

Training of Trainers for the Capacity Building of Paralegals in Nepal

18-24 March 2017
Pokhara, Nepal



PARTICIPANTS BOOKLET

WELCOME

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Welcome Letter

Dear participants,

We extend to you a warm welcome to the Training of Trainers (ToT) for the Capacity Building of Paralegals in Nepal, and a welcome to the city of Pokhara, Nepal.

Around the world, an estimated four billion people are living outside the reach and protection of the law. Largely poor and marginalized communities lack access to justice to resolve disputes or access remedies when their rights have been violated. This leads to further entrenchment in poverty and violence. Poor people are unjustly driven from their homes and their land; are unable to access essential public services; or face violence and discrimination. In Nepal, vulnerable people face domestic and gender-based violence, trafficking, exploitation in employment and migration, discrimination on the basis of caste, disability and gender, and lack of legal identity. Many are unable to access the right to healthcare, education, or



Legal awareness at community.



Women's campaign for justice.

community resources. Yet, the poor and marginalized overwhelmingly lack access to justice, given the countless barriers preventing them from accessing the formal justice system.

Legal empowerment can play a key role in addressing some of these barriers and enabling the poorest and most vulnerable to access justice. Grassroots legal advocates can help reach communities where they are with information on their human rights; skills in mediation and dispute resolution; access to government institutions; and ability to engage communities in advocacy and organizing. Legal empowerment is about enabling communities to know, use, and shape the law. In Nepal, dozens of organizations are supporting, training and strengthening the work of community paralegals or grassroots legal advocates, who are working at the community level to help people access legal identity and public resources; promote local government accountability; fight caste, gender and disability discrimination; ensure safe migration; and empower women and girls. There is an increasing international recognition of the important role that legal empowerment can play in enhancing access to justice and

ensuring sustainable and inclusive development, leading to the inclusion of justice as Goal 16 of the UN sustainable development goals.

Inspired by the work of activists and advocates like yourself, who have promoted the legal empowerment of poor and marginalized communities throughout Nepal, we see an opportunity to build upon your grassroots work to strengthen the movement towards legal empowerment; exchange ideas and learnings; and enhance the capacity of leaders and trainers to build strong community justice organizations and effective cadres of community paralegals / justice advocates at the local level. The aim of this training is to cultivate a cadre of national leaders in Nepal who are committed to legal empowerment, who share a common understanding of the field, and who are keen to take their skills in developing effective, participatory trainings to the next level to enhance the capacities of community paralegals and grassroots justice civil society organizations in the long run. We hope that participants will, over the long run, find ways to build and strengthen the movement for legal empowerment in Nepal, and to develop a common vision, strategy and training guidelines to guide the work of the field.

We hope that you use this opportunity to strengthen your skill set, learn, exchange ideas, and build your community of legal empowerment leaders, practitioners, and trainers in Nepal.

We look forward to welcoming you soon to Pokhara, and to learning together.

Warm regards,

A handwritten signature in black ink, appearing to read 'Neetu Pokharel', written over a horizontal line.

Neetu Pokharel

Course Overview

Introduction

The ToT, a collaborative effort of actors in Nepal engaged in legal empowerment work, is organized by Alliance for Social Dialogue (ASD), BRAC University, Lawyers' National Campaign for Elimination of Caste Discrimination (LANCAU Nepal), Open Society Justice Initiative (OSJI) and with the trainers coming from the Centre for Social Justice (CSJ) in India.

This training is part of a series of trainings on community paralegal work across the South Asia region. The approach of this training program will be to enhance the capacities of people training and working with paralegals in better understanding the role of paralegals holistically, challenges in building the identity of paralegals and building their skills, and understanding of design and behavior aspects of training the paralegals.

The driving idea behind the training is that the efforts to improve justice at the local level are collectively lagging and may be greatly enhanced



Aged 72 years, Chuliya Dagaury received a citizenship document in Mobile camp at Kanchanpur.

through mutual learning, both by the many diverse NGOs that are dedicated to this work and policy makers who contribute to their effectiveness. The training in Nepal will serve as a first step towards building and strengthening a cohesive, unified movement for legal empowerment in Nepal.

Key Objectives

The overarching objective of this training is to build the capacities of participants as trainers and to leverage this space to create an enabling environment for effective paralegal work in ensuring accessing to justice. This training program aims to improve the performance of community paralegal NGOs at the local level in Nepal, as well as enhance their ability to engage in policy advocacy to scale up community paralegalism.



Discussion during a paralegal training in Kanchanpur.

The core objectives of the training are:

1. To deepen conceptual understanding of legal empowerment as an approach and develop a shared understanding of community-based paralegalism;
2. To build a vibrant team of master trainers who have the background knowledge, skills, and practical experience to develop and provide

- training and technical assistance to community-based paralegals and other trainers;
- 3. To provide a platform for mutual learning and sharing;
- 4. To lay the foundation for strengthening a cohesive and sustainable movement for legal empowerment in Nepal.

Rationale

Despite hopes for the new Constitution, Nepalese citizens continue to face serious obstacles when it comes to accessing justice, rights, and redress. Community paralegal and grassroots justice organizations have long existed in Nepal. Yet, there are many challenges, and the movement must be strengthened and scaled up substantially if justice is to be within reach of all citizens.

While there is a community of NGOs working to expand access to justice through the use of community paralegals in Nepal, many gaps remain. Community legal empowerment groups are often working with limited resources, restricting their ability to conduct regular, in-depth trainings that may enable paralegals to develop skills and expertise. Trainings often utilize lecture-based formats, with limited use of participatory and adult learning pedagogical tools to build skills. Partially as a result of such limited training, there are discrepancies in the competence of paralegals within organizations across the country. Furthermore, many community justice

Sita Damai, a woman from Kailali becomes a citizen at age 70 with the support of paralegal.



organizations work alone, and the sector as a whole could benefit from mutual exchange of knowledge and ideas. Lack of coordination among CSOs and the absence of common methodologies or standard guidelines for the training and work of paralegals have led to lack of uniformity in the sector, with widely divergent levels of training, selection criteria, and supervision among organizations. Legal empowerment organizations are recognizing the importance of case management and data analysis as strategic tools, but often lack the technical tools, knowledge and resources to implement comprehensive systems. Finally, sustainability and institutionalization of the movement is a major concern in Nepal. By bringing organizations and practitioners together, the training will provide a convening space for exchange and learning, helping to build networks in the legal empowerment field that will create an enabling environment for efforts to expand access to justice and recognize community paralegals both at the policy and practice levels.



Mobile camp organized jointly by paralegals and local government for the legal identity to community people.

Training Themes

The 6-day training will focus on the following core themes. These themes will not be standalone topics but will be intertwined with one another:

Trainings / Capacity Building of paralegals

Capacity building programs undertaken by organizations, over the years, have strengthened community-based paralegals and added value to their work. This training will attempt to further strengthen capacities of paralegal trainers in designing and delivering effective capacity building programs. Different sessions will focus on different methodologies, approaches and design principles using the framework of adult learning and alternate legal education. Participants will also implement their learning during the training by producing their own designs.

Building a shared understanding of the role of paralegals in access to justice

The training will address the role paralegals play in ensuring access to justice. This part will focus on building their knowledge, skills and perspectives to strengthen their role and identity as change agents in building legally empowered communities. What shared understanding can we build about the role and identity of paralegals, who can act as a catalyst in social justice lawyering?

Management of paralegal programs

The program will look at planning, monitoring, evaluation and training (PMET) of paralegal programs, which includes case management system. In the interviews conducted with representatives of 10 organizations engaged in legal empowerment work, management of paralegal programs and case management systems was identified by the interviewees as one of the areas that need to be strengthened. The program will invite sharing of experiences in this area and look at good practices.

Road map ahead

The last day will be slotted for discussion to plan the way forward in the areas of capacity building and advocacy. The discussions will focus on the overall vision in strengthening paralegal work and movement in Nepal, scope of work of this intervention, possible partnerships and collaborations, strategies, immediate and mid-term work plans and activities.

Training Schedule /Agenda

DAY 1 – MARCH 18, 2017

11:00 AM – 12:00 PM	Arrival and registration
12:00 PM – 1:00 PM	LUNCH
1:00 PM – 2:00 PM	Opening and Program Introduction
2:00 PM – 3:15 PM	Introductions of Participants and Icebreaker
3:15 PM – 3:30 PM	TEA BREAK
3:30 PM – 5:30 PM	Introduction to Adult Learning Principles

DAY 2 – MARCH 19, 2017

9:00 AM – 10:00 AM	Review of the previous day and general reflections
10:00 AM – 11:30 AM	Locating the role of the paralegal in the access to justice system
11:30 AM – 11:45 AM	TEA BREAK
11:45 AM – 1:00 PM	Exploring attributes of a paralegal
1:00 PM – 2:00 PM	LUNCH
2:00 PM – 2:45 PM	Case study of paralegals in India and exploring levels of paralegals
2:45 PM – 3:00 PM	TEA BREAK
3:00 PM – 5:30 PM	Understanding competence grid and developing a competence grid for your imaginary group exercise
5:30 PM – 6:00 PM	CLOSING

DAY 3 – MARCH 20, 2017

9:00 AM – 10:00 AM	Reflection and conducting a guided dialogue (plenary debate)
10:00 AM – 11:30 AM	Identifying human rights violations across themes
11:30 AM – 11:45 AM	TEA BREAK
11:45 AM – 1:00 PM	Case study
1:00 PM – 2:00 PM	LUNCH
2:00 PM – 3:30 PM	Role play on domestic violence and legal remedies
3:30 PM – 3:45 PM	TEA BREAK

3:45 PM – 4:45 PM	Simulation on conducting a village awareness program
4:45 PM – 6:00 PM	Use of demo on mediation and conciliation
6:00 PM – 7:00 PM	Reflection on the day
DAY 4 – MARCH 21, 2017	
9:30 AM – 10:00 AM	Reflection on previous day
10:00 AM – 11:30 AM	Understanding design
11:30 AM – 11:45 AM	TEA BREAK
11:45 AM – 1:00 PM	Designing your program
1:00 PM – 2:00 PM	LUNCH
2:00 PM – 3:30 PM	Group reflection on the program design
3:30 PM – 3:45 PM	TEA BREAK
3:45 PM – 6:00 PM	Redoing and completing the design
DAY 5 – MARCH 22, 2017	
9:30 AM – 10:00 AM	Reflection on previous day
10:00 AM – 11:30 AM	Presentations of designs
11:30 AM – 11:45 AM	TEA BREAK
11:45 AM – 1:00 PM	Presentations of designs (continued)
1:00 PM – 2:00 PM	LUNCH
2:00 PM – 3:30 PM	Understanding advocacy
3:30 PM – 3:45 PM	TEA BREAK
3:45 PM – 5:00 PM	Understanding advocacy (continued)
DAY 6 – MARCH 23, 2017	
9:30 AM – 10:00 AM	Reflection on previous day
10:00 AM – 11:00 AM	Best practices in managing legal empowerment programs
11:00 AM – 11:15 AM	TEA BREAK
11:15 AM – 1:00 PM	Developing MIS and case management systems
1:00 PM – 2:00 PM	LUNCH
2:00 PM – 4:30 PM	Group discussion on the way forward
DAY 7 – MARCH 24, 2017	

10:00 AM – 11:30 AM	Drawing up personal action plans
11:30 AM – 11:45 AM	TEA BREAK
11:45 AM – 1:00 PM	Sharing and reflections on personal action plans
1:00 PM	CLOSING AND LUNCH



**Discussion among legal empowerment practitioners at the consultation,
December 2016, Kathmandu.**

Training Venue

The course will be held at Hotel Jal Mahal. It is a boutique resort in Pokhara where water, mountains, plants and humans interplay to rejuvenate each other. It is a resort with luxurious poolside rooms, stunning Himalayan views, beautifully maintained spacious gardens, and warm hospitality. It is the only resort in Nepal providing privileged access for child-guests to a boutique theme park.

The venue is located in a quieter neighborhood of Pokhara, which is only about five minutes driving distance from the airport, city bus park, and the main bazaar of Pokhara. Hotel Jal Mahal is within walking distance to some of the major tourist attractions in Pokhara – the Seti Gorge, International Mountain Museum, and Fewa Lake Damside. The other major tourist attractions in town – Davis Fall, Gupteshwor Mahdev cave, Fewa Lakeside – are merely a five-minute drive from the hotel.

Hotel Jal Mahal

Gharipatan (Besides ChaChaWhee), Pokhara

Phone: +977 61466652

Cell: +977 9851054404

Email: info@jalmahalpokhara.com

Website: <http://www.jalmahalpokhara.com/>



Internet and Wi-Fi

Free Wi-Fi is available at the hotel 24 hours.



Arrival and Departure

Participants arrive in Pokhara on 17th March and leave Pokhara on the morning of 25th March 2017.



Reading Materials

Required

1. Background paper: “Community Paralegalism in Nepal: Realities and Aspirations”
2. Note on “Alternative Legal Education”
3. Note on “Who is a Paralegal?”
4. Note on “Need and Spaces to Legitimize Paralegals”
5. Note on “Capacity Building Needs in Bhopal”
6. Note on skills needed for effective training
7. Note on “Monitoring and Information System”
8. Note on “Levels of Paralegals”

Suggested

1. Asian Development Bank, “Legal Empowerment for Women and Disadvantaged Groups,” <https://www.adb.org/publications/legal-empowerment-women-and-disadvantaged-groups>.
2. Open Society Justice Initiative, “Community Based Paralegals: A Practitioners Guide,” <https://www.opensocietyfoundations.org/sites/default/files/paralegal-guide-20101208.pdf>
3. Open Society Justice Initiative, *Justice Initiatives* Autumn 2013, “Legal Empowerment,” <https://www.opensocietyfoundations.org/sites/default/files/justice-initiatives-legal-empowerment-20140102.pdf>
4. Laura Goodwin, Vivek Maru, “What do we know about legal empowerment? Mapping the evidence,” <http://link.springer.com/article/10.1007/s40803-016-0047-5>
5. Namati, “How to Develop a Paralegal Program,” <https://namati.org/resources/developing-a-community-paralegal-program/>
6. Community Legal Services Forum (CLSf), “Pakistan’s National Community Paralegal Training Manual,” <http://pjn.org.pk/home/page/27>

Biographies

TRAINERS

GAGAN SETHI

Centre for Social Justice (CSJ)



Gagan is a development educator, a practicing organizational development expert, and a gender trainer. Has over forty years of experience in organizational development, capacity building and advocacy at local, national and international levels in diverse cultural settings in Asia. He joined the Behavioral Science Centre (BSC) of the St. Xavier's Non-formal Educational Society, Ahmedabad, in 1977 and

was appointed associate professor and member of the Governing Board in 1985. While working in two areas of rural Gujarat he developed an interest in improving the economic realities of scheduled castes and tribes and organizing village groups. As founder of Janvikas, he has helped set up several strategic organizations in India, for example Kutch Mahila Vikas Sangathan, Sahjeevan, Dristhi, the HID forum, and the Centre for Social Justice (CSJ), one of the largest grassroots programs in Gujarat dealing with access to legal services, legal education, and citizenship rights. He is also the founder, former chair, and board member of the Dalit Foundation. He is the author of four books related to legal aid, gender, NGO governance, and communal violence in Gujarat.

Gagan can be reached at gaganssethi@gmail.com.

NUPUR SINHA

Centre for Social Justice (CSJ)



Nupur is the Executive Director of the Centre for Social Justice, where she has worked for the past 20 years. She is also a founding member of the Indian Institute of Paralegal Studies. Her work involves research, evaluation, and capacity building, especially in the area of access to justice. She is an expert in developing curricula and methodologies for different types of human rights trainings. She has been involved in setting

up a training team for legal empowerment in South Asia in collaboration with BRAC university; conducted workshops on human rights for police, lawyers, teachers and paralegals; conducted trainings of trainers for paralegals training; and has been involved in developing a curriculum for the Diploma in Human Rights co-sponsored by the Bar Council of Gujarat. She is a law graduate from the National Law School Bangalore.

Nupur can be reached at socjust@gmail.com.

TRAINING ORGANIZERS

PRABHAKAR BAGCHAND

Lawyers' National Campaign for Elimination of Caste Discrimination (LANCAU)



Prabhakar Bagchand is the Executive Director of Lawyers' National Campaign for Elimination of Caste Discrimination (LANCAU Nepal) and has worked as an auditor, banker, and journalist in India and Nepal. He is now a passionate social activist, with more than 12 years of experience in the areas of human rights monitoring, social and political inclusion, gender, program

development, capacity building, and policy advocacy. Prabhakar has been using public interest litigation as a tool for effective enforcement of the Right to Information Act and anti-caste discrimination laws for many years. He has carried out research on various socio economic issues in Nepal and has worked on projects funded by ICCO Netherlands, USAID, and the European Union. He believes that the purpose of life is to be able to lead a life of purpose—this is what guides his inexhaustible fight for the rights of Dalits.

Prabhakar can be reached at pbagchand@gmail.com.

SALOMI CHRISTIE

Centre for Social Justice (CSJ)



Salomi Christie is a law graduate from School of Excellence in Law, Chennai (Class of 2011). She joined Centre for Social Justice, Ahmedabad's Young Professionals Programme for Legal Empowerment (YPPLE) Fellowship in August, 2016 and has been working as a Research Associate in their Rehnuma programme (an action-research on Minority rights) in Rangareddy (Telengana) and Gulbarga (Karnataka) field areas.

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MANZOOR HASAN

BRAC University



Manzoor is a public policy reform specialist with nearly two decades of experience in capacity building and institutional strengthening aimed at strengthening governance in Bangladesh. He is presently the Chair of the UNCAC Coalition and Advisor of BRAC Institute of Governance & Development. He was the Deputy Executive

Director of BRAC (2004-2006). Manzoor was the founding Executive Director of Transparency International Bangladesh (1996 to 2003) and then the Regional Director (Asia-Pacific) of TI in Berlin. In 2003 he was awarded the Honour of the Officer of the Order of the British Empire by Queen Elizabeth II for his service to Transparency International Bangladesh. He graduated from the London School of Economics and was called to the Bar from the Honourable Society of Lincoln's Inn. Manzoor sits on the Board of several non-profit organisations.

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SUMAIYA ISLAM

Open Society Justice Initiative (OSJI)



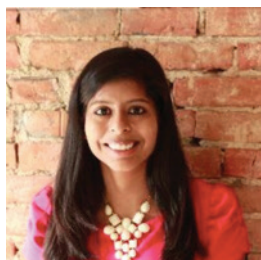
Sumaiya guides the work of Open Society Justice Initiative in Asia with a focus on strengthening basic justice services for underserved communities. Islam initiated, developed, and managed legal empowerment projects in several countries, including Indonesia, Bangladesh, Nepal, Sierra Leone, Malaysia, the United States, Greece, and Pakistan. As a community organizer in Los Angeles, she organized communities

around tenants and immigrant rights, and led South Asian advocacy efforts in Los Angeles, Sacramento, and Washington, D.C. Since 2011, Islam has led regional policy discussions on justice sector reform in South Asia and South East Asia. She has an MA degree in conflict resolution in divided societies from King's College London, and a BA in economics and chemistry (law track) from Indiana University of Pennsylvania. She was a Community Scholar at the University of California, Los Angeles.

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AKHILA KOLISETTY

Open Society Justice Initiative, Alliance for Social Dialogue



Akhila is a Consultant with Alliance for Social Dialogue and Open Society Justice Initiative. A lawyer and policy advocate, she specializes in human rights, gender equity, and access to justice/legal empowerment. Previously, she was a Presidential Fellow with Open Society Foundations, working on a range of human rights, justice reform, policy and strategy issues. She has provided legal representation to survivors of domestic violence and conducted human rights research and advocacy on issues such as community paralegalism, citizenship rights, domestic violence and sexual assault, personal law, and accountability and transparency. She has worked with organizations including Human Rights Watch, the ACLU, BRAC, and Timap for Justice. In 2014, she published “Examining the Effectiveness of Legal Empowerment as a Pathway out of Poverty: A Case Study of BRAC” in the World Bank’s Justice and Development Working Paper Series. She has a J.D. from Harvard Law School and a B.A. in economics and political science from Northwestern University.

Akhila can be reached at akhila.kolisetty@gmail.com.

SOM NIROULA

Alliance for Social Dialogue (ASD)



Som is the Programme Officer at Alliance for Social Dialogue (ASD) responsible for the Human Rights portfolio. He provides strategic support to partners working on human right issues in Nepal. He has also been providing support to OSF’s global shared framework on legal empowerment. He has a decade long experience of working in the field of human rights and has

previously worked at the South Asia Forum for Human Rights (SAFHR) based in Kathmandu. He holds a Master of Arts in Peace Education from the United Nations mandated University for Peace (UPEACE) Costa Rica and a Master's Degree in Anthropology from Tribhuvan University.

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BHOJ BAHADUR PAL

Lawyers' National Campaign for Elimination of Caste Discrimination (LANCAU)



Bhoj is the coordinator for this Training of Trainers for the Capacity Building of Paralegals in Nepal. He has worked as the Finance and Administration Officer with Lawyers' National Campaign for Elimination of Caste Discrimination (LANCAU Nepal) for six years. He holds a Master's degree in Management from Tribhuvan University, Nepal. He has expertise in accounting, financial management, internal

control, and event management. He has received several trainings in budgetary control and taxation laws. He has handled several projects including those funded by ICCO COOPERATION, Open Society Foundations, and the European Commission. Mr. Bhoj Pal is also a committed activist against caste discrimination.

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NEETU POKHAREL

Alliance for Social Dialogue (ASD)

Neetu Pokharel is the Programme Officer at Alliance for Social Dialogue (ASD), responsible for grant making in Access to Justice Portfolio with a particular focus on Legal Empowerment and Women's Rights. She is leading the implemen-

tation of Open Society Foundation (OSF)'s Global Shared Framework on Legal Empowerment in Nepal. Neetu supports the work of national and community based organizations to promote women's rights and access to justice of poor and marginalized groups. She has been engaged in policy advocacy, collaboration with the government and research related to access to justice and legal identity in Nepal. She also works to empower the community paralegals that facilitate access to justice and legal identity documentation for marginalized groups. Prior joining to ASD, Neetu worked with an NGO Women' Rehabilitation Centre (WOREC) on the issues of women, peace, security and justice. Neetu holds a Masters in Conflict, Peace and Development Studies (CPDS) from University of Ruhuna, Sri Lanka.

Neetu can be reached at npokharel@asd.org.np.

SHAVETA SHARMA
BRAC University



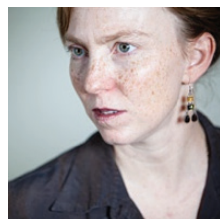
Shaveta is a development professional with 15 years of experience in the field of access to justice, human rights, and organizational development of non- profits. She currently lives in Bangladesh and works with SAILS.

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OBSERVERS

JULIA HARRINGTON REDDY
Open Society Justice Initiative (OSJI)

Julia Harrington Reddy is Senior Legal Officer for Equality and Citizenship with the Open Society Justice Initiative (OSJI), in New York. Under her



leadership, the Equality and Citizenship program of the Justice Initiative has pioneered work on the right to citizenship, identifying citizenship as a gateway to the enjoyment of other rights, substantiating the links between ethnic discrimination and denial of citizenship, and understanding the role of documentation of identity as an instrument for realizing citizenship rights. She conceptualized and co-taught a law school class on citizenship and human rights. In the field of anti-discrimination and equality law and policy, she has overseen initiatives including impact litigation in areas such as segregation in education and development of diverse policy approaches to respond to discrimination and promote substantive equality. Prior to joining OSJI, she was Executive Director of the Institute for Human Rights and Development in Africa, based in The Gambia, which she co-founded with Alpha Fall in 1997 (and with whom she won echoing green and Ashoka Fellowships). Previously she worked with the African Commission on Human and Peoples' Rights, supported by an echoing green fellowship. She was educated at Harvard College and Harvard Law School.

Julia can be reached at julia.harringtonreddy@opensocietyfoundations.org.

TRAINING PARTICIPANTS



DEVIDATTA ACHARYA
DEC-Nepal

Devidatta is a young person with a disability, and currently the Executive Director of DEC-Nepal. His feet were impaired when he was 5 years old. During that time, there was lack of knowledge and stigma regarding disability, so Devidatta faced substantial discrimination. At

the age of 14, he became involved in self-help groups, and since 1995, he has engaged in disability rights campaigns. He is an advocate for the rights of disabled people and their access to services provided by the government, NGOs, and local groups, at the national, regional, and district

levels. He served as Regional Secretary in NFDN Midwestern region from 2002 to 2004, and the Chairperson from 2004 to 2013. Currently, he is a Center Member of the National Federation of the Disabled Nepal. Devidatta has supported ratification of the CRPD in Nepal. In 2008, he founded DEC-Nepal and served as Chairperson from 2008-2010. In close coordination with INGOs, government, local stakeholders and political parties, he manages programs to promote implementation of policies and programs supporting the rights of people with disabilities. Devidatta holds a Bachelor of Business Study (BBS) degree from Tribhuwan University and a Bachelor of Education (B.ed).

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LAXMI ARYAL

Women's Rehabilitation Center (WOREC Nepal)



Laxmi is a Program Officer for Capacity Building at WOREC Nepal, which works to promote the rights of women and marginalized communities. She currently works on violence against women, gender and social inclusion, human rights and social justice, women's reproductive health, and health rights and livelihoods. She was previously a District Coordinator in WOREC Nepal's branch office in Dang. She has conducted training programs in various districts. She began her career as a teacher in a government school, and went on to teach in public school. She entered the development field by working as a community awareness worker in HIV prevention with SCI in 2000. Since then, she has worked on the human rights, women's rights and development field. Laxmi is a student of sociology and anthropology, and holds a Master's Degree from Tribhuwan University.

Laxmi can be reached at laxmiaryal1@gmail.com.

UMID PRASAD BAGCHAND

Far West Media Development Centre (FMDC)



Umid Prasad Bagchand is a senior Journalist of Far West Nepal with more than 28 years of experience in print and electronic media. He currently works with BBC Nepali Service. He has expertise in training journalists, particularly on human rights issues and bio-diversity conservation reporting. He is an expert in peace building and conflict resolution. He is a leading RTI Expert of Far west Nepal, and he

had trained bureaucrats, civil servants and a wide range of people on the use of RTI. As a conservationist, he has received the coveted Abraham Conservation Award from World Wildlife Federation (WWF), for his role as a media person in bio-diversity conservation in the year 2010 (Media in Conservation Award 2010). Umid is also a documentary maker and has experience in project design and implementation. He has received several awards, recognitions, and felicitations. Umid is the President of Far West Media Development Centre (FMDC) and has been involved in programs related to accountability of law makers, elected representatives and facilitation of legal entitlements and legal identity of Dalit community.

Umid can be reached at umid.bagchand@gmail.com

POONAM CHAND

Legal Aid and Consultancy Center (LACC)



Poonam Chand has been practicing as a lawyer for more than 15 years. She has been working with LACC since 2005. Poonam has been advocating for the end of child labour and manages a helpline to enhance access to justice of women and children by providing them free legal aid. She also has experience in managing projects, and currently manages a community

paralegal project in Kanchanpur district which aims to expand access to legal identity documentation for poor and marginalized communities. She has trained paralegals and facilitated several trainings. She is also the Vice President of Nepal Bar Association High Court Mahendranagar.

Poonam can be reached at chandpnm@gmail.com.

YAM BAHADUR CHARMAKAR

Dalit Empowerment Center, Baglung



Yam is the Chairperson of Dalit Empowerment Center, Baglung. He is an Advocate, legal practitioner and social mobilizer. He has experience conducting a range of trainings and workshops including on child rights and child labor, gender, NGO management, human rights, and paralegal trainings on child, Dalit and women's rights issues. He has experience advocating on Dalit, women's and children's rights in court. He is formerly legal coordinator of Untouchability Crime Watch Centre of LANCAU Nepal. He specializes in litigation. He has been providing free legal aid to victims of caste discrimination and atrocities for the last 16 years. He was awarded a Krishna Prasad Chapagain Gold Medal for being a top student in constitutional law.

Yam can be reached at ckyam06@gmail.com.

SABITRA GHIMIRE

Dalit Women Rights Forum (DWRF)



Sabitra is a founding president and current Executive Director of Dalit Women Rights Forum (DWRF) based in Kailali, Far West Nepal. Sabitra has been in the human rights movement for more than 11 years. She has rich experience working on issues of gender based violence,

civic participation, and access to justice. She was formerly the President of Nepal National Dalit Social Welfare Organization (NNSDWO) District chapter Kailali. She holds a Bachelor's degree in Rural Development.

Sabitra can be reached at sabitra.dwrf@yahoo.com.

LAXMI GURUNG

Samrakchak Samuha Nepal (SASANE)



Laxmi has been a certified paralegal since 2009, and has been serving as a Paralegal Trainer with SASANE since 2014. Her primary role as a paralegal trainer is to identify women trafficking victims and provide them with psychosocial counseling. She provides training to paralegals who work with community members and victims of gender-based violence and human trafficking, with the collaboration of various law enforcement agencies in Nepal. As a paralegal trainer, Laxmi seeks to help as many victims as possible. Laxmi holds a Bachelor's degree in Sociology from Tribhuvan University Kailashkut Multiple Campus.

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UMA KARKI

Legal Aid and Consultancy Center (LACC)



Uma is an Advocate and a Coordinator with LACC in Jhapa district. She has been involved in legal empowerment of women and children. She manages 20 paralegals in Jhapa in facilitating community access to vital event registration and citizenship certificates. She has experience providing free legal aid to women affected by violence.

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BIJAYA K.C.
Sankalpa



Bijaya is a Program Manager at Sankalpa - Women's Alliance for Peace, Justice, and Democracy, and is an emerging activist advocating for the rights of women. She has worked with Sankalpa since 2011. Having worked with diverse women's alliances, she understands issues facing diverse women including Dalit women, women with disabilities, single women, Muslim women, indigenous women, and working women. She is committed to working in the field of gender equity, peacebuilding and community development. Bijaya has a Master's in Business Studies and Master's in Sociology from Tribhuvan University. She has also completed a post graduate diploma in project management from Maastricht School of Management in the Netherlands.

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NAJBUL KHAN
Muldhar Mahila Sewa Kendra, Udayapur



Najbul is an activist from the minority Muslim community and is from Udayapur. Challenging conventions is part of her nature. She is the first Muslim woman tempo driver in Nepal. She is the President of Mainstream Women Service Centre. She has 17 years of experience working in human rights with special focus on the empowerment of Muslim and Madhesi women. She is a vocal activist and is advocating for the end of the "Triple Talaq" system prevalent in Muslim community. She has trained many community mobilizers and paralegals. She is pursuing her higher studies. Najbul has received many awards and accolades including the Civil Society and Human Rights Defenders Award on the occasion of

the 68th International Human Rights Day 2016 from the National Human Rights Commission.

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SONIA (CHUNNI) KHATUN

Aim Nepal

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PASHUPATI KUNWAR

SAMABIKAS Nepal



Pashupati is a Chairperson of SAMABIKAS Nepal, an NGO working to advance the rights of women, Dalits, and children in Nepal. She is a gender master trainer, and has been facilitating trainings related to gender, women's rights and social inclusion for the past ten years. She joined the NGO sector as a facilitator and later worked as a Program Coordinator for the SAHABHAGITA project during 2003 to 2006. She has facilitated

various events and trainings focused on gender and social inclusion organized by different I/NGOs. Pashupati has expertise and knowledge on women's, Dalits, and child rights issues in the Nepalese context. She holds a Bachelors of Arts (B.A.) from Tribhuvan University of Nepal.

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BISHNU MANI NEPAL

Global Volunteer Network Nepal

Bishnu Mani is a sociologist with over 17 years of experience in the NGO/INGO sector. He has worked with Samaj Sewa Samuha Kavre as a team



leader/Program Manager from 1999 to 2016. He was responsible for management and coordination of the project staff; preparing the overall workplan; organizing national, district, field level trainings; supporting a gender sensitivity awareness program; monitoring and supervision of overall programs; and proposal and report writing. He has been working with different organizations in various roles from 2010 until today. He worked with the Social Welfare Council on monitoring and evaluation of different INGOS; the Institute of Crisis Management Studies for different research projects; Rural Water Supply and Sanitation for training and monitoring evaluation of the WASH programs; Nepal Red Cross Society for disaster management plan and program and many more.

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LAXMI NEUPANE

Nepal Disabled Women Association (NDWA)



Laxmi is a Program Coordinator at NDWA. Previously, she worked as a Project Manager with FEDO and with many other organizations. She has written numerous articles and stories, some of which have been published in national dailies. She has experience giving training on GBV, leadership development, gender and development, national and international laws and policies from the women's rights perspective, transitional justice, advocacy and lobbying, and inclusion. Laxmi has spent most of her life in community development, paralegal mobilization, and women's empowerment, visiting more than 40 districts of Nepal. She holds a Master's in Social Science and Women Development Studies and a Bachelor's in Education/Social Science. Laxmi has participated in courses on 'Federalism, Constitutionalism and Democratic Governance in Multicultural Societies' from Fribourg University, Switzerland, 'Participatory Planning Monitoring and Evaluation' from Wageningen University, Netherlands, 'TOT on Women Peace and Security' from UNDP Thailand, and 'Decentralization and

Local Governance', from Institute of Federalism, Fribourg University, Switzerland.

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MANISHA POUDEL

Legal Aid and Consultancy Center (LACC)



Manisha is currently a Program Coordinator with the Legal Aid and Consultancy Centre (LACC). She is working in a project supported by OSF that aims to strengthen access to justice for women through community paralegals who facilitate access to legal identity documents such as citizenship, birth registration and divorce certificates. She works closely with grassroots organizations, paralegals, and government actors to ensure access to justice for poor and marginalized groups. She is a lawyer and policy advocate on human rights and gender justice. Previously she worked with various institutions such as Wildlife Conservation Nepal, Cellrd, USIP, ASD, Canadian Bar and Attorney General Office of Nepal and has been involved in research and policy advocacy relating to human rights, gender justice, legal empowerment, paralegalism, and citizenship rights. She holds an LLM in International Human Rights and Gender Justice from Kathmandu School of Law (Purbanchal University). She has participated in national and international trainings, seminars, and workshops relating to legal empowerment and paralegalism organized by Alliance for Social Dialogue, SAILS, Global Policy Academy, and the CEU School of Public Policy in Hungary.

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MEENA PAUDEL

Nepal Disabled Women Association (NDWA)



Meena works for Nepal Disabled Women Association (NDWA) as General Secretary and is involved in the overall management of the organization. She is a founding member of NDWA since 1998. Born in Ramecchap District, she has had a physical impairment from birth and is affected by scoliosis. She has spent most of her life working at the community level to empower and advocate for the rights of women

with disabilities. She has experience in program management, advocacy, and lobbying for the rights of people with disabilities, and in livelihoods and awareness raising. She holds a Master's Degree in Sociology. In 2011, Meena received an International Prize for Women of the Year from Aosta, Italy.

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TEK RAJ PANDEYA

Rural Integrated Center (RIC)



Tek is currently the Executive Director of Rural Integrated Center (RIC) Dadeldhura. He has more than 15 years of experience in the development sector. A graduate in social science, he joined the human rights movement as a social mobilizer. He has been involved in livelihood generation and programs promoting the legal empowerment of Dalits and women. He is a trainer on gender based violence, reproductive rights, livelihood

generation, organizational development, leadership development, and proposal writing. He is also the President of NGO Federation Dadeldhura district.

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BINDU PARIYAR

NGO Association for Dalit Women Advancement of Nepal (ADWAN)



Bindu is a social worker and human rights defender with over 12 years of experience in the NGO sector. Since 2004, she has been working as group mobilizer, central member, board member, board secretary and group management coordinator at the NGO Association for Dalit Women Advancement of Nepal (ADWAN). ADWAN is launching legal empowerment and social accountability programs in the field of women's rights. She has served as a trainer and mentor, and has contributed to strengthening the capacities of numerous people in remote areas of Nepal. As a trainer, she engages with the local rural community to advocate for the implementation of government rules and programs and to foster community mobilization through legal empowerment.

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SUMAN POUDEL

Dalit NGO Federation (DNF)



Suman has 15 years of experience as a social activist and advocate for non-profits in the community development field in Nepal. He has worked with a number of NGOs, Ministries of Nepal's Government, Federations, INGOs and bilateral and multilateral actors in roles ranging from subordinate to top leadership positions. He has experience in advocacy and rights based programming; institutional development for NGOs; capacity building; life skills and livelihood development; governance, democracy and human rights; integrated programs on health, education, justice, gender equality and social inclusion; political empowerment; and statelessness. He primarily works towards the rights of poor Dalits, women,

children and young people, and poor and vulnerable people more broadly. He has expertise in delivering and facilitating gender equality and social inclusion trainings. Suman is extremely passionate about contributing to nation building through upliftment of the poor and downtrodden people in Nepali society. He brings firsthand experience of living in poverty and experiencing caste discrimination and therefore believes in addressing the structural causes of poverty, injustice and inequality for equitable and inclusive development. He holds Master's Degrees in Master of Business study (First Division) and Master in Sociology (Good second division) from Tribhuvan University.

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BIRENDRA RAJ POKHAREL

Action on Disability Rights and Development (ADRAD)



Birendra is the chairperson of ADRAD, where he works on projects to monitor and promote human rights of persons with disabilities. He has facilitated trainings of human rights monitors in collaboration with York University of Canada and DRPI and participated in an expert group within the UN system for the implementation of the Rio+20 outcome document “The Future We Want”. Birendra has engaged in the UPR process, coordinated the “Make Rights Real” campaign, and facilitated various trainings across South Asia. He has engaged as a local expert for Abilis Foundation, Finland, and presented at a research symposium at Sydney University, Australia. Birendra has provided valuable input during the constitution drafting and policy enactment process as a resource person and has participated in the Human Rights Committee under the Parliament of Nepal. He also launched the inclusive post-earthquake reform campaign pushing for accessible post-earthquake reform and mobilizing community justice facilitators.

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SANJU KUMARI SHAH

Women, Peace, Research and Development Center (WPRDC)



Sanju is currently the Executive Director of WPRDC. She began working as a community facilitator 21 years ago when her own sister was a victim of the dowry practice. Sanju has been working in the area of transitional justice, facilitating the legal entitlements of marginalized communities, and training and providing employment opportunities to communities. She

has been actively engaged in campaigns against dowry and child marriage. Sanju is also involved in policy advocacy. She is affiliated with various organizations in the districts. She has a graduate degree in law and a Master's degree in rural development.

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SHYAM KUMARI SHAH

MUKTI Nepal



Shyam is a young woman and an activist who has worked as a women's human rights defender (WHRD) for the past 11 years. She is currently Chairperson of MUKTI Nepal, which she has established on her own. For the past five years, she has worked with the Women's Rehabilitation Centre (WOREC). She began working on human rights issues as a member of the Alliance for Human Rights Protection in Siraha district in 2004 and was

for some time the Secretary of this Alliance. Despite the severe impact of her work on her personal security, Shyam has put herself at serious risk in order to provide justice for victims of rights violations. She works on cases such as witchcraft, domestic violence, rape, sexual violence, and dowry, and addresses discrimination on the basis of caste, class, ethnicity, and

marital status. Shyam works to report cases of violence against women and break the silence which surrounds such issues in the central region of Nepal. She also works in the Terai region, widely known to be a dangerous environment for human rights defenders, and continues her work to hold perpetrators accountable despite receiving threats and intimidation. Shyam can be reached at muktnepal2011@gmail.com.

LAXMI NEPALI SHRESTHA

Madesh Human Rights Home (MAHURI Home)



Laxmi is currently the Executive Director of Madesh Human Right Home (Mahuri Home) and was previously the organization's Executive Board Member. Over the past two years, she has engaged with a CARE Nepal supported community participatory research project, which focuses on adolescent girls' empowerment and child marriage and involves exchange of learning across countries, including Nepal and

Bangladesh. Over the past seven years, Laxmi has worked with a range of organizations in the field of adolescent girls and women's empowerment, rights and security of women workers, gender-based violence, and good governance and accountability. She has wide experience in promoting accountability of stakeholders, having worked with different local government bodies including the District Development Committees, VDCs, Health Administration Offices, Education Offices, Agricultural Offices, and School Management Committees. Laxmi has experience in project management, social mobilization, and monitoring and evaluation. She has worked with SAATHI, GEFONT, FEDO and DSDC – Care Nepal. She has an MA in Sociology and a BA in English and Economics.

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SABIN SHRESTHA

Forum for Women, Law, and Development (FWLD)



Sabin is an Advocate and Executive Director of FWLD. During his career he has been deeply involved in law reform and policy development primarily on matters relating to discrimination against women and marginalized groups. He has accrued extensive experience in leading legal projects. Sabin is known as a champion in advocating for legal identity and citizenship rights and has been involved in much research regarding citizenship, such as Acquisition of Citizenship Certificate in Nepal: Estimated Prevalence (2013), Analysis of Nepalese Citizenship Laws from a Gender Perspective (2014), Acquisition of Citizenship Certificate in Nepal: Understanding Trends, Barriers & Impacts (2014), among others. Sabin also works on the promotion and protection of economic and social rights in Nepal. Along with years of experience in public interest litigation on various human rights issues, he has been involved in providing paralegal trainings and preparing various paralegal training packages. More recently, after the earthquake, Sabin has been involved in leading and providing technical backstopping to legal assistance desks established in the 14 earthquake affected districts. He has been instrumental in analyzing disaster management laws from human rights perspective and advocating for rights based responses to disaster affected people.

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RENU SIJAPATI TAMATA

Feminist Dalit Organization (FEDO)



Renu is a founding member and currently General Secretary of the Feminist Dalit Organization (FEDO). Founded in 1994, FEDO works for Dalit women's rights and the elimination of caste and gender-based discrimination in 56 districts

across the country. Renu has worked to enhance Dalit women's political participation, to strengthen Dalit women's rights, and to combat domestic violence at the local to national levels. For the last seven years, she has worked to enhance Dalits' and women's participation in peacemaking processes across Nepal. She has delivered gender rights, leadership, UNSCRs 1325, 1820, and advocacy trainings at different levels. She is also an active member of Men Engage for the Gender Equality Alliance and an EG member of the International Dalit Solidarity Network (IDSN). Previously she worked as the Treasurer at the umbrella organization Dalit NGO Federation (DNF). Renu has also coordinated a study on 'Impacts of Armed Conflict on Dalit women' and she has developed gender manuals for grassroots women's groups. Renu holds a BA in Sociology from Tribhuvan University.

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GITA THAPA
LOOM Nepal



Geeta is the Coordinator of LOOM Nepal, which works to build capacities of and address discrimination against young women and girls. She has been working on issues of social, economic, cultural and political rights of women for the past 12 years. She is currently the District Coordinator of Human Rights Defenders Network Kathmandu. She is involved in the capacity building of youth and network building. Geeta is from Udayapur,

completed her schooling from a government community school, and earned a Bachelor's degree from a college in the district. She is currently pursuing a Master's Degree at Nepal Nation Higher Secondary School in Khumaltar, Kathmandu.

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ANITA NEUPANE THAPALIA

Legal Aid and Consultancy Center (LACC)



Anita is a women's rights and human rights lawyer at LACC. She holds an LLM degree from Liverpool John Moore University, United Kingdom. Since she came back from the UK, she is affiliated with LACC as a litigation lawyer, trainer and program coordinator. She has successfully completed various projects such as state/non state partnerships for inclusive justice, strengthening rule of law and human rights and combating trafficking in persons. She has not only represented clients at court but also filed various PIL in Supreme Court of Nepal to protect and promote the rights of women and marginalized groups. She has also involved in various research and study and has also participated in international trainings in the United States of America, Bangladesh, India, and Belgium.

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Organizers

ALLIANCE FOR SOCIAL DIALOGUE (ASD)

Alliance for Social Dialogue (ASD) was set up with an aim to promote dialogue within Nepal on a variety of issues, including but not limited to the promotion of democratic values and institutions in Nepal. ASD has been engaging with Nepali stakeholders in an effort to exercise intellectual leadership in important areas that promote an open society, such as education, human rights, and independent media. ASD seeks to develop strategic partnerships and networks to facilitate discussion and dialogue of policy issues in contemporary Nepali society. It works towards enhancing the role of democratic civil society actors in consolidating the democratic process in an effort to foster an open society in this period of political transition. As a grantmaker, ASD provides funding to civil society organizations and works to enhance their capacity. ASD receives financial assistance from the Open Society Foundations (OSF) to run its activities and programmes and it has been assisting OSF in the development of their funding priorities in Nepal. ASD also supports access to justice and legal empowerment, and seeks to scale up and institutionalize access to justice at the community level in Nepal.



BRAC UNIVERSITY

BRAC University (BRACU) was established in 2001. It follows a liberal arts approach to education which nurtures fresh ideas and gives new impetus in the field of tertiary education. Building on BRAC's experience of seeking solutions to challenges posed by extreme poverty, BRACU hopes to instill in its students a commitment to working towards national development and progress. The mission of BRAC University is to foster the national development



process through the creation of a centre of excellence in higher education that is responsive to society's needs, and able to develop creative leaders and actively contributes to learning and creation of knowledge.

LAWYERS' NATIONAL CAMPAIGN FOR THE ELIMINATION OF CASTE DISCRIMINATION (LANCAU Nepal)

LANCAU Nepal is a non-governmental organization founded in 2002 in order to eliminate the crime of discrimination against Dalit peoples. Our goal is to establish a campaign-based organization that could influence government institutions, political parties, professional organizations and the general public to change the existing policies, laws, and general mentality on caste based discrimination/ atrocities within 'Hindu' society. LANCAU Nepal is dedicated to ending the crime of untouchability / caste based discrimination / atrocities through legal empowerment (litigation, advocacy, research, and trainings) to work towards accountability and implementation of existing anti-discriminatory laws and policies. As a multi-caste, multi-professional organization, LANCAU Nepal strategically positions itself to bridge the gap between high-level policy reform and on-the-ground social change, in order to create a nation where not a single person remains untouchable.



LANCAU
Lawyers' National Campaign for
Elimination of Caste Discrimination

OPEN SOCIETY JUSTICE INITIATIVE (OSJI)

The Open Society Justice Initiative uses law to protect and empower people around the world, supporting the values and work of the Open Society Foundations. Through litigation, advocacy, research, and technical assistance, we strive to secure legal remedies for human rights abuses and promote effective enforcement of the rule of law. Justice Initiative lawyers have represented scores of individuals before domestic and international courts, in cases that have sought not only to vindicate individual claims, but to establish and strengthen



OPEN SOCIETY
JUSTICE INITIATIVE

the law's protection for all. The Justice Initiative documents violations, proposes solutions, engages policy-makers, and offers assistance that draws on our global legal experience. Its efforts focus on accountability for international crimes, racial discrimination and statelessness, criminal justice reform, abuses related to national security and counterterrorism, the promotion of freedom of information and expression, and combating natural resource-related corruption.

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Tourist Attractions in Pokhara



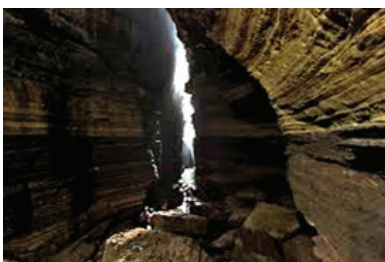
Lake Side



Seti Gorge



Davis fall



Gupteswar Mahadev



Is Change Possible through SDG-16

Alliance for Social Dialogue
<http://asd.org.np/>

BRAC University
<http://www.bracu.ac.bd/>

Lawyers' National Campaign for Elimination of Caste Discrimination
(LANCAU Nepal)
<http://lancaunepal.com/>

Open Society Justice Initiative
<https://www.opensocietyfoundations.org/about/programs/open-society-justice-initiative>