

CAPACITY BUILDING WORKSHOP REPORT

PHASE 1



Organized By
Loo Niva Child Concern Group
Patan CBR
BP Eye Foundation

Supported By
Ministry for Foreign Affairs, Finland
Through Interpedia, Finland

Lalitpur, 30 March 2021

CAPACITY BUILDING TRAINING WORKSHOP PHASE 1 LOO NIVA/PCBR/BPEF

15 – 18 March, 2021

Program Date : ***15th to 18th March 2021***
Program Venue : ***Hotel Country Villa, Nagarkot***
Reported By : ***Gyan Bhakta Maharjan***
Assist By : ***Manisha Adhikari***
Reporting Date : ***30 March 2021***

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A. Executive Summary:



From 15 to 18 March, Loo Niva, Patan CBR and BP Eye Foundation jointly organized four days Capacity Building Training on Child rights and Child Protection, Disability rights, Women's and Girls Rights, Dalits Rights, Human Rights and Human right-based approach for the staff members. **The workshop was primarily aimed at staff members of Loo Niva, Patan CBR and BP Eye Foundation, but later representatives from Nelhos also joined in the training.**

The workshop was meant to strengthen members' knowledge on Child Rights, protection issues of children, women, Dalits, Disability rights and human rights. The training aimed to increase the capacity of the staffs on human right based approaches, improving the involvement in the advocacy action particularly at the local level.

The training was highly interactive, involving in discussions, with inputs from all four organizations (Loo Niva, Patan CBR, BP Eye Foundation & Nelhos). All the participants exchange their experiences in the program and also exchanges the knowledge and skills in the training.

B. Rational of the program:

A human rights-based approach is a way of empowering people to know and claim their rights. Loo Niva and Patan CBR is jointly running the project named PREP focusing on the girls, Dalit's children and child with disabilities of Mahankal and Konyosom Rural Municipality of Lalitpur district. It is targeted to empower right holders to seek and enjoy their entitled rights and, on the other hand, to enable state agencies as duty-bearers to deliver the proper services to right holders. The project aims at closing the educational gap between the disable and non-disable children, between boys and girls and between ethnic groups. It has thought that once their right to education and social protection have been fulfilled, the rights of all children in the project area are fulfilled. Since this PREP project is a human rights progressive project it has to manage on a result-based management system and each staff should be able to measure changes properly. So, this capacity building training workshop has been planned as part of the project to enhance capacity of all staffs to engage them more effectively and work on track during project intervention.



C. Objective of the program:

- To be familiar among the organizations; Loo Niva, Patan CBR, B.P. Eye Foundation and Nelhos to enhance the further cooperation in effective implementation of the project in days to come.
- To equip the staffs of Loo Niva, Patan CBR, B.P. Eye Foundation and Nelhos working in the project funded by Ministry for Foreign Affairs of Finland on Human Rights and Human Right Based Approach to capacitate them for proper campaigning, advocacy and building movement.



D. Program

The day started with an opening session, introducing the training objectives, whole schedule and, participants and assessing expectations of those present. The opening session started with Sabina Bhandari, Program Officer of Loo Niva. She started the session with introduction and explaining the objective of the training, followed



by Narendra Dangol, Executive Director of Loo Niva, who was the coordinator of the training. Mr. Dangol, welcomed all the participants and also put focus on the program objectives and expectation of the program. A plenary session followed, providing the general introduction of all organizations who participated in the program. -Loo Niva, Patan CBR, BP Eye Foundation and Nelhos. Dr. Sanjeev K. Upadhaya, Executive Director of BP Eye Foundation, Mr. Sukant Man Singh, M & E Officer of Patan CBR, Mr. Sant Ram Dangol, Program manager of Loo Niva and Mr. Ridar Siru Lama, Program Officer of Nelhos gave the introductory presentation of their respective organizations. At the end, all the participants gave their individual introduction in the program. A review/discussion of learning points and about the action plan was followed. The Whole program was reviewed by the quiz competition among the participants. Ms. Soniya Acharya, Communication Officer of Loo Niva conduct the closing ceremony in the presence of Mr. Milan Raj Dharel, Executive Director of Nepal Child Rights Council as a guest in the program.



Program Schedule

Date	Duration	Topic	Themes	Resource Person & Responsibilities
15 March, 2021; Monday [Day 1]	10:00 - 11:00	Opening Ceremony & participants introduction	-Welcoming participants -Explaining the training -Getting to know each other	-Program Host: Ms. Sabina Bhandari (Loo Niva) -Welcome remarks by: BPEF/PCBR/LOO NIVA
	11:15 - 13:00	Introduction of Each Organization Loo Niva/PCBR/ BPEF	-Getting to know each organization	-BPEF: Dr. Sanjib Upadhyay, Executive Director, BPEF -PCBR: Mr. Loonibhah Chitrakar, Executive Director, PCBR -LOO NIVA: Mr. Sant Dangol, Program Manager, Loo Niva
	14:00 - 17:00	Child Rights and Protection	-Child Rights and Child protection basics	-Mr. Tarak Dhital (Former Executive Director of Central Child Welfare board & Child Rights Activists)
-16 March, 2021; Tuesday [Day 2]	09:00 - 12:00	Child Rights and Protection	-How to talk and train about child protection	
	12:00 - 18:00	Disability from Human Rights perspective and Disability Inclusion	-Medical vs. charity vs. rights approach -Removing stigma -How to talk about disability -Disability inclusion: how to ensure that CwDs benefit in schools and communities from same services than others	-Ms. Pratima Gurung (Independent Living organization)
17 March, 2021; Wednesday [Day 3]	09:00 - 13:00	Women's and girls' Rights	-Women's and girls' Rights Gender equality -How to put equality to action; positive discrimination	-Ms. Indu Tuladhar (Women Rights activists and Advocate)
	14:00 - 17:00	Dalit Rights	-Equal human right -How to deal and motivate to dalit people	-Mr. Sushil BK (Dalit Rights activists and central member of Dalit NGO Federation of Nepal)
18 March, 2021; Wednesday [Day 4]	09:00 - 14:00	HRBA basics	-What it means in practise-to-practise HRBA -Participatory approach Working with duty bearers Bringing sustainable results	-Mr. Murari Kharel (Joint Secretary, National Human Rights Commission Nepal)
	15:00 - 16:00	Phase 1 wrap up	-Wrap up and closing ceremony of phase 1 training	-Program Host: Ms. Soniya Acharya (Loo Niva) -Closing remarks: BPEF/PCBR/LOO NIVA -Closing remarks by Chief Guest: Mr. Milan Raj Dharel, Executive Director, Ministry of Women, Children and Senior Citizens - National Child Rights Council

Note:

- Workshop Coordinator: Mr. Narendra Dangol, Executive Director, Loo Niva
- Workshop Reporting team: Mr. Gyan Bhakta Maharjan/Ms. Manisha Adhikari

Berak Time:

- Breakfast time: 08:00 - 09:00
- Morning tea/coffee break: 11:00 - 11:15
- Lunch break: 13:00 - 14:00
- Afternoon tea/coffee break: 16:00 - 16:15
- Dinner time: 20:00 - 21:00

E. Participants

Janajati		Person with disabilities		Bramhan/Chhetries	
M	F	M	F	M	F
15	6	1	1	9	4

1. Loo Niva

S. N.	Name	Post	Gender
1	Narendra Dangol	Executive Director, Loo Niva	M
2	Sant Ram Dangol	Program Manager, Loo Niva	M
3	Gyan Bhakta Maharjan	Monitoring Coordinator, Loo Niva	M
4	Prem Nath Maharjan	Finance/Admin Coordinator, Loo Niva	M
5	Krishna Govinda Maharjan	Project Coordinator, Loo Niva	M
6	Chiree Kaji Dangol	Program Officer, Loo Niva	M
7	Majoj Dulal	Social Mobilization Officer -1, Loo Niva	M
8	Anistha Dahal	Social Mobilization Officer -2, Loo Niva	M
9	Apsara Shrestha	Social Mobilization Officer -3, Loo Niva	F
10	Sabitri Bajagain	Social Mobilization Officer -4, Loo Niva	F
11	Soniya Acharya	Administrative Assistance, Loo Niva	F
12	Sabina Bhandari	Program Officer, Loo Niva	F
13	Mother of Sabina	Caretaker of Sabina baby	F
14	Manisha Thapa	Communication Officer, Loo Niva	F

2. Patan CBR

S. N.	Name	Post	Gender
1	Loonibhah Chitrakar	Executive Director, PCBR	M
2	Ram Kunwar	Project Officer, PCBR	M
3	Anjana	Admin/Finance Officer, PCBR	F
4	Sukant Man Singh	Monitoring & Evaluation Officer, PCBR	M
5	Pravash Timalsina	Social Mobilizer - 1, PCBR	M
6	Shambhu Ghole	Social Mobilizer - 2, PCBR	M
7	Laxman Dahal	Trainer	M
8	Shiv ram KC	Trainer	M

3. BP Eye Foundation

S. N.	Name	Post	Gender
1.	Sanjib K. Upadhaya	Executive Director	M
2.	Dr. Prasanta Poudyal	Coordinator	M
3.	Sangita Majhi	MEL Officer	F
4.	Prashikshya Bhattarai	Psychosocial coun- sellor	F
5.	Janak Bhattarai	Project Officer	M

4. NELHOS

S. N.	Name	Post	Gender
1.	Ridar Siru Lama	Program Officer	M
2.	Dawa Sangbu Lama	Field Coordinator	M
3.	Mithun Lhomi	Field Coordinator	M
4.	Sukraj Tamang	Field Coordinator	M
5.	Nangsha Lhomi	Project coordinator	F

5. Resource Persons:

Topic: Child Right and Child Protection

Mr. Tarak Dhital

Former Executive Director

Central Child Welfare board

Child Rights Activists



Topic :Disability Rights

Ms. Pratima Gurung

Independent Living organization)

Topic: Women Rights

Ms. Indu Tuladhar

Women Rights activists and Advocate



Topic: Dalit Rights

Mr. Sushil BK

Dalit Rights activists

**central member of Dalit NGO Federation of
Nepal)**

Topic: Human Rights

Mr. Murari Kharel

Joint Secretary,

National Human Rights Commission Nepal



F. Participant's Expectation from the Day:

- Hear more from the national level resource persons on child rights, child protection, Dalit & women right, Disability rights and Human Rights.
- Concept of right based approaches and its implementation process in practical level.
- Balance process between right based approaches and movement building.
- Looking forward to practical exchanges about national experiences
- Learn more about how to work in network and how to bring stakeholders together to work better.



G. Presentations:

DAY 1 ►

Topic: Child Rights and Child Protection

The first day first session started with the presentation of Mr. Tarak Dhital. He briefly gave the presentation on the child right and child protection, showing its history, its principles. He stressed the importance



of paying attention on the issues of child rights and protection in this particular situation In Nepal.

i) Discussion point:

- How does physical abuse affect mental health of the children?

Child abuse and neglect may affect an individual's physical and mental health in both direct and indirect ways. It affects early brain development and in turn contribute to negative behavioral health outcomes into adolescence and adulthood. The immediate emotional effects of abuse are feeling fear, isolation, not trusting and also effect in self-esteem, depression etc.

- Is abortion legal in Nepal? Is it right to abort?

Abortion was legalized in Nepal in 2002. It is available up to 12 weeks gestation on request, up to 18 weeks gestation in cases of rape or incest, and at any time if the pregnancy poses a danger to the women's life or physical or mental health. But feticide is illegal in Nepal.

- How can we help to abolish child marriage practices?

We have strong law and policies and also ratio of awareness classes is ongoing in countryside. But still the ratio of child marriage is increasing. So, combine interventions between civil society organizations and government is required.

ii) Learning points:

- Working in the core issues of children in the core areas is important than getting stuck in technical and jargons words.
- It is time to move to a more structural approach.
- Keep engaging with the process to establish child protection structures in local areas, even if progress is slow.
- Providing a safe environment at home is of utmost important to a child. It's important to parents to listen to their children with keen interest.
- Ensure awareness among the communities must be created to abolish child marriage.

iii) Action plan:

- Collecting the data/issues on child protection in working areas and conduct the discussion with the local government with technical contribution of organization.
- Designing the programs on the basis of problem faced by the children in the respective areas.
- Discussion meeting on abolishing child marriage with the presence of all government sectors, teachers, civil societies and children at local area.

DAY 2 ►

Topic: Disability Rights



The second day session started with the presentation of Ms Pratima Gurung. She briefly gave the presentation on the Disability rights, showing its history and principles.

She emphasizes on how much difficulty a disable person face on daily basis because of humiliation.

i) Discussion point:

- How can we create a better environment for disables?

Better environment should start from our home. We only focus, Disabilities is only physical constraint but less on societal barriers. So, we need to focus on both physical construction and societal barriers when defining disabilities.

- How poverty and disability is interrelated?

Lack of education, Lack of proper job trainings and opportunities leads to lack of income and lack of health care leads them to live in poverty. The vicious cycle of poverty continues.

ii) Learning point:

- Language is important because the fundamental respect for the integrity and dignity of people with disabilities.
- There are big gaps in the understanding on disabilities and their issues in the Nepali societies.
- We have proper rule, law and policies on disabilities but there's a problem of proper interaction on this issue.
- Building disables friendly infrastructure for e.g., handicapped access ramp in schools, restaurants, washrooms, vehicles etc. It should be made mandatory by government to build handicapped access ramp as required.
- Providing trainings for jobs like candle making, incense stick making, handicraft etc to ensure self-reliance. They shouldn't be looked as pity, compassion and weak as these behaviors of ours affects their morality, deteriorates their confidence and makes them feel low.
- Different types of cards/facilities arranged by the government as per the percentage of the disability. Twin Track approach must be followed - create the environment for disable and include them.
- The problem is the disabling world not disable.

iii) Action plan:

- VRA (vulnerability risk assessment) of disabilities.
- Organizing awareness program to the disables to increase their confidence.
- Lobby and advocacy for practical realization of inclusive environment in society and inclusive budget in local to federal government.
- Interventions for inclusive schools and education.

DAY 3 ►

Topic: Women rights



The third day first session started with the presentation of M/s Indu Tuladhar. She gave the presentation on the Women rights and Gender.

i) Discussion point:

- Discrimination between the genders

Many genders have been deprived of their rights as if now third gender identity category has been established in Nepal. Discrimination like aborting of girl child before they are born, putting a boy child on priority than a girl childlike admitting a boy child in a better school, fulfilling the need of boys than girl. Gender based discrimination like restriction on their freedom, violence on them within home outside the home, pay gap in work place leads women's to be aggressive, revengeful, deteriorates their mental health.

- Violence faced by the women in the society.

Previously in patriarchal society women were meant to be confined within the four walls, but increase in inflation rate demanded women

to participate in jobs to support men financially. Now a day, women are financially independent but the work load is higher on women - they have to look household chores, children (reproductive role) as well as professional works (productive roles). These affects them psychologically. Violence like abuse, rape, domestic violence is faced by women in their lifetime.

ii) Learning Point:

- Affirmative action covers the quality part but not in positive discrimination. Giving state facilities to marginalized community may not be enough to uplift their living standard but should look in their issues which need to be raised and to be solved.
- Binary and Non binary gender are two parts of the gender but non binary are neglecting from different sectors.
- Some natural responsibilities may be going to only to the female but there are some social responsibilities which should be divide to male as well.
- In patriarchal society men holds the primary power like decision making and the property are distributed among the men lineage.

iii) Action plan:

- Gender responsive program is needed.
- Affirmative action should carry out while implementing the events.
- Applying the concept of substantive equality in all kinds of interventions.
- Conducting awareness programs, campaigns against gender discrimination.



Topic: Dalits rights

The session on Dalits Rights was conducted by Mr. Sushil Bk, Dalit Rights activist. He briefly gave the presentation on the Disability rights, showing its history and principles.



i) Discussion point:

- How do Dalits deal with the humiliation, especially women? Why the society is not ready to accept them?

Dalit are considered to be untouchables. Even in Dalit, Dalit women are mostly sexually exploited, tortured, physically abused, stigmatized as Bokshi, unlucky and have been suppressed by their own family members. The society is not ready to accept as they want to hold the supremacy power. We can see the positive changes in caste discrimination in urban area but still remaining in the remote areas. Awareness raising is must need in that place.

- Difficulties faced due to untouchability practices:

Discrimination faced in school, temples, market, everywhere deprives them from education, health care, jobs etc.

- Dalit representation in National Human Rights Commission (NHRC):

Number of delegation and meeting have been carried out but still not having the seat for Dalit representatives in the NHRC.

ii) Learning points:

- The government declared Nepal an untouchability free nation in 2006 but in practice caste-based discrimination and untouchability practices are rampant and increasing all over the country. A lack of Dalit representation in law enforcement agencies, and economic dependency of Dalits.

- There is no unity within the community to remove or fight against the discrimination. Even though the caste-based discrimination has been abolished in Nepal but in reality, it exists in every sphere of society whether its rural or in urban.
- Nepalese society still is based on a patriarchal structure and culture. Dalit women are underprivileged, underrepresented and exploited in all spheres of society. Dalit women should be given first priority in all programs formulated targeting women putting priority in combating multiple forms of discrimination against Dalit women.

iii) Action plans:

- Interventions to eradicate untouchability and caste-based discrimination which is still prevalent in the country in some or other form.
- Acknowledge past historical injustices based on caste against Dalits while implementing the projects.
- Train all the staffs on the caste-based discrimination and untouchability act 2011 and ensure effective
- Promote education without discriminations in schools.
- Promote inclusion of Dalits in different sectors.

DAY 4 ►

Topic: Human Rights



The fourth day was the last day of workshop. So, the last day was divided into three phases. The first phase was started with the presentation of Mr. Murari Kharel. He briefed about the human

i) Discussion point:

- Discriminative and participatory lance.
- political, social & economic empowerment
- Accountability of duty bearers and right holders.
- Why do we need to know about human rights?

Human right is the rights of everyone, one should have basic ideas about the different rights and their implications. How they can bring good change in their life if they have proper knowledge of various human rights.

ii) Learning Points:

- The human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights.
- Human development and human rights are interrelated topics. For example, poverty is also one case of human rights violation. It is also very sensitive issues in human right. He/she cannot enjoy his/her rights.
- Right to live life freely with dignity is the main agenda of Human rights.
- To apply Human right-based approach we should ask the following questions - Who has been left behind and why? What are they entitled to? The relationship between duty bearer and rights holders. Human rights obligations.

iii) Action plans:

- Plan and implementation of each activities should be confirmed the participation of target groups and involvement in the process.
- Focus the programs in the perspective of rights of the equality and justice of the focus group.
- Awareness program among youths about different human rights.
- Monitoring the violations made with the help of government/NGOS and different organizations.

Second phase: Quiz Contest

Overall workshop was reviewed through the quiz contest at the end of the program. All the questions for the quiz competition were designed from the training sessions. All the participants were divided into four groups consisting 5 members in each group.



Third phase: Closing ceremony:

The closing session was chaired by Mr. Narendra Dangol, Executive Director of Loo Niva. Mr. Milan Raj Dharel was the chief guest and Mr. Loonibhah Chitrakar, executive director of Patan CBR was the guest of the closing program.



Chief Guest of the closing ceremony Mr. Milan Raj Dharel - Executive Director of National Child Right Council expressed his happiness by getting the complementing role from civil society in child rights protection. He shared the key components of human rights and request not to left in all kinds of interventions in the coming days. He also shared the new mechanism of the child rights council. He allocated the time to raise the queries from participants and respond to them.

I. Main Outputs

- The participants are equipped with necessary theoretical knowledge and practical skills for conducting the right based approaches and movement in the local, provincial and federal level.
- The participants have clarity on the contemporary issues related to child rights/protection, Dalit rights, Women rights, Disable rights and Human rights in local to federal.
- Participants have better understand about the way to engage local leaders and government officials and influence them to include child rights/protection, Dalit rights, Women rights, Disable rights and Human right as their one of the major agendas.
- The participants of four organizations have agreed to do coordination for same agendas in coming days.

J. Way forward:

All the participants of capacity building training have agreed to bring the best brains and sit together for amplify the rights of all kinds of children. Loo Niva will circulate the final training report to all four organizations which participated in the training. Review meeting need to be organized and list out the core issues related to the all kinds of children in the project location. Joint meeting and effort with local government for response those issues should be organized in the days to come. All the participants have realized the gap between CSOs and government in proper communication and coordination to address the contemporary issues related to the rights of all kinds of children. In this regard, all the participants are agreed to work in close coordination with the government to address those issues.

