make time available. Meeting rooms need to be booked in Nepal. If possible, the meeting can be held in CBS and in MoWCSC, or if not, in a nearby hotel.	End of May 2019. 1-day workshop Conducted during one/two week visit from SSB and Bufdir.	Output 1.3 and Outcome 1	<i>Nepal</i> Name: Institution: CBS/MoW E-mail: Phone: <i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:
Activity 1.1.1: Capacity and training needs assessment (inception phase)	The capacity and training needs assessment serves two purposes. It can act as a baseline description at the start of the programme, and it can inform the design of and which training interventions that will be held during the programme. The capacity and training needs assessment can be developed in cooperation between Norway (SSB and Bufdir) and Nepal (CBS and MoWCSC), in the form of a questionnaire that can be filled in electronically or on paper. Norway can	Key participants from CBS, MoWCSC, SSB, Bufdir need to make time available. Meeting rooms need to be booked in Nepal. If possible, the meeting can be held in CBS and in MoWCSC, or if not, in a nearby hotel.	End of May 2019. Will be repeated at the end of project. 1 day in CBS, 1 day in MoWCSC, 2 days altogether Conducted during one/two week visit from SSB and Bufdir.	Output 1.1 and Outcome 1	<i>Nepal</i> Name: Institution: CBS/MoW E-mail: Phone: <i>Norway</i> Name: Institution: SSB/Bufdir

	develop a draft, and then consult with Nepal whether it is relevant. The questionnaire could either be translated into Nepali language or filled in with the help of an independent interpreter.				E-mail: Phone:
Activity 1.3.2 First meeting in joint working group to produce a Gender Equality Statistics Booklet jointly between CBS and MoWCSC (inception phase)	<p>The first meeting in the joint working group to produce a gender equality statistics booklet should gather key participants from CBS, MoWCSC, SSB and Bufdir. The meeting will build on the workshop exercise in activity 1; mapping of the knowledge management chain in Nepal. The meeting agenda should include, but is not exhaustive to, the following issues:</p> <ul style="list-style-type: none"> - Select areas that the booklet will cover. - Consider the need from the MoWCSC when it comes to covering priority policy areas in the booklet. - Begin to select what statistical facts and figures that could be presented in the booklet. - Identify existing data sources that match the statistical facts and figures that will be presented. - Identify statistics from pipeline surveys that can contribute to the booklet upon completion soon (such as the MICS) - Develop a work plan with defined roles and responsibilities within the joint working group. 	Key participants from CBS, MoWCSC, SSB, Bufdir need to make time available. Meeting rooms need to be booked in Nepal. If possible, the meeting can be held in CBS and in MoWCSC, or if not, in a nearby hotel.	<p>End of May 2019</p> <p>1 day for a joint working group meeting either in CBS or in MoWCSC meeting room. In a hotel meeting facility if not possible in offices.</p> <p>Conducted during one- week visit from SSB and Bufdir.</p>	Output 1.3 and Outcome 1	<p><i>Nepal</i></p> <p>Name: Institution: CBS/MoW E-mail: Phone:</p> <p><i>Norway</i></p> <p>Name: Institution: SSB/Bufdir E-mail: Phone:</p>

	<ul style="list-style-type: none"> - Set up a meeting plan and timeline for 2019, with visits/meeting points for the joint working group. - Discuss a rough budget including design services, translation services, printing, digitizing, dissemination costs etc. 				
Activity 1.3.4: Follow up on the workplan and timeline for meeting points from activity 3, to produce a gender equality statistics booklet jointly between CBS and MoWCSC	<p>The workplan, meeting plan and timeline produced at the first meeting in the working group for the production of a Gender Equality Statistics booklet will be followed up through regular meetings.</p> <p>Specific tasks should be followed up between meetings.</p> <p>Capacity gaps are identified in the process of developing the booklet.</p>	<p>Joint working group with participants from MoWCSC, CBS, Bufdir and Statistics Norway</p>	<p>July – December 2019 (continuously)</p>	<p>Output 1.3 and Outcome 1</p>	<p><i>Nepal</i> Name: Institution: CBS/MoW E-mail: Phone:</p> <p><i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:</p>
Activity 1.3.5: Series of seminars/capacity modules in Norway for the working group based on capacity gaps in the process of developing a gender equality statistics booklet	<p>Based on identified capacity gaps in the process of developing the booklet, a tailor-made set of seminars will be held in Norway for the members of the working group.</p> <p>The series of seminars in Norway could be related, but are not exclusive, to the following issues:</p> <ul style="list-style-type: none"> - How to use context and analysis when presenting gender equality statistics, in the forthcoming gender equality statistics booklet and other relevant reports 	<p>Joint working group with participants from MoWCSC, CBS, Bufdir and Statistics Norway</p>	<p>November 2019 (to be confirmed)</p>	<p>Output 1.3 and Outcome 1</p>	<p><i>Nepal</i> Name: Institution: CBS/MoW E-mail: Phone:</p> <p><i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:</p>

	<ul style="list-style-type: none"> - How to present statistics in user-friendly graphs and infographics - How to use statistics and knowledge to inform policy (exposure visit to the ministry) - Overview of administrative data system in Norway (SSB) 				
Activity 2.1.1: Meeting to establish a working-level agreement between MoWCSC and CBS on issues pertaining to sharing of gender equality statistics and knowledge	<p>Based on the MoU between MoWCSC and CBS, set up a meeting to establish an annual working-level document between MoWCSC and CBS on issues pertaining to sharing of gender equality statistics and knowledge, what knowledge and statistics MoWCSC needs from CBS, and to establish consensus on what is needed in a cooperation arrangement between MoWCSC and CBS for the development of policy-relevant gender equality statistics products.</p> <p>The working-level agreement between Bufdir and Statistics Norway can be used as an example and adapted to context.</p>	MoWCSC and CBS, with support from Bufdir and Statistics Norway	Autumn 2019	Output 2.1 and Outcome 2	<i>Nepal</i> Name: Institution: CBS/MoW E-mail: Phone: <i>Norway</i> Name: Institution: SSB/Bufdir E-mail: Phone:

Attachment 5: Theory of change (see also Excel spreadsheet attachment)

FINAL IMPACT	FINAL IMPACT	<p>Achieve gender equality and empower all women and girls (SDG 5) Promote peaceful and inclusive societies for sustainable development, provide justice for all, and build effective, accountable and inclusive institutions at all levels (SDG 16) Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG 17)</p>									
	Logic in the Theory of Change	The enhanced ability (in dealing with gender equality related issues and data/statistics) of the involved human resources and institutions (at all levels of governments) supported by gender equality policies and strategies, the Government of Nepal will contribute towards achievement of gender equality goals of Nepal and her commitment to international agreements, conventions, declarations and guidelines on gender equality									
INTERMEDIATE IMPACT/ PROGRAMME GOAL	INTERMEDIATE IMPACT/ PROGRAMME GOAL	Enhanced ability to implement and monitor policies based on gender equality knowledge									
	IMPACT INDICATOR	Comparison of national gender equality data/statistics to measure progress towards attainment of gender equality goals (compared with the Baseline Gender Equality Indicators 2018)									
	ASSUMPTIONS (ENABLERS)	Governments at all levels allocate resources and make institutional arrangements for implementation of the Gender Equality Policies/Strategies for attaining the goals of gender equality at all levels									
	PRE-CONDITIONS	Governments at all level equally prioritize Gender equality Policy and Strategies, ensure inter-governmental institutional arrangements/mechanisms (for coordination and collaboration on gender equality data collection, analysis and sharing) and make provisions for required human resources (focal points) within the spirit of the constitutional provisions (related to equality, women's rights) and other national/international commitments (e.g., SDGs, CEADAW, etc).									
OUTCOMES	Logic in the Theory of Change	Strengthened institutional capacities of collaborating partners and improved coordination and cooperation among involved agencies at all levels of governments supported through research, knowledge and evidence-based data on gender equality will lead to enhanced ability of the MoWCSC, CBS and other agencies of federal, provincial and local level governments to implement, monitor and report on gender equality status of the country									
	OUTCOMES	Capacity of involved partner institutions enhanced			Improved institutional structures for coordination and cooperation among involved agencies			Gender Equality data is used for policy decisions, monitoring, reporting and public disseminations			
	INDICATORS	Comparative indicators - measuring before and after situation on performance of the staff and units (to be compared with the baseline) in the areas of support provided through LIKE Programme			Functionality indicators - measuring status, functionality and relevance of the structures, systems and mechanisms created through the support of LIKE programme			Utility indicators - assessing and measuring changes in the practice of using research and knowledge based data and statistics in decision making and planning (with reference to LIKE supported interventions)			
	ASSUMPTIONS (ENABLERS)	Staff retention and incentive system for translating enhanced capacity into actual improved performance			GoN policies and institutional arrangements are supportive of inter-institutional coordination and collaboration			Gender equality continues to be one of the key priorities in policies, programmes and activities of governments at all level			
	PRE-CONDITIONS	MoWCSC, CBS and Ministries and Agencies (at all three levels of governments) make coordinated and collaborative efforts alignment of policies, institutional arrangements and putting required human resource capacities to contribute towards gender equality									
OUTPUTS	Logic in the Theory of Change	Gender Equality Policies, strategies, incentive system and procedures for creating an enabling conditions for performance of the capacitated human resources and systems within MoWCSC, CBS, Line Ministries and Agencies (at all three levels of the government) will lead to institutional strengthening and ensure right quality data and statistics for gender equality.									
	OUTPUTS	Need-based Capacity-building programme to MoWCSC and CBS staff delivered (with reference to CD Plan)	Need-based Capacity-building programme to gender equality Focal Points in line ministries delivered (with reference to CD Plan)	* Statistical booklet on men and women in Nepal produced * Gender equality indicators in selected domains established	Formal Cooperation/Coordination arrangement between MoWCSC and CBS established	Gender equality data sharing among MoWCSC, Line Ministries and other agencies established	Training modules developed and delivered for training of trainers at provincial level in regular sharing of gender equality knowledge to MoWCSC and CBS	Gender equality indicators in selected fields and gender equality statistics booklet disseminated to government agencies and civil society	Checklist for knowledge management in MoWCSC developed	Research and Knowledge development initiatives undertaken, and findings disseminated	
	Indicators	Aggregated indicators measuring accomplishments of type and number of activities (planned vs actual)			Aggregated indicators measuring accomplishments of type and number of activities (planned vs actual)			Aggregated indicators measuring accomplishments of type and number of activities (planned vs actual)			
	Assumptions	LIKE activities and programme interventions based on mapping of current practices, GE initiatives, policy framework, institutional arrangements and existing human resources and data/statistical system capacities will lead to immediate results									
INPUTS	INPUTS	Time investment, exchange of knowledge and technical expertise by collaborating Nepal and Norwegian Partner Organisations' officials and staff, availability of financial resources for LIKE programme activities will enable the LIKE Partners to undertake number of interventions to address the issues related to policy frameworks, institutional arrangements and capacities for addressing the problems and constraints in the area of gender equality data in Nepal.									
	Stakeholders	MoWCSC - WDD, Statistics Section	CBS - Social Statistics Division, Gender and Social Statistics Section	Gender Focal Points in Line Ministries and other agencies	MoWCSC and CBS	MoWCSC and Line Ministries, other agencies	Ministries and agencies of federal, provincial and local level governments	MoWCSC, CBS and Line Ministries	MoWCSC - Statistics Section	MoWCSC - M&E and Documentation Section	
CONTEXT	<p>Limited capacity for using gender equality knowledge/data/statistics for policy developments; limited human resources with capacity for data analysis and to utilize gender equality data; limited capacity for mapping and selecting the relevant indicators/data on gender equality; fragmented data collection, and therefore fragmented dissemination of data; the new federal system of governance entails building up new institutional lines (especially in relation to the provincial and local level governments) for engagement when it comes to sharing of relevant statistics from different parts of government with CBS and MoWCSC; absence of consistent monitoring and evaluation of gender policies and programmes; limited institutional capacities; limited access and use of modern technology for data collection, analysis, documentation and dissemination; limited capacity of the unit [in MoWCSC] to coordinate with other line agencies; inadequate resources, both human and financial for dealing with Gender equality data; limited capacity of gender focal point and statistical officers in line ministries; Gender and Social Statistics Section under the Social Statistics Division of CBS has key role in gender equality data collection, analysis and distribution, however the actual human resource capacity is limited.</p>										

Attachment 6: Risk assessment

Identified risk		Analysis and assessment of consequences				Risk management
Risk ID	Risk	Consequences	Likelihood (1-3 where 1 is low and 3 is high)	Impact (1-3 where 1 is low and 3 is high)	Risk degree (green=low, yellow=medium, red=high)	Assessment and mitigating measures
Internal risks						
1.	Change in staff in Norway working on GEFD.	The progress could be impacted or delayed.	1	2		The GEFD programme has routines in place to ensure that processes are documented. Staff have already changed on the Norwegian side without affecting the progress of the programme development.
2.	Change in staff working on GEFD in MoWCSC and CBS	The progress could be impacted or delayed.	2	2		This has already occurred. Activities need to be planned in such a manner that the programme is not about strengthening individuals, but systems and institutions.
3.	Non-compliance to Norwegian Development Assistance criteria	This might hamper the overall design, execution and success of GEFD programme	2	2		Compliance criteria and requirements of the Norwegian development assistance need to be explicitly discussed and agreed upon as part of the contractual arrangements.
External risks						
1.	Changes in global development priorities and competitions for budget availability for gender equality initiatives	This can have impact on development cooperation priority and focus towards GEFD programme in general.	1	2		Ensure long-term support mechanisms based on a proper needs assessment and embed interventions with institutional framework of partner country – this will ensure strengthening of systems and structures so that the dependency on external funding can be gradually minimized.

2.	Coherence of gender equality data with sector data requirements	There might be a challenge for GEFD to achieve coherence among different sectors for Gender Equality data requirements	2	2		Bringing all involved agencies on board through joint working groups and ensuring more active engagement of gender focal points of sector agencies at all levels.
3.	Political interference and weaker institutional coordination	Risk of interference resulted through political interests and rather complex institutional set-up is GEfD to influence the priority setting of proposed technical assistance and kind support.	2	2		Ensure strong political and institutional buy-in from the involved government agencies and officials by exchanging best practices, information and sharing opportunities. Cross learning opportunities in form of exchange visits and exposure on new knowledge/skills for involved officials and staff (linked with the results framework of the programme).
Risks related to cross-cutting issues						
1.	Human rights, with a focus on participation, accountability and non-discrimination	Socio-cultural, institutional, professional and gender-specific barriers might have impact on realisation of these focus.	1	2		Throughout the project cycle of GEFD programme, the involved partners will adhere to national and international policies, laws, treaties and good practices relating to participation, accountability and non-discrimination by striving to remove barriers for realisation of these focus.
2.	Women's Rights and Gender Equality	Socio-cultural, institutional, professional and gender-specific barriers might have impact on realisation of Women's Rights and Gender Equality.	1	2		GEfD partners will adhere to the principles of positive discrimination in promoting Women's Rights and Gender Equality; programme will focus on women professionals as change agents of their own (in programme activities and decision-making processes).
3.	Climate and Environment	Long distance travel (flights, vehicles, consumption of fossil	2	2		GEfD programme will follow a practice of limiting travels to basic minimum, also will strive for making use of digital technology to minimise paper-based work.

		fuel), and use of office facilities (aircon, heating, printing/ papers, etc.) might have negative impact on climate and environment				
4.	Transparency, accountability and anti-corruption	Corruption can be a risk factor in governmental agreements which entails transfer of services. The GEFD programme is not in great danger of creating or perpetuating corrupt practices or structures in the project, local community, region or country. Although the potential risk is low, the potential consequences may be substantial.	2	2		The project's risk management will therefore seek to identify and reduce the risks. Actions to reduce the risk may include strengthening internal processes, conducting activities to mitigate risky conditions in the external environment, or both.

Probability of risk

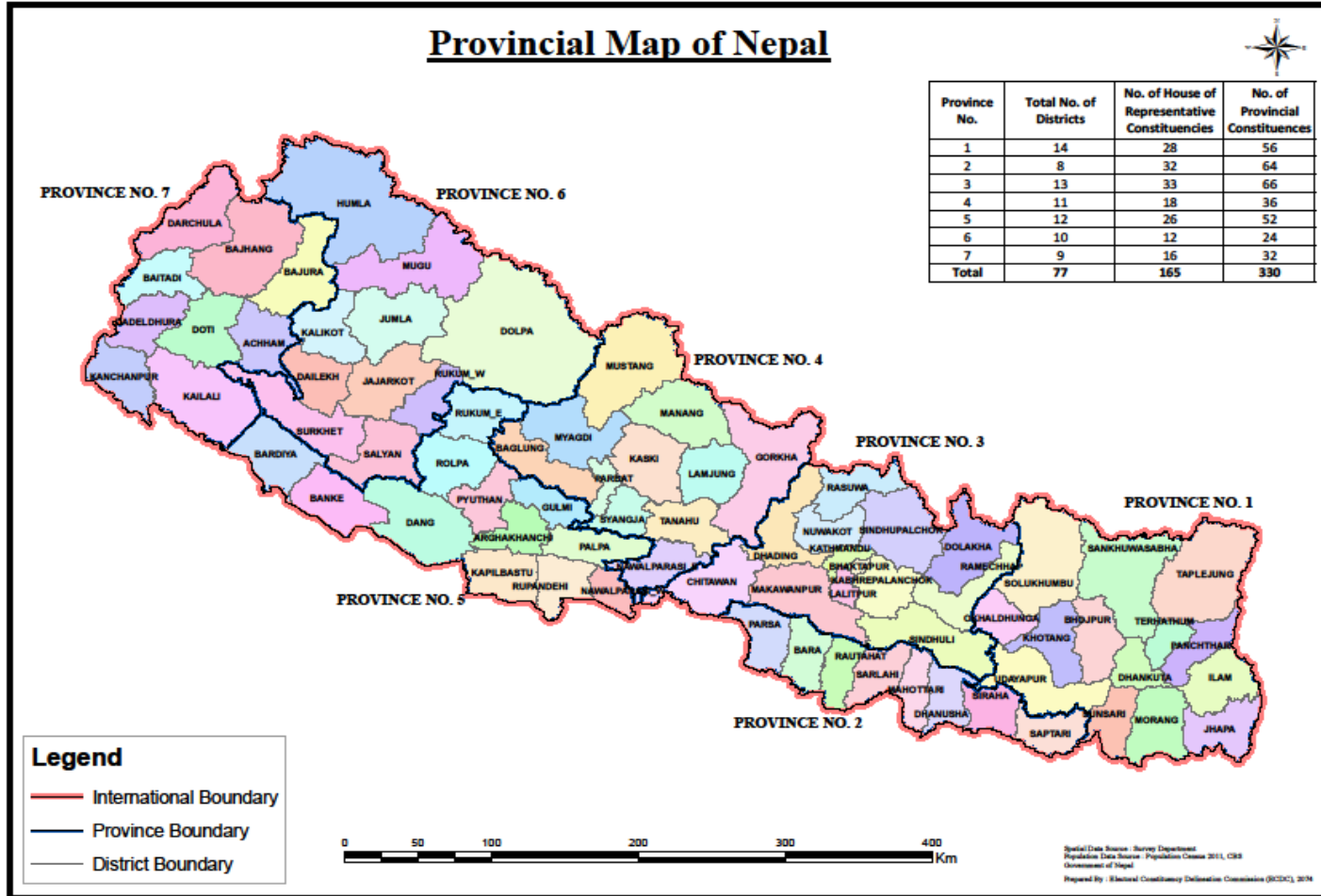
Medium	High	High
Low	Medium	High
Low	Low	Medium

Impact of risk

Attachment 7: Budget

A detailed budget will be submitted separately. Tentatively total commitment of approximately NOK 15 million is estimated for the support period from June 2019 to December 2021.

Attachment 8: Map of Nepal



Attachment 9: Acts and legislation on women's rights and gender equality in Nepal

<p>The Constitution of Nepal, 2015</p> <ul style="list-style-type: none"> • Fundamental Rights (Section 3) • Policies and Duties of State (Article 51-53) 	
<p>Conventions, Optional protocols Related to Women</p> <ul style="list-style-type: none"> • The Convention on the Elimination of All Forms of Discrimination against Women (CEADAW), 1979 • Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, 1999 • The Fourth World Conference on Women, Beijing Declaration and Platform of Action, 12 Areas of Critical Concern, 1995 • SAARC Convention on Preventing and Combating Trafficking in Women and Children for Prostitution, 2002 	
<p>Substantive Laws</p> <ul style="list-style-type: none"> • Muluki Civil (Code), 2017 • Muluki Criminal (Code), 2017 • Muluki Criminal Procedural (Code), 2017 • Muluki Civil Procedural (Code), 2017 • Sentencing Act, 2017 • Domestic Violence (Crime and Punishment) Act, 2009 • Libel and Slander Act, 1959 • Human Trafficking and Transportation (Control) Act, 2007 • Some Public (Crime and Punishment) Act, 1970 • Social Practices (Reform) Act, 1976 • Amending Some Nepal Acts to Maintain Gender Equality Act, 2006 • National Woman Commission Act, 2006 • Citizenship Act, 2006 • Anti-Witchcraft (Crime and Punishment) Act, 2072(BS) • Sexual Harassment at Workplace Prevention Act, 2071 (2015) • Social Practices (Reform) Act, 2033 (1976) 	<p>Procedural Laws</p> <ul style="list-style-type: none"> • Muluki Civil (Code) Regulations, 2017 • Muluki Criminal (Code), Regulations, 2017 • Administration of Justice Act, 1991 • Police Act, 1955 • Evidence Act, 1974 • Summary Procedures Act, 1972 • Special Court Act, 2002 • Domestic Violence (Crime and Punishment) Act, 2009 • Human Trafficking and Transportation (Control) Act, 2007 • Legal Aid Act, 1997 • District Court Rules, 1995 • Appellate Court Rules, 1990 • Supreme Court Rules, 1992 • Procedural Guidelines for Protecting the Privacy of the Parties in the Proceedings of Special Types of Cases, 2007

<ul style="list-style-type: none"> • Army Act, 2063 • Good Governance (Management & Operation) Act, 2064 • Local Government Operation Act (LGOA) 2074 • Labour Act, 2018 • Child Labour (Prohibition & Regulation) Act, 2056 • Children Act, 2018 • Civil Rights Act, 2012 • Foreign Employment Act, 2064 • Right to Information Act, 2064 	
<p>Directives/Guidelines</p> <ul style="list-style-type: none"> • Procedural Guidelines for the Prevention of Sexual Harassment against Working Women at Workplaces like Dance Restaurants, Dance Bars, etc., 2008 • <i>Chhaupadi</i> Tradition Elimination Directive, 2006 • Rehabilitation Centre Operation Guidelines, 2011 • Rehabilitation Fund Operation Guidelines, 2011 • Gender Based Violence Elimination Fund and Rules for the Operation of the Gender Based Violence Elimination Fund, 2010 • National Minimum Standards for Care and Protection of Victims (of human trafficking and transportation), 2012 	<p>National Plan of Actions</p> <ul style="list-style-type: none"> • National Plan of Action for the Elimination of All Forms of Discrimination against Women, 2004 • Beijing National Plan of Action on Gender Equality and Women Empowerment, 2004 • National Plan of Action against Trafficking in Persons, Especially Trafficking in Women and Children, 2012 • National Plan of Action against Gender Based Violence, 2010

Attachment 10: Long-term adviser from SSB

The GEfD programme has set aside resources for a Long-term adviser (LTA) for the period August 2020 to August 2021. The LTA will, under auspices of the GEfD Technical Committee, be responsible for the daily management of the implementation of the programme in Nepal during the assignment period.

The LTA will be hired by SSB based on an open advertisement round where candidates also outside of SSB can apply. The ideal candidate will have extensive experience from SSB or equivalent agency and have a strong knowledge related to statistics in general as well as policies and practices within the gender statistics area.

The LTA will be an employee of SSB, and SSB will have the overall employer responsibility. However, the LTA will report to the GEfD Technical Committee management structure. Ideally the LTA will be physically situated in the CBS premises and the LTA will as far as possible follow the CBS working hours and agree with CBS on the daily work schedule. The LTA will follow the rules of conduct of the CBS organisation. Although situated in CBS, an important part of the LTAs responsibilities will be to ensure communication between the different project partners including the two lead agencies MoWCSC and Bufdir.

Thus, in general the LTA will be supporting the implementation of the GEfD in Nepal and shall manage and oversee the implementation of the overall Programme document. This will entail building and managing relationships with the different partners of the programme.

A designated Terms of Reference (ToR) for the LTA will give an overview of the expected day to day assignments. The ToR will be developed by the partners in the GEfD project.