Foreword

It is with great pleasure that under my Presidency, Human Rights Organization of Nepal (HURON) has completed its first Strategic Plan. This five year strategic plan is a milestone development for the organization, drafted with intent to create a fairer society where every individual is treated with dignity and respect.

The HURON strategic plan will serve as a guiding document to our organization’s plans and policies for the next five year. With Nepal completing its historic elections and now has moved forward in a rapid pace for implementation of Constitution of Nepal, 2015, the newly formed federal structure will facilitate the agendas of our Nation. The concept of human rights is also rapidly changing both in the context of the world and in Nepal, and in order to update and oversee effective planning and implementation of human rights projects; we have decided to identify with the change and mold ourselves accordingly.

The changing political and administrative context of New Nepal needs a new energy and innovation which will assist our organization to carry out our programs in a sustainable way. In this strategic plan, we have decided to allocate resources, timeframe, areas of engagements and interventions as per this new developed context where human rights activism and intervention is now, more than ever, required.

I am grateful to the HURON Board, our previous and current partners, and our experts who have assisted us directly and indirectly in developing this strategic plan. I expect, this plan will help HURON to prioritize its annual activities and direct all 77 district chapters to carry out promotional and protection based activities pertaining to human rights issues in Nepal.

President, Mr. Indra Prasad Aryal
Executive Summary

The first HURON five year strategic plan is a guiding document for HURON Central Office and all District Chapters to implement our vision of protection and promotion of human rights in Nepal. Keeping in mind the changing context of our nation and new developments in the field of human rights issues, our strategic plan prioritizes 11 key areas of interventions to steer all activities of the organization for the next five years.

There are three areas of engagement identified in our strategic plan. They are:

1. Human Rights Programming for Rights Based Engagement
2. Human Rights Programming to Achieve Social Harmony
3. Human Rights Programming to for Promotion of Democracy in Federal Context

The strategic plan describes the strategies, proposed activities, their outputs and outcomes. Learning from our past activities, programs and active engagements in the areas of rights based advocacy, election monitoring and observation, capacity building of human rights defenders and other concerned personnel, activism campaigns and the historical role of HURON in protection and promotion of human rights we have developed this plan with view to specify our activities although maintaining the ad hoc nature of work we have been conducting since our establishment.

Further, the strategic plan not only provides to the implementation of human rights programming but also facilitates to implementation of human rights friendly constitution, acts, policies, rules and regulations and guidelines of Government of Nepal (GoN).

Lastly, we are proud to have successfully established district chapter in all of seventy seven district of Nepal and provincial offices in all of seven provinces. The regular communication and coordination mechanism is in full swing among district-provincial-central units of HURON which will facilitate the implementation as delegated by this strategic plan.

General Secretary, Mahamunishwor Acharya
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PART 1
INTRODUCTION

1.1 BACKGROUND

**Human Rights organization of Nepal** is the first human rights organizations in Nepal. From the creation in 1988, HURON played a pioneering and crucial role in the movement for the restoration of democracy. A unique feature of HURON played a pioneering and critical role in the movement for the restoration of democracy. HURON grew as a mass-based people's movement.

Mr Rishikesh Shaha was the founding President of HURON. He was also the first permanent representative of Nepal to the United Nations (1956-1960) who was later to be appointed to United Nations General Assembly to chair the investigation of tragic death of the then UN General Secretary Dag Hammarskjöld in 1961. He also served as a minister in the Government of Nepal.

From the beginning HURON has played a leading role in the process of democratic change in Nepal, and in the protection of human rights and civil liberties. In society HURON is working toward building an organization/movement that will be responsive to the emerging and diverse human right issues, as well as to support the strengthening of the democratic process in the country at all levels.

Our greatest strength lies in our membership, who represent all political persuasions-left, right and center and they are spread throughout the country in 77 Districts. Today, HURON boasts 97,000 General Members; 3,000 Active Members and 550 Life Members in all 77 districts of Nepal.

HURON is registered as a non-political, non-profit making organization of the District Administration Office in Kathmandu. It is a democratic organization holding elections every three years at the district and central levels.

1.2 VISION

A society where there is respect for human rights.
1.3 GOALS

- To monitor human rights violations and, by networking with other national, regional and international organization.
- To strengthen the democratic process and culture, with institutional capacity building at all levels.
- To initiate and support a process of conflict resolution in situations of nationals concerns.
- To create awareness and to promote strategies to overcome social exclusion.
- To advocate for the amendment of or to initiate legislation which ensure the protection of human rights
- To empower the membership and strengthen District Chapters.

1.4 OUR COVERAGE
1.5 THIRTEENTH CENTRAL EXECUTIVE COMMITTEE MEMBERS

1. President: Advocate, Mr. Indra Prasad Aryan
2. Vice President: Mr. Nanda Kumar Sharma
3. Vice President: Mr. Sambhu Kumar Lama
4. General Secretary: Mr. Mahamunishwor Acharya
5. General Secretary: Dr. Komal Prasad Subedi
6. Treasurer: Mr. Raj Kumar Raut
7. Member: Mr. Mukunda Rijal
8. Member: Mr. Khadga Prasad Bista
9. Member: Mr. Bijuli Bishwokarma
10. Member: Prof. Dr. Govinda Prasad Dhakal
11. Member: Mr. Peshal Kumar Niraula
12. Member: Mr. Raj Kumar Raut
13. Member: Asst. Prof. Mr. Bal Krishna Paudel
14. Member: Mr. Krishna Prasad Dahal
15. Member: Asst. Prof. Kailash Thakur
16. Member: Dr. Chiranjibi Bhattarai
PART 2
NEED FOR STRATEGIC PLANNING

2.1 IMPORTANCE OF THE STRATEGIC PLANNING FOR HURON

In a landmark decision by the President of HURON, Mr. Indra Prasad Aryal, first ever strategic plan has been drafted which will serve as a guideline to human rights protection and promotion activities for the organization in its upcoming Action Plans for the next five year. The changing political and administrative context of New Nepal is the basis behind the concept of this Strategic Plan.

This Strategic Plan effectively allocates resources, timeframe, areas of engagements and interventions that HURON will seek to accomplish in the coming years. This Strategic Plan is result oriented and has specified the nature of human rights engagement that the organization will be operating under, which are:

1. Human Rights Programming for Rights based Engagement
2. Human Rights Programming to achieve Social Harmony

In the previous context of promotion and protection of human right in Nepal, HURON like any other institution working for achieving the deliverables of rights based approach was engulfed in the pandemonium of structuring a New Nepal which promoted democratic practices by advocating for drafting of new legislations for human rights promotion. It is no longer the case as the country has gone through federal restructuring; promulgation of new constitution; conducted local level, provincial level, parliamentary and national assembly elections and is now underway to implement federalism.

The Strategic Plan provides direction for HURON to mold itself according to the administrative and thematic nature of human rights situation in Nepal. This plan will steer all the activities of HURON to be consistent with human rights programming that will be undertaken, focusing on the need for sustainability, innovation and capacity building.

The importance of cooperation and collaboration with both governmental and non-government organizations cannot be stressed enough which this strategic plan seeks to foster in an environment of partnership, data sharing and through swift recommendations for the persons of concerns with each other.
2.2 FIVE YEAR STRATEGIC PLANNING PROCESS

In the course of drafting the first Five Year Strategic Plan, a review committee was formed under the chairmanship of HURON President, Mr. Indra Prasad Aryal. The activities carried out by HURON in the last two years of his presidency was discussed and measured by the Central Executive Committee.

The Central Executive Committee relayed its commitment and concerns regarding the development of strategic plan through this review, proposing a guideline for the drafting committee. The Central Executive Committee concluded that a number of achievements were made by HURON since its establishment despite having limited financial resources. The Committee relayed the message that the importance of a five year strategic plan was significant for the organizational development and promotion of democracy in the new context of federal Nepal. The committee relayed that the strategic plan of HURON should focus projects that weighed on sustainability, innovation and development of skilled human rights defenders.

2.3 TASK FORCE FOR PLANNING

A Task Force for planning and drafting of HURON’s first Five Year Strategic Plan was formed under the leadership of Economist, Mr. Bhim Prasad Bhurtel on February 10, 2018, compromising of the following members:

Advocate, President Mr. Indra Prasad Aryal
General Secretary, Mr. Mahamunishwor Acharya
General Member, Mr. Peschal Niraula
Advocate, Human Rights Expert, Mr. Kalyan Pokherel
Planning Expert, Mr. Laxmi Raj Joshi
Program Design Expert, Mr. Lok Raj Regmi
Program Officer, Mr. Saurav Bikram Thapa

A SWOT (Strength, Weakness, Opportunities and Threat) Analysis was conducted by the Task Force at the onset of planning which provided basis for drafting this Five Year Strategic Plan for HURON.
2.4 INSPIRATIONS FROM PAST ACHIEVEMENTS

2.4.1 HISTORICAL BACKGROUND

HURON has been promoting peaceful negotiation since its formation and played a crucial role in the movement for the restoration of democracy in 1990, playing key role in establishment of National Human Rights Commission (NHRC) in 2000, opposing the Royal takeover of 2005 as well as being key player in negotiations between government and the then Maoist rebels. During a decade long conflict, more than 1100 complaints of Human Rights violations were registered with HURON, from both the State and the then Maoist Rebel sides. HURON was involved in saving the lives of hundreds of individuals in that phase. HURON has been mediating the dialogues with the Government and Madheshi parties, (and as a mediator) urging both parties to abstain from use of excessive force during the two phases of Madhesh Aandolan.

HURON opposed the kidnapping and missing of the people from both the State and the then Maoist Rebels. During that period, HURON mainly concentrated its activities to track the record of the arrests of the politicians and visited them where ever possible and accessible. During this conflict, more than 1100 complaints of Human Rights violations were registered with HURON, from both the State and the then Maoist Rebel sides.

In August, 2004, HURON filed writ petition in Supreme Court under Public Interest Litigation (PIL) for 433 disappeared people during the conflict. After PIL, HURON filed cases in favor of 14 other disappeared people on habeas corpus and urging the Supreme Court to issue order to the Government to stop illegal arrests in October, 2004. In January, 2005, 19 more cases of disappeared people were filed habeas corpus to free them from illegal detention.

2.4.2 HURON with TRANSISITONAL JUSTICE

HURON is pressuring Truth and Reconciliation Commission (TRC) to solve the cases without delay. Although TRC is established to find out the truth about gross human rights violations during the conflict era, including providing recommendation for legal actions, HURON feels that there is much to do by the TRC which was established eight years after the Comprehensive Peace Agreement was signed. In addition to this, HURON and Civil Society Organizations have already drafted and submitted an
amendment framework to the Prime Minister, Council of Ministers, Parliament and concerned stakeholders on November 2016.

Another issue that HURON has been advocating is the case of Ganga Maya Adhikari and Nanda Prasad Adhikari. Human Rights Defenders from HURON have been visiting and comforting her after her misfortune which saw her son, 17-year-old, Krishna Prasad Adhikari, murdered by Maoists in 2004 and her husband Nanda Prasad Adhikari passed away, succumbing to hunger strike in 2014.

HURON has been advocating the issue of Ganga Maya Adhikari since its inception. HU-RON has conducted more than a hundred activities including case registration in Chitwan District Court for her son Krishna Prasad Adhikari. HURON has been advocating, lobbying, providing, legal support, assisting in case registration at Chitwan District Court, issuing Press Statements organizing sit-ins and even protesting on the streets for swift justice against the perpetrators of the murder.

On August 14, 2016, eleven Human Rights Activists were taken into custody including a number of HURON members and President, Indra Prasad Aryal for pro-testing against the lack of promised implementation by the Government as part of “Save Ganga Maya” campaign.

**2.4.3 HURON WITH REFUGEE RIGHTS**

**Legal Services and Support**

HURON has been advocating the re-issuance of Refugee Cards for new born refugees and those who entered Nepal after 1989. HURON advocates for the rights of refugees to be assured in Nepal. Based on a study done by Human Rights Organization Nepal (2017), in coordination with all 12 camp in-charges, there are 12,331 Tibetan Refugees without Refugee Cards. Among 12,331 Tibetan Refugees in Nepal and 40% are under the age of 16 Years who are born in Nepal.

HURON has been involved in numerous cases regarding the welfare of Tibetan Refugees filing Habeas Corpus on behalf of unlawful detention of Tibetans in Nepal. HURON has been looking over the cases of Tibetan Refugees in Nepal who have been unlawfully detained and who have been prepared to be sent back to China by the Government of Nepal.
In September 2011, in an historical decision, the Supreme Court of Nepal ordered Non-Refoulement of Tibetan Refugees who were arrested in Nepal. Twenty three Tibetan Refugees had crossed to Nepal from China. The current President of HURON had filed a Writ of Habeas Corpus.

HURON proves legal services to unlawfully detained and other cases of Tibetan Refugees in Nepal and we have been able to secure release in dozens of cases who have been arrested under various pretexts till date.

**Capacity Building Programs**

HURON District Chapters have been organizing Human Rights Educational Programs in special focus on Refugee & Human Rights, Gentleman’s Agreement between Nepal and UNHCR and The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. The Nepal Police and Armed Police Forces are given special priorities in the bordering districts of China and India. Experts from HURON have been facilitating these programs. District Heads of Police and Administration Departments, and notable Political Leaders are frequently invited to Chair the programs.

**Refugee Coordination Mechanisms**

HURON is in direct contact with the Tibetan Refugee Welfare Office and the Government of Nepal with the aim to promote refugee welfare and protect refugee rights. Along with advocating provisions of Refugee Cards and documentation facilities for Tibetan Refugees, HURON has been constantly lobbying against the restrictions in celebration of cultural and religious festivals, restrictions of free assembly and speech, arbitrary arrests, unlawful detention, torture, administrative discriminations faced by Tibetan Refugees in Nepal.

Through the HURON Refugee Desk, we are lobbying and advocating for the case of employment opportunities’, housing and educational facilities for refugees in Nepal, due to which Tibetan Refugees haven’t been able to live a dignified life in Nepal.

**Model Bill**

A proposed act for protection of refugees was drafted under the leadership of HURON in 2011. In accordance of Article 83(1) of Interim Constitution of Nepal, this proposal was submitted to the
parliament of Nepal and Ministry of Law and Justice. We even did political and bureaucratic lobbying for this purpose. We are still lobbying relentlessly for the admission of this bill in the parliament.

2.4.4 HURON WITH ELECTION MONITORING AND OBSERVATION

Task Force for Free and Fair Elections (TAFFE)

Since our establishment, we have been involved in Election Observation and Monitoring in national and local level. For National Election of 1991, HURON conducted a series of Voters Education Program as part of its Campaign for Human Rights Awareness through a Task Force for Free and Fair Elections (TAFFE), with view to extend cooperation to the Election Commission in ensuring free and fair elections. The TAFFE was at work for a month before elections and held public meetings of candidates, local political leaders, voters, administrative and security personnel in charge of elections and the returning officers wherever possible emphasizing their joint responsibility for holding free and fair elections.

National Election Observation Council Nepal (NECON)

After 1990, HURON has played an active role, in monitoring and advocating for human rights, organizing demonstrations, seminars and workshops, and producing publications. As part of democratic process HURON co-chaired the National Election Observation Committee (NEOC). For the National Elections of 2007 and 2013, we were involved in Election Observation and Monitoring as National Election Observation Council Nepal (NECON) with 3,000 Election Observers participating in national level elections.

Citizens Campaign for Clean Election (CCCE)

At the 2017 Local Level Election almost 4,000 Election Observers are participating. HURON is a member of a Consortium of election campaign in Citizens Campaign for Clean Election (CCCE). HURON sent Election Observation and Monitoring Reports to the Election Commission with detailed information of Election Cycle i.e. Pre-Election, During Election and Post-Election activities. Along with our Methodologies, Major Findings and Conclusions, HURON also sent Recommendations and Suggestions to the Election Commission for further improvements strengthening in part of the commission.
As a part of CCCE, we have organized and promoted healthy election environment and reporting activities that are against the norms as set by Election Commission, making the elections unbiased and transparent. The activities under CCCE were:

- Voter Orientation and Educational Programs
- Provincial and Local Level Discussions
- Television and Radio Programs
- Public Hearings
- Election Observation & Monitoring
- Election Reporting

2.4.5 HUMAN RIGHTS CAPACITY BUILDING PROGRAMS

HURON has begun organizing One Day Educational Programs in district chapters for target groups of: Nepal Police, Armed Police Force, and individuals from Civil Societies, Political Party Members, Human Rights Defenders, Youths and other interested participants. The Nepal Police and Armed Police Forces are given special priorities in the bordering districts of China and India.

Till date, HURON has given such Human Rights Education to more than 3000 participants. Human Rights Experts have been facilitating these programs. District Heads of Police and Administration Departments, and notable Political Leaders are invited to Chair the programs.

The Capacity Building Programs have special focus on Human Rights in Law, Humanitarian Law, Human Rights and Fundamental Rights, Human Rights in Constitutions of Nepal, Refugee & Human Rights, Gentleman’s Agreement and The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

These educational programs have been conducted by Taplejung, Solukhumbu, Rasuwa, Gorkha, Sindhupalchowk, Kaski, Mustang, Humla, Kailali, Banke, Rupandehi, Parsa, Morang, Jhapa, Kathmandu, Lalitpur, Bhaktapur and Mugu District Chapters till date.

2.4.6 HURON WITH RIGHTS BASED ADVOCACY

Rights Based Advocacy in 1990s
After the reinstatement of Democracy in 1990, HURON advocated and lobbied for positive political development and rights of our citizens through various programs, interactions, discussions and even protests.

On December 5, 1989 – on the occasion of Annual Celebration, Human Rights Watch decided to honor ten individuals, two from each regional area covered by its watch committees, for "their courageous work in monitoring, defending and maintaining human rights in their own countries despite what are often very great risks". Among the honored, the then President of HURON, Mr. Risikesh Shah from the area covered by Asia Watch was honored.

**Advocacy during Conflict Era**

HURON opposed the kidnapping and missing of the people from both the State and the then Maoist Rebels. During that period, HURON mainly concentrated its activities to track the record of the arrests of the politicians and visited them whenever possible and accessible.

During the conflict, more than 1100 complaints of Human Rights violations were registered with HURON, from both the State and the then Maoist Rebel sides.

In August, 2004, HURON filed writ petition in Supreme Court under Public Interest Litigation (PIL) for 433 disappeared people during the conflict. After PIL, HURON filed cases in favor of 14 other disappeared people on habeas corpus and urging the Supreme Court to issue order to the Government to stop illegal arrests in October, 2004. In January, 2005, 19 more cases of disappeared people were filed habeas corpus to free them from illegal detention.

HURON was instrumental in the formation of People's Solidarity for Peace with more than 35 organizations of Nepal. A peace march called which was held on 61 districts in September 14, 2001. More than a hundred thousand people came to the streets to show their solidarity for Peace in Kathmandu.

**Advocacy for Conflict Era Cases**

HURON is pressuring Truth and Reconciliation Commission (TRC) to solve the cases without delay. Although TRC is established to find out the truth about gross human rights violations during the conflict era, including providing recommendation for legal actions. There are 60,000 petitions registered in Truth and Reconciliation Commission from the conflict victims. Further, 3,000 are complaints are received in Commission of Investigation on Enforced Disappeared Persons (CIEDP).
HURON and Civil Society Organizations have drafted and submitted an amendment framework for TRC Act to the Prime Minister, Council of Ministers, Parliament and concerned stakeholders on November, 2016.

**Advocacy during Madhesh Aandolan**

HURON has organized numerous District Level-Human Rights Educational Programs and Dialogues with the Government and Madheshi parties, urging both parties to abstain from use of excessive force during the two phases of Madhesh Aandolan.

In March, 2017, HURON conducted a program in partnership with National Human Rights Commission of Nepal on “How to Find Way Out to Resolve Present Political Deadlock in Nepal”.

**Advocacy for Sustainable Development Goals**

HURON General Secretary, Mr. Mahamunishwor Acharya and Economist, Mr. Bhim Prasad Bhurtel presented a paper on Human Rights, Sustainable Development Goals and Leadership. The paper dealt with the issues of inclusive economic growth, distribution and legal issues pertaining to human rights in juxtaposition with sustainable development goals.

The program was conducted as a Central Program on the 68th International Human Rights Day. The paper made recommendations to the Government of Nepal by analyzing the patterns of economic development and factors affecting human rights in development issues.

**2.4.7 HURON WITH NATIONAL ISSUES**

**Health Sector**

Time and again HURON drew attention of the government on deteriorating health condition of Dr Govinda KC, demanding reforms in Nepal’s medical sector. HURON urged all the concerned authorities through various medium (Television interview, memorandum) for serious attention to Dr. KC’s life.

HURON has been directly involved in negotiation between Dr. K.C’s and the Government of Nepal, demanding improvements in medical field of Nepal. HURON has also been actively issuing Press Statements and advocating Dr. K.C’s demands through television and radio inter-views.
Public Sector

The Commission of Investigation on Abuse of Authority (CIAA) ordered the arrest of Mr Kanak Mani Dixit. HURON pointed out that the arrest was a clear case of vendetta, the manner and timing of his arrest seems to indicate this is a case of intimidation tactics.

HURON presented arguments in Supreme Court and different communication media. HURON President, expressed discontent on the CIAA Chair-person Mr. Lok Man Singh Karki during interviews with different TV and Radio channels. Mr. Indra Prasad Aryal expressed his argument during the case hearing. Lok Man Singh Karki was sacked from the post on 21 October 2016. In a landmark verdict, the Supreme Court on 8 January 2017 disqualified Lokman Singh Karki as the chief CIAA.

Human Rights Complaint Mechanism

HURON advocates for the rights of Nepalese citizens whose rights are being unlawfully prosecuted rendering violation of human rights in Nepal. HURON receives an average of two hundred applications on such violations per year. Through Press Releases, voicing concerns in mass media and national level lobbying, we have been involved in the human rights issues pertaining to child rights, women rights, indigenous and minority rights, gender and sexual violence, human trafficking, labor rights and rights of Nepalese migrant workers abroad.
PART 3
AREAS OF ENGAGEMENT, THEMATIC AREAS AND STRATEGIC OBJECTIVES

3.1 AREAS OF ENGAGEMENT

Engagement 1: Human Rights Programming For Rights Based Engagement

Thematic Areas for Engagement 1:

1. Institutional Capacity Building
2. Refugee Rights
3. Forced Migration
4. Humanitarian Assistance

Engagement 2: Human Rights Programming To Achieve Social Harmony

Thematic Areas for Engagement 2:

1. Conflict Management
2. Transitional Justice
3. Control over Resources

Engagement 3: Human Rights Programming For Promotion of Democracy in Federal Context

Thematic Areas for Engagement 3:

1. Human Rights Monitoring and Observation
2. Governance
3. Gender Equity and Social Inclusion
4. Combatting Corruption
3.2 STRATEGIC OBJECTIVES

The overall objectives of this Strategic Plan of Human Rights Organization of Nepal for the next five years are as follows:

1. Creating a culture for promoting and protection of human rights in Nepal

2. Strengthening rule of law and combatting impunity in public sectors of Nepal.

3. Strengthening of democratic culture and processes through institutional capacity building at all levels.

4. Providing humanitarian assistance through monitoring and observation of governmental assistance for persons of concern.

5. Promoting peace through sustained mechanisms.


8. Enabling victims to claim and express their rights through Transitional Justice Mechanisms.

9. Investigate the cases of human rights violations and monitor human rights situation, advocating and lobbying for the rights of victims.

10. Advocating and Lobbying for the rights of marginalized and vulnerable groups in Nepal.
## PART 4
### AREAS OF INTERVENTION, METHODOLOGIES, OUTPUTS & OUTCOMES

### Engagement 1: Human Rights Programming For Rights Based Engagement

<table>
<thead>
<tr>
<th>Area of Engagement</th>
<th>Overall Objectives</th>
<th>Areas of Intervention</th>
<th>Methodology/Tools</th>
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<tbody>
<tr>
<td>Engagement 1</td>
<td>Create culture of promoting and protecting of human rights in Nepal</td>
<td>Promotion and Protection of Human Rights through human rights educational program for students, youths and local level community members.</td>
<td>Research/study Publication / dissemination Workshop/training Advocacy/education Interaction / focus group discussion Networking Fact finding/ focus monitoring Legal service- Litigation-Judicial, Quashi Judicial (Legal and Para-Legal Framework for all levels of governance)/Policy Level Lobbying: Local, State, Federal (including allocation of budgets)/Develop training manual and resource materials Recommendation/ Lobbying/Preparation and submission of Shadow Report/Alternative Report to UN Treaty Bodies/ Seminars, Community Discussions (Awareness) – FGD, KII</td>
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<td>Training on different themes to Human Rights Defenders.</td>
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<td>Research on application/implementation status of Six Core Conventions, with special focus on ICCPR and ICESCR.</td>
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<td>Training on HR reporting and publication of HR Reporting Manual for Reporting on Six Core Conventions.</td>
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<td>Publication and dissemination of information regarding Shadow Report, Concluding Comment and State Report on Six Core Conventions as well as monitoring their implementation at domestic level.</td>
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<td>Information dissemination and implementation of the commitments of Nepal government in the UN and international forums.</td>
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<tr>
<td>Area</td>
<td>Activities</td>
<td>Resources</td>
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| Advocacy and initiative for empowerment and protection of vulnerable groups with right based approach in development and knowledge based approach in their upliftment. | Health, Environment, Basic Education  
Information system management  
Health and Nutrition Rights | Fund raising  
Set up focal point and secretariat  
ToT Scholarship & Grant from donors  
Institutional and individual contribution from HURON members |
| Enhancement of institutional infrastructure and capacity building of HURON and its network/Use of technology and innovation for Capacity Building | Periodic training for HURON members and CSO members  
Institutional reform of HURON in line with federal Nepal  
Technology friendly HURON board members and volunteers  
Seeking memberships of different social groups  
Strengthen National Protection Working Group (NPWG). Develop credible and skilled human resources.  
Promote volunteerism for democracy, peace and respect to human rights.  
Set up a human rights library/resource center in Kathmandu  
Develop adequate infrastructure, including building and others for HURON. | Fund raising  
Volunteer mobilization  
Distribution of assistance/DRR Management Tools |
| To provide humanitarian assistance people at risk                      | Provide assistance for the victims of conflict such as single women and orphans through information dissemination.  
Monitoring and lobbying for preparedness observation for natural disaster (preparedness plan-PP)  
Transfer of indigenous knowledge for disaster management to the government. | Fund raising/ Volunteer mobilization  
Distribution of assistance/DRR Management Tools |
## Engagement 2: Human Rights Programming To Achieve Social Harmony

<table>
<thead>
<tr>
<th>Area of Engagement</th>
<th>Overall Objectives</th>
<th>Areas of Intervention</th>
<th>Methodology/Tools</th>
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<tbody>
<tr>
<td><strong>Engagement 2</strong></td>
<td>Combating impunity for the promotion of accountability, and strengthening rule of law.</td>
<td>Enabling non-state actors to combat impunity by strengthening rule of law.</td>
<td>Build public campaign for accession into Rome Statute and its domestication in Nepal Mapping Research/study Networking Workshop Sensitization on regulatory framework ToT/training Civic campaign/Lobbying for punishing the perpetrators for past atrocities/Lobbying for repatriation/Draw attention of concerning authorities on concerned issues-cultural, lingual, caste and ethnicity, regionalism through Press Conference, Press Statements, Press Releases/Lobbying for proper implementation of prevailing laws, torture, disappearance</td>
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<td>Pushing for implementation of impunity related verdicts of the Supreme Court.</td>
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<td>Ensure access to justice and file cases (FIR/PIL) on behalf of victims.</td>
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<td>Carry out sensitization on international human rights instruments including Convention Against Torture (CAT) and its optional protocol (OPT-CAT) in conjunction with the domestic laws.</td>
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<td>Carry out sensitization Convention against Enforced Disappearance, Rome Statute of International Criminal Court (ICC) in conjunction with local laws.</td>
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<td>Legal service Legislation drafting Resource material publication. Dissemination and advocacy Recommendation/lobbying combat child recruitment in armed groups and impunity.</td>
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<td>Address equal representation of women in the Judiciary.</td>
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<td>Enabling victims to claim and express their rights through Transitional Justice</td>
<td>Speedy and credible proceedings from TRC and Commission of Disappearance in line with international community comments.</td>
<td>Documentation, publication/dissemination Research/study ToT/workshop/training</td>
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<tr>
<td>mechanisms.</td>
<td>Non repetition of any kind of atrocities during political revolutions, social movements and any political activities.</td>
<td>Civil commission practices Dissemination/advocacy Recommendation/lobbying</td>
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<td>Equitable and fair distribution of public resources in line with ILO 169.</td>
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<tr>
<td>Promoting peace through sustained mechanisms</td>
<td>Form public opinion and consensus in favor of peace, social harmony, unity in diversity and coexistence.</td>
<td>Advocacy ToT Research / study Publication / dissemination Training Networking Conference/Develop training tool kit/Capacity building at the local level for conflict management/Organize conferences on the issue of conflict management at the international, regional (South Asia) and national level.</td>
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</tbody>
</table>
Engagement 3: Human Rights Programming For Promotion of Democracy in Federal Context

<table>
<thead>
<tr>
<th>Area of Engagement</th>
<th>Overall Objectives</th>
<th>Areas of Intervention</th>
<th>Methodology/Tools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engagement 3</td>
<td>Democracy Strengthening democratic process and culture through institutional capacity building at all levels</td>
<td>Lobbying for the concurrent list in spirit of federalism</td>
<td>Research/study Publication/ dissemination Interaction/focus group discussion Lobbying Training, seminar, conference Workshop ToT Civic education Monitoring/ observation/Rigorously following the constitution through three levels of governance/Voters’ education and election observation/Carry out civic education on genuine democratic system/GESI Tools</td>
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<td>Strongly lobbying for rule of law</td>
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<td>Work for constructive engagement in constitution implementation process, raise and recommend concerns of civil society with MPs.</td>
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<td>Sensitize people on the issues of democratic reform and institutionalize inclusive democratic practice.</td>
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<td>Carry out research, advocacy on federal democratic judiciary system.</td>
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<td>Launch programs for reform and restructuring mainstream political parties which are the lifeline of inclusive democracy and strengthening of democratic norms.</td>
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<td>Anticorruption campaign.</td>
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<td>Advocacy for good governance.</td>
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<td>Lobbying for the empowerment of vulnerable</td>
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</tbody>
</table>
### Outputs & Outcomes

**Engagement 1**

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Impacts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human Rights Training/Education Program in the context of human rights, federal governance</strong>&lt;br&gt;(local/provincial/federal level)</td>
<td>An Integrated Training package development on Human Rights based on the rights in the constitution and international obligations of Nepal</td>
<td>Development of an integrated training package will assist in development of Training Toolkit, Advocacy Toolkit, and Reporting Toolkit and provide a guideline for Trainings and Educational Programs.</td>
<td>The integrated training package will provide guidelines for all trainings that will be conducted by HURON in the next five years.</td>
</tr>
<tr>
<td>754 Local Level (Rural Municipality/Municipality) Educational Trainings</td>
<td>Inculcation of human rights education among all 754 local executives i.e. Mayors, Deputy Mayors, Ward Members</td>
<td>Local executives will use the knowledge gained by this activity in administrative and quasi-judicial capacities.</td>
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<tr>
<td>35 Provincial Level Workshops</td>
<td>Inculcation of human rights education among human rights defenders, security forces, government officials, members of political parties’ community members, youths and students in the local level bodies.</td>
<td>The beneficiaries of this activity will not only understand the need for promotion and protection of human rights in Nepal but can use the activity as a networking opportunities to provide pressure on the concerned authorities for strengthening rule of law.</td>
<td></td>
</tr>
<tr>
<td>Research on application/implementation status of Six Core Conventions, with special focus on ICCPR and ICESCR.</td>
<td>1 Inception Study (1st Year) on Status of Human Rights in Nepal</td>
<td>The report will set a benchmark for development of future Action Plans; establishment of M&amp;E Framework and development of Results Based Management Framework.</td>
<td>Gaining in depth understanding of status of human rights in Nepal in all three levels i.e. Local, Provincial and Federal</td>
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<tr>
<td></td>
<td>1 Midterm Evaluation (2.5 years) on Status of Human Rights in Nepal</td>
<td>Mid-term evaluation of activities done and their impacts considered.</td>
<td>M&amp;E of activities conducted in line with Action Plan and Strategic Plan</td>
</tr>
<tr>
<td></td>
<td>1 End line Study on Status of Human Rights (5th Year)</td>
<td>Final evaluation of activities done and their impacts considered in</td>
<td>Development of another Strategic Plan and analysis of HURON</td>
</tr>
<tr>
<td>Event Description</td>
<td>Apropos to</td>
<td>Activities, Methodologies, Processes and Organizational Development</td>
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<tr>
<td>14 events on Information Dissemination on above-mentioned programs</td>
<td>five year plan</td>
<td>Sensitization and awareness raising on different thematic areas.</td>
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<tr>
<td>Publication and dissemination of information regarding Shadow Report, Concluding Comment and State Report on Six Core Conventions as well as monitoring their implementation at domestic level.</td>
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<tr>
<td>5 publications on Shadow Reports of Six Core UN Conventions</td>
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<td>Will highlight issues not raised by the GoN leading to advocacy and lobbying for concerns of human rights of citizens of Nepal.</td>
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</tr>
<tr>
<td>Advocacy and initiative for empowerment and protection of vulnerable groups with right based approach in development and knowledge based approach in their development</td>
<td>754 advocacy events organized on local level for protection of vulnerable groups.</td>
<td>Social, economic and psychological empowerment of women, children and marginalized groups in Nepal.</td>
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<tr>
<td>Institutional reform of HURON in line with federal Nepal/Seeking memberships of different social groups/Strengthen National Protection Working Group (NPWG)/Promote volunteerism for democracy, peace and respect to human rights</td>
<td>Establishment of 7 Provincial level Provincial Committees, 77 District Coordination Committees &amp; 754 local committees if possible else, Working Groups</td>
<td>Organizational development of HURON will facilitate activities identified in Strategic Plan and Annual Plans.</td>
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<tr>
<td>Tech. Trainings to HURON board members and volunteers</td>
<td>Basic IT skills, App use and Social Media training for 754 human rights defenders</td>
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<tr>
<td>Development of 1 iOS and 1 Android app (with e-library) of HURON within 2 years.</td>
<td>The apps developed for HURON will serve to disseminate information of importance not just for HURON members but for general public which through Online Complaint Registration Form, E-Library, profiles for networking, Press Statements and Appeals.</td>
<td>The use of apps will facilitate easy, accessible, reliable way to serve the general public and disseminate information for human rights defenders.</td>
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<tr>
<td>Human Rights Organization of Nepal</td>
<td>Strategic Plan (2018-2022)</td>
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<tr>
<td><strong>Humanitarian assistance for people at risk</strong></td>
<td><strong>Set up a human rights library/resource center in Kathmandu/Developing adequate infrastructure, including building for HURON</strong></td>
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<tr>
<td>Establishment of 1 human rights library in Central office</td>
<td>The human rights library will facilitate human rights education through availability of books, magazines, research papers to be used by students, human rights defenders and scholars.</td>
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<tr>
<td>Establishment of 1 HURON building with adequate infrastructure and client friendly facilities.</td>
<td>Establishment of the building will facilitate activities carried by HURON through development of modern, environment friendly infrastructure.</td>
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<tr>
<td>Need-based Fundraising programs for victims of disaster</td>
<td>Promotion of documentation, evidence based analysis and platform for human rights defenders to gain and share knowledge on human rights issues.</td>
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<tr>
<td>Preparedness Plan for Disaster Risk Management</td>
<td>It will act as a secure space for human rights defenders, providing legal service platform for persons of concern.</td>
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<tr>
<td>Monitoring and Observation of existing state and non-state actors role in disasters</td>
<td>The M&amp;E of concerned agencies will help human rights issues to be pinpointed; advocating swift, delivery of relief materials and sustainability in further planning process of these agencies will addressing natural disasters.</td>
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<td></td>
<td>Will catalyze the activities of humanitarian agencies, encouraging transparency, accountability and local level participation during recovery and reconstruction.</td>
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</table>
### Engagement 2

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Impacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enabling non-state actors to combat impunity so as to strengthen rule of law</td>
<td>19 issue based Campaigns for strengthening rule of law</td>
<td>These campaigns will bring forth the civil society organizations to put pressure on the government to address impunity and strengthen rule of law in situations concerned.</td>
<td>Implementation of rights based approach to ensure that such incidents will not occur in the future, strengthening the capacities of CSOs and local level communities in dealing with any violations of established rules and regulations.</td>
</tr>
<tr>
<td>Implementation of impunity related verdicts of the Supreme Court</td>
<td>At least 10 case file and court petitions on the issue of impunity for social justice.</td>
<td>The serious incidents of impunity will challenge the perpetrators for action and punishment and assist the victims in providing compensations.</td>
<td>The court verdicts for the torture victims will open the door for further cases in Nepal.</td>
</tr>
<tr>
<td>Legal Service to ensure access to justice and file cases (FIR/PIL) on behalf of victims.</td>
<td>At least 10 cases of Public Interest Litigation and First Information Reporting on behalf of victims.</td>
<td>Legal Service will be provided for the victims through this activity.</td>
<td>The legal service provided by HURON will encourage the CSOs to fight for social justice.</td>
</tr>
<tr>
<td>Legislation Drafting</td>
<td>15 Model Bills for implementation of Fundamental Rights as mentioned in the constitution within next three years.</td>
<td>Assist in development of Acts (as a reference point) to be developed by parliamentary committees and passed by the parliament of Nepal for 15 Fundamental Rights mentioned in the constitution.</td>
<td>Implementation of Fundamental Rights as mentioned in the constitution.</td>
</tr>
<tr>
<td>Addressing equal representation of women in the (GESI) – Judiciary and Executive</td>
<td>Capacity building programs on the issue of GESI (Right Based) at all levels for 770 units</td>
<td>The capacity building program will enhance the capacity of women, marginalized and vulnerable section of population through extensive trainings focusing on rights based approach in development initiatives.</td>
<td>Empowerment of women, marginalized and vulnerable sections of the population.</td>
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</table>
### Engagement 3

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Impacts</th>
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</thead>
<tbody>
<tr>
<td>Lobbying for the concurrent list in spirit of federalism</td>
<td>Advocacy and Orientation programs on implementation of concurrent jurisdiction.</td>
<td>The advocacy and orientation programs will address the concurrent jurisdictions mentioned on Schedule-9 of the constitution on all units of administration.</td>
<td>This activity will eliminate any misunderstanding in jurisdictions that has been developed in the aftermath of promulgation of Constitution of Nepal (Schedule 8 vs. Schedule 9).</td>
</tr>
<tr>
<td>Constructive engagement in constitution implementation process (raise and recommend concerns of civil society with MPs)</td>
<td>At least 35 Workshops on the issues of rule of law by implementation of rights and directives mentioned in the constitution</td>
<td>Based on the parliamentary committees that will be established by the GoN, the workshops will facilitate implementation of Constitution of Nepal, 2015 through engagement of CSOs, members of parliament, high ranking government officials, academia and media.</td>
<td>Implementation of directive principles and fundamental rights mentioned in the Constitution of Nepal, 2015.</td>
</tr>
<tr>
<td>Programs for reform and restructuring of mainstream political parties</td>
<td>Case based information dissemination and lobbying for restructuring political parties to strengthen democratic norms.</td>
<td>Political parties which are the lifeline of inclusive democracy will be strengthened on democratic processes and practices.</td>
<td>Political parties will act as an agent of change in implementation of democratic values, facilitating accountable and transparent governance.</td>
</tr>
<tr>
<td>Research and Advocacy on Federal Democratic Judiciary system</td>
<td>Publication of at least 15 Case Studies and 15 Research studies on strengthening judiciary system</td>
<td>The research and case study publications will favor literatures towards the strengthening of an autonomous and impartial judiciary system.</td>
<td>Documentation and analysis of judicial system leading to development of independent and unprejudiced judicial processes.</td>
</tr>
<tr>
<td>Anti-Corruption campaigns</td>
<td>1500 Anti-Corruption Campaigns (starting from 2nd year)</td>
<td>The campaigns will address the issue of corruption through corruption mitigation measures and advocate for establishment of participatory monitoring and evaluation.</td>
<td>Focus on review, prevention of corruption in line with UN Convention against Corruption; promoting culture of integrity and highlighting efforts in tackling corruption.</td>
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### Cross Cutting Issues

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<thead>
<tr>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Impacts</th>
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<tbody>
<tr>
<td>Sensitization programs on Convention Against Torture (CAT) and its optional protocol (OPTCAT).</td>
<td>1100 Trainings on international human rights instruments in different levels. (Local/Provincial/Federal)</td>
<td>The training programs which will be based on development of integrated training package will help to sensitize the local, provincial and federal executives on CAT and OPT-CAT in conjunction with domestic laws.</td>
<td>The trainings will facilitate human rights activists in transferring knowledge on advocacy tools and methodologies of CAT/OPT-CAT frameworks.</td>
</tr>
<tr>
<td>Training related to Social Behavior Change Communication (SBCC)</td>
<td>Endorse a training package on right based SBCC and provide training as a part of training program (Linked with Engagement 1)</td>
<td>The SBCC which will be a part of integrated training package will develop intervention process for communication strategies to promote human rights initiatives in grassroots level.</td>
<td>Promotion of Information Education Communication (IEC) method in developing healthy rights based approach for increasing knowledge, changing attitudes and norms for protection of human rights.</td>
</tr>
<tr>
<td>Information Dissemination</td>
<td>Develop 1 radio program and 1 Television program and establishment of a Toll free number for human rights violation.</td>
<td>The radio and television program will disseminate information on provision of legal services and will assist HURON in analysis of victims of human rights violations with remedies.</td>
<td>Increased reporting of human rights abuses, provision of legal services and transference of human rights knowledge through mass media.</td>
</tr>
<tr>
<td>Child Rights</td>
<td>Development of training package for Child Labor issues (Linked with Engagement 1)</td>
<td>The issues of child labor will be a part of integrated training package and will assist human rights educational programs and trainings in line with ICRC.</td>
<td>Increased understanding of child labor and decrease in use of children for labor works in homes, factories and political events.</td>
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<td>70 Information dissemination signage for child rights(hoarding board/stickers/digital signage)</td>
<td>The signage’s’ on the issue of child rights will disseminate information on child rights, child labor and, child abuse in conjunction with ICRC.</td>
<td>Increased awareness of issues pertaining to child rights, child labor, child abuse.</td>
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<tr>
<td>Human Trafficking</td>
<td>Development of training package in Human Trafficking (Linked with Engagement 1)</td>
<td>As a part of integrated training package, the issues of human trafficking will assist in human rights training and educational programs, information dissemination and development of intervention strategies through rights based approach.</td>
<td>Increase in reports of human trafficking which will assist the security forces to take action against culprits and develop collaboration between Nepal Police and HURON/CSOs.</td>
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<tr>
<td>Governance</td>
<td>Development of training package in Good Governance including GESI (Linked with Engagement 3)</td>
<td>As a part of integrated training package, the issues in governance will assist in development of papers, researches, case studies and information dissemination for the grassroots level to understand transparent governance mechanisms.</td>
<td>Establishment of transparent and accountable governance mechanisms.</td>
</tr>
<tr>
<td>Forced Migration</td>
<td>Development of training package for Forced Migration (Linked with Engagement 1)</td>
<td>As a part of integrated training package, the issues of forced migration will assist in human rights educational and training programs covering the issues of internal displacement, conflict mitigation, and reconciliation.</td>
<td>Human rights defenders, security force and members of political parties will gain knowledge on contemporary issues in forced migration.</td>
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<tr>
<td>Refugee Rights</td>
<td>Development of training package for Refugee Rights (Linked with Engagement 1)</td>
<td>As a part of integrated training package, refugee rights issues will assist human rights education and training; advocacy for refugee protection bill that has already been developed by HURON; information dissemination of international refugee instruments for human rights and development of coordination mechanism of central government for durable solutions of refugees in Nepal.</td>
<td>These outputs will assist HURON to pressurize Government of Nepal to ratify the 1951 Convention relating to Status of Refugee the 1967 Protocol; distinction between asylum seekers and refugees; establishment of a ministry for refugees in Nepal.</td>
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### Part 5
#### RISK MANAGEMENT

### 5.1 RISK DESCRIPTION AND MITIGATION

<table>
<thead>
<tr>
<th>Type of Risk</th>
<th>Risk Description</th>
<th>Mitigation Measures</th>
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<tbody>
<tr>
<td>Institutional</td>
<td>Decrease in coordination and cooperation by members</td>
<td>Coordination, Liaison and Collaboration by HURON District Chapters during implementation</td>
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<tr>
<td>Institutional</td>
<td>Personnel Management</td>
<td>District Chapters will be directly responsible for personnel management</td>
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<tr>
<td>Political</td>
<td>Political Influences can delay implementation</td>
<td>Political participation in local levels will ensure implementation</td>
</tr>
<tr>
<td>Economic</td>
<td>Inadequacy of funds can delay meeting our objectives</td>
<td>HURON Central Office will be directly responsible for budget allocation</td>
</tr>
<tr>
<td>Economic, Social, Cultural</td>
<td>Inadequacy in implementation of economic, social and political rights</td>
<td>Activities will be focused on implementation of ICCPR and ICESCR</td>
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<tr>
<td>Political</td>
<td>Low implementation of recommendation by constitutional bodies</td>
<td>High Level Lobbying and mass based Advocacy will be carried out</td>
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</table>