




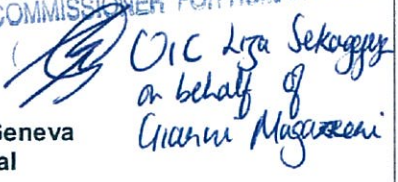


Country: NEPAL

Project Title	Strengthening the Capacity of National Human Rights Commission of Nepal
UNDAF Outcome(s):	Promotion, protection and respect for human rights strengthened for all especially women and those who are disadvantaged
Expected CP Outcome(s): <i>(Those linked to the project and extracted from the CPAP)</i>	Responsive and accessible justice system and human rights to promote gender equality, social inclusion and rule of law including formal and informal processes.
Expected Output(s) <i>(Those that will result from the project and extracted from the CPAP)</i>	1. NHRC capacity strengthened in promoting and monitoring, investigation, documentation and reporting of human rights violations 2. Selected laws reviewed and amendments recommended in order to complying with international treaties as a part of fulfilling treaty obligations.
Implementing Partner:	National Human Rights Commission (NHRC)
Responsible Parties:	Government of Nepal (Office of the Prime Minister)

Programme Period: 2009-2011 Key Result Area (Strategic Plan): Democratic Governance Atlas Award ID: 00049651 Start date: 14 July 2009 End Date: 31 December 2011 PAC Meeting Date: _____ Management Arrangement: National Implementation	Total budget: US \$ 2,300,380 Allocated resources: _____ <ul style="list-style-type: none"> • Government _____ • UNDP/Regular US \$ 200,000 • Donors: _____ • OHCHR- Nepal (Parallel financing) US \$ 300,380 • In kind contribution Office space by NHRC Unfunded budget: US \$1,800,000
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UN Organizations Name of Representative   UNDP Date & Seal: 27/7/2009 Nepal Anne-Isabelle Degross-Blateau Country Director	National Partners Name of Head of Partner   Secretary National Human Rights Commission, Nepal Date and Seal: July 19, 2009
Name of Representative   OHCHR, Geneva Date & Seal: _____ OIC Liza Sekaggya on behalf of Gianni Muscarelli	

4 August 2009.

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Annex I- Results and Resources Framework

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LIST OF ACRONYMS

AWP	Annual Work Plan
CA	Constituent Assembly
CAS	Constituent Assembly Secrétariat
CDNHRC	Capacity Development of National Human Rights Commission
CMP	Conflict Mitigation Package II
CPA	Comprehensive Peace Accord
CPAP	Country Programme Action Plan
CSO	Civil Society Organizations
GON	Government of Nepal
ESCR	Economic, Social and Cultural Rights
HR	Human Rights
HRBA	Human Rights Based Approach
ICC	International Coordinating Committee of National Human Rights Institutions
ICJ	International Commission of Jurists
LAD	Legal Assistance Division
MDGs	Millennium Development Goals
MOF	Ministry of Finance
MOLJPA	Ministry of Law, Justice and Parliamentary Affairs
NDC	National Dalit's Commission
NGO	Non-governmental Organisation
NHRC	National Human Rights Commission
NHRIs	National Human Rights Institutions
NIM/NEX	National Implementation Modality/National Execution
NPD	National Project Director
NPM	National Project Manager
NWC	National Women's Commission
OHCHR	Office of the High Commissioner for Human Rights
QPR	Quarterly Progress Report
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
VAW	Violence Against Women

EXECUTIVE SUMMARY

This project will support the NHRC in implementing its Strategic Plan 2008-10. The project will support to improve the capacity of NHRC in the areas of i) auditing human rights compliance issues in legislation, policies, plans, practices and procedures which will ensure respect for human rights by state actors, ii) ensuring the effective implementation of the international human rights instruments to fulfill state obligations, iii) ensuring human rights in the forthcoming constitution and iv) protecting and promoting the civil, political and socio-economic rights. This project will support the NHRC to build both its capacity to work with stakeholders and to meet its accountability and obligations through public opinions, inclusive work processes and reporting.

1. Situational Analysis

a) Current Situation

Nepal is currently passing through a period of great political change. In 2006, People's Movement (Jana Andolan II) brought an end to the royal regime. The Comprehensive Peace Accord (CPA) concluded between the Government of Nepal and the CPN (Maoist) declared an end to the ten year long conflict with great optimism of building a society based on peace, democracy and human rights. The Constituent Assembly election held in April 2008 helped to move the process forward. The priority for the people of Nepal is the drafting of the new constitution following a participatory process, with the elements of inclusion, progressive state restructuring and human rights, that can provide a basis for democracy and rule of law leading to good governance.

Although a number of state and non-state institutions necessary for the protection and promotion of human rights do exist in Nepal, the enjoyment of rights is limited. The major contributing factors include;

- Limited capacity of state institutions to respect for human rights in ongoing legislative, judicial and executive activities
- Inadequate implementation of commitments expressed in the CPA
- Poor accountability of members of state and non state authorities responsible for human rights violations
- Discrimination and violence based on gender, caste and ethnicity
- Continuing reprisal by non-state actors especially in the Terai
- An increased level of culture of impunity
- State of non-punishment to those who are involved in killings, torture, disappearances, and other forms of violence during the conflict
- Survivors of violence and abuse inflicted during the conflict await justice and reparation
- Abject poverty, lack of awareness and discrimination based on caste and ethnicity.

b) The National Human Rights Commission and other state institutions

The National Human Rights Commission (NHRC) was established in 2000 under the Human Rights Commission Act, 1997. During King's direct rule from 2005 to 2007, NHRC was unable to perform as per its legal mandate. In addition absence of Commissioners for 14 months and significant staff turnover were major problems.

The Interim Constitution of Nepal, 2007 elevated it to the constitutional status with broad mandate of protection and promotion and enforcement of human rights in Nepal.

The Government has appointed new commissioners and Secretary in late 2007 and early 2008 respectively. Currently, the NHRC is working to enhance its credibility. The NHRC at the moment is facing the problems of backlog cases and implementation of its recommendations.

The Government has an enormous task of amending and enacting laws and regulations in order to ensure compliance human rights treaties.

In addition to implementing its ongoing obligations, the NHRC has significant task to Support Constituent Assembly in order to ensure that forthcoming constitution is human rights friendly. It is therefore NHRC has expected to continue to receive substantial donor assistance as provided in the past through

- Capacity Development of the National Human Rights Commission Project (CDNHRC) The European Commission's Conflict Mitigation Package (CMP) II.
- Collaboration with the Office of the High Commissioner for Human Rights (OHCHR), with the NHRC.

In addition to the NHRC, Nepal benefits from a vibrant civil society that is dedicated to the promotion and protection of human rights.

c) UNDP's Prior Engagement with NHRC

In 2002 a consortium of donors¹ agreed to support the NHRC through a Capacity Development Project (CDNHRC) implemented through UNDP. The aim of the CD-NHRC was to enhance the capacity of NHRC to promote and protect human rights and to carry out its responsibilities in the following three major areas:

- Promotion of human rights through education and outreach programmes
- Protection of human rights by supporting through complaints handling and investigation; and
- Support to effective enforcement of human rights through monitoring and advisory programmes.

The project supported NHRC in very difficult times of conflict and unfavorable political situations including the royal take over during the project period. The Project also provided important logistics (e.g. vehicles, security, IT, equipments and running costs) and technical support (e.g. training, consultancies, supporting NHRC in developing guidelines) support to various offices of the NHRC. In addition, regional offices were provided technical assistance of four international advisers in undertaking monitoring and investigation of the human rights violation situation. The project supported NHRC in very difficult times of conflict and unfavorable political situations.

Two comprehensive reviews were conducted during the project period in February 2006 and October 2007 respectively. The teams carried out a comprehensive review and consulted many direct and indirect stakeholders involved in the project. The teams gave detailed recommendations for the project and the NHRC especially focusing on the management arrangements, lessons learnt by the NHRC staff, strategies, and possible activities. The main recommendations of the reviews were to focus and translate activities into results; consolidate NHRC achievements (e.g. on Civil and Political rights) and strengthen NHRC mandate (e.g. on Economic Social and Cultural rights); take a strategic approach to prioritizing project interventions; increase NHRC partnership with relevant stakeholders (e.g. human rights organizations and civil society); devote greater attention to promotional activities; strengthen NHRC core functions (e.g. investigations, outreach, monitoring, reporting, data management) including by developing quality control mechanisms and appropriate indicators; prioritized attention to case backlog and to human rights violations so far not prioritized (e.g. discrimination etc.); ensure effective management, planning and administration. The review mission also noted that the project had also generated some negative externalities as a side effect (e.g. parallel implementation structure to NHRC; excessive dependency of NHRC on project support; NHRC staff frustration for different contractual treatment of CDNHRC Project staff; limited NHRC ownership of several outputs and products developed by the project).

¹ UNDP, Australia, Finland, Norway, Switzerland, UNICEF, Ford Foundation, UK, USA, Denmark, Canada, and OHCHR

2. NHRC Strategic Plan 2008-10

2.1 Envisioning a society in which the people enjoy their human rights, the NHRC sets for itself the goals of enhancing the rule of law, protecting and promoting human rights, monitoring the implementation of national and international instruments and advocating for the promotion and protection of human rights in the new constitution.

2.2 In the pursuit of these goals, the NHRC has set for itself seven strategic objectives, each with planned activities:

- SO 1: Strengthen the rule of law, culture of human rights and peace to end impunity and the violation of human rights.
- SO2: Uphold and advocate for the creation of HR-friendly Constitution by promoting social inclusion and participatory process in making the new constitution.
- SO3: Advocate for the collective rights including the rights of women, children, persons with disability, senior citizen and other disadvantaged groups focusing on gender and caste equality and empowerment of these deprived and denied groups by eliminating all forms of inequalities, exploitation and discrimination in society.
- SO4: Promote human rights awareness and education programs in society by developing and disseminating community-friendly information, education and communication (IEC) materials
- SO5: Monitor and follow-up level of fulfillment of minimum state obligation on ESC rights by developing necessary indicators and benchmarks.
- SO6: Monitor and advocate that major international HR instruments are ratified or acceded, internalized and implemented in practice by GoN;
- SO7: Enhance accessibility, credibility, efficiency and accountability of NHRC by strengthening and expanding the institutional capacity of the organization.

2.3 In its Objective 7, the NHRC's Strategic Plan recognizes important organizational development and service delivery initiatives that must be undertaken if it is to implement its agenda, including

- an organizational review
- improved internal communication
- review of current human resources management, rules, policies and procedures
- improved personal security for human rights defenders
- realistic and cost-effective outreach programs across the country and in all districts
- improved handling of complaints and reduction of backlog
- a comprehensive advocacy and promotion strategy
- enhanced collaboration with NGOs, civil society and academia
- enhanced collaboration with bodies including the National Women's Commission, the National Dalit's Commission and the Nepal Foundation for Indigenous Nationalities
- enhanced international relations
- enhanced public access to its database
- an improved annual report

The evaluation of CDNHRC in 2007 identified many of the same concerns, including

- the uncertain impact of 'numerous trainings' offered to staff
- a negative assessment of the Promotion Division – "many activities – minimal impact"
- insufficient contact with government
- a lack of analysis and rigor in human rights reporting
- a lack of strategy to address backlog case
- significant lack of diversity of the NHRC staff
- inadequate Government funding, leading to an 'unhealthy dependence' on donor support
- an "overly dependent relationship" with the predecessor to this project - CDNHRC I
- lack of accessibility
- lack of expertise and experience in addressing "the discrimination, exclusion and marginalization that affect a majority of Nepali people".

3. Areas of Strategic Focus

3.1 Formulation of the strategies and human rights audit plan to ensure the respect for human rights by state actors: this project will assist the NHRC to develop its capacity to support voluntary human rights compliance by state actors. In addition, the NHRC will be supported to develop its implementation plan, including a comprehensive audit of State compliance with human rights obligations and the NHRC's participation in the upcoming constitutional process. Article 132 (1) of the Interim Constitution has mandated the NHRC to ensure the respect, protection and promotion of the human rights and its effective implementation. The Strategic Plan 2008-10 recognizes this duty. The next step is to develop the NHRC's implementation plan.

The implementation provides for the analysis of Nepal's human rights obligations, the identification of any shortcomings, the development of corrective measures for implementation by state actors and measures to monitor implementation.

NHRC planners will decide whether to organize state compliance work based on branches of government (legislative, executive and judicial), sectors (health, education, social assistance, etc), institution (ministries, agencies, courts) or issue (gender, caste, ethnicity, children etc). They would need to address issues of sequencing and cost.

The implementation plan will also address any particular changes in organizational design for the NHRC, as well as its staffing, training and resource needs. This is an essential tool for

- Government to take on a greater role in meeting the financial and other requirements of the NHRC
- Donors to plan for any necessary commitments on their part
- The development of monitoring and evaluation tools to assess the implementation of state obligations and to correct any shortcomings.

3.2 Comprehensive Analysis of Treaty Obligations: The Project will assist the NHRC to analyze Nepal's HR obligations arising from current and contemplated international commitments and practices and to identify any short comings in the legislative framework. The NHRC should have readily available for its own use, and for the use of state actors and civil society comprehensive analysis of the full range of the state's human rights obligations.

The NHRC will have to develop its capacity to review laws, make recommendations, hold public hearings and to make reports to the public (as required under Interim Constitution's Article 132 (2) (f) and (g).

3.3 Support to ensuring Human Rights Friendly Constitution: The project will assist the NHRC to participate in the constitution making process in order to better secure the protection of human rights under the new constitution.

If the planned constitution fails to make adequate provision of the recognition and implementation of human rights in Nepal, the cause of human rights will be set back for a long time. The NHRC should participate in the new constitution making process. Its advocacy for human rights will be important, as will its technical capacity to identify and analyze the human rights issues which should be addressed by the constitution and to make recommendations as to how constitutional protections should be crafted.

3.4 Protection and promotion of the civil, political and socio-economic rights: The project will assist the NHRC to cooperate with all three branches of state to deliver audits and to develop plans to respond to their findings. The NHRC will cooperate with institutions and sectors to audit them and to develop appropriate plans for ensuring compliance of the national and international human rights instruments, including the human rights education of members of state actors. The development of these plans should normally be supported through published analysis, stakeholder engagement and public hearings.

This work will require the development of indicators in connection with the implementation of socio-economic rights and the training of monitors to assess progress or lack of progress in the field. To achieve credibility, the NHRC analysis must be sound, its recommendations must be tangible, measurable and achievable, its public hearings must be focused and well-organized and its reports must add value.

3.5 Developing the NHRC capacity and enhancing collaboration with civil society and HR NGOs: The project will assist the NHRC to build its own capacity by providing training and the opportunity to participate in international forum such as Asia Pacific Forum, International Coordinating Committee of NHRI and other relevant events. Capacity assessment of NHRC will be conducted to identify the gaps and the capacity development activities will be undertaken. In addition, the project will also support the NHRC to enhance the collaboration with human rights NGOs and civil society through training and joint activities in the areas of human rights promotion.

3.6 Review of the discriminatory laws: The project will support the NHRC to review the laws in line with the international human rights standards. Based on the studies and reports, project will assist the NHRC to conduct public hearings and orient the concerned authorities of government to adhere its international human rights obligations.

4. Project Output

4.1 NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations

MAJOR ACTIVITY 1: Formulation of the strategies and human rights audit and compliance plan

SUB -ACTIVITIES

- Assist the NHRC to develop an action plan to implement the Strategic Plan
- Assist the NHRC to develop its implementation plan, including a comprehensive audit of State compliance with human rights obligations
- Carry out a study on the status of the implementation of NHRC recommendations 2000-2007
- Analyze the human rights obligations, the shortcomings and develop corrective and preventive measures for implementation
- Formulate the guidelines and indicators for the implementation of the international human rights standards

- Formulate an audit plan that identifies, prioritizes and sequences the human rights issues, institutions and sectors to be addressed in cooperation with state actors
- Assess the government plans and programmes from human rights based approach (HRBA) and prepare the reports
- Conduct HRBA training to the planner, policy makers and other concerned government authorities in partnership with the National Planning Commission
- Strengthen the capacity of new offices/divisions as per restructuring plan of NHRC.
- Monitor and evaluate new and ongoing human rights initiatives
- Prepare and implement the monitoring mission plan
- Develop advocacy strategy for the implementation of human rights audit plan

MAJOR ACTIVITY 2: Strengthening the NHRC's capacity for the monitoring of HR treaty obligations

SUB -ACTIVITIES

- Analyze the gap of the implementation of the international HR obligations and make the reports public
- Launch campaigns for the ratification of outstanding international HR treaties, and ensuring their implementation
- Organize national workshops on the international HR mechanisms (Special Procedures, Treaty Bodies,, Human Rights Council)
- Organize training on reporting on the HR situation within the UN system (Treaty Bodies and Human Rights Council) for: (1) Civil Society- TOT for NHRC staff; (2) Government focal points on how to write State Reports to TBs (OHCHR treaty bodies unit together with NHRC)
- Organize workshops on follow up of the treaty bodies recommendations
- Identify legislative shortcomings in Nepal's compliance with its international HR obligations
- Carry out a study on the implementation status of the International Convention on the Elimination of Racial Discrimination
- Conduct a study on the status of implementation of IHR treaties such as CEDAW
- Organize a national workshop on indicators and measurability for HRs
- Strengthen the capacity of Treaty Monitoring Cell within the NHRC
- Conduct trainings to the lawyers, policy analysts, project planners and other concerned on international human rights instruments
- Conduct a study on the implementation of the International Covenant on the Economic, Social and Cultural Rights, 1966
- Provide capacity building support including fellowships, training, study tours and participation in international fora.

MAJOR ACTIVITY 3: Incorporating Human Rights in the Constitution

SUB-ACTIVITIES

- Address the issues relating to constitutional and legal safeguard for the independence of institutions responsible for promotion and protection of Human Rights.
- Support the NHRC to participate in the constitution making process in order to better secure the protection of human rights under the new constitution
- Identify and analyze the human rights issues which should be addressed by the constitution and to make recommendations as to how constitutional protections should be crafted
- Act to ensure procedural rights (such as right to participate and be consulted) of marginalized communities including women in the constitution making process in Nepal
- Conduct advocacy programmes to make adequate provisions and enforcement of human rights

- Launch public awareness campaign on human rights particularly on women's rights and the rights of other marginalized communities
- Orient the CA members on national and international human rights obligations
- Interact with the CA, government agencies and political party representatives to ensure a human rights friendly constitution
- Provide orientation to the legal enforcement agencies on the constitutional provisions on the constitution

MAJOR ACTIVITY 4: Strengthening the NHRC's capacities to act for the promotion and protection of Civil and Political and Economic, Social and Cultural Rights

SUB-ACTIVITIES

- Support for the investigation, monitoring, and reporting on human rights violations including documentation and archiving facilities
- Develop the indicators and guidelines for the promotion, protection and of ESC Rights and the role of NHRI
- Conduct an assessment of the implementation status of NHRC recommendations from 2001-2007
- Develop the follow up strategy for the implementation of the past NHRC recommendations
- Organize training for the NHRC staff on socio-economic and cultural rights
- Organize a series of training to human rights actors such as NGOs, GoN officials teachers, HR defenders etc on various issues of human rights, HRBA etc
- Develop and disseminate international standards on socio-economic justice and NHRIs best practices to relevant stakeholders (e.g. Parliamentarians, MOLJPA and security forces)
- Conduct research on various HR issues such as issues regarding gender, social inclusion, rights of the minorities
- Strengthen and institutionalize data collection systems on patterns of discrimination against women and human trafficking
- Launch public inquiries at national and regional level on most pressing HR issues (e.g. discrimination, VAW, causes of conflict-1 per year)
- Organize international conferences on human rights and corruption and human rights and energy
- Integrate HR into school curricula grade 1-12, and into curricula of judiciary, civil service as well as security services
- Provide training to the members and senior staffs of National Women's and Dalit's Commission on Human Rights Instruments
- Prepare training manual on mediation and conduct trainings
- Develop citizen's charter for the protection and promotion of human rights

MAJOR ACTIVITY 5: Strengthening the NHRC'S capacity and enhancing the collaboration with civil society and HR NGOs

SUB-ACTIVITIES

- Conduct a need assessment of different divisions, regional and central offices of NHRC
- Develop/revise the NHRC Strategic Plan for the NHRC
- Support for the establishment of the sub-regional offices
- Support for establishment of human rights resource centre at NHRC Regional and Sub-regional Offices.
- Prepare the implementation plan for capacity enhancement and training as per the need assessment
- Formulate the collaboration policy with civil society and human rights NGOs

- Organize regular meeting with civil society, media, lawyers, professionals, religious leaders etc
- Provide training to the civil society members, human rights defenders and representatives of the human rights organizations

4.2 Selected laws reviewed and amendments recommended for new legislations as required by international treaty obligations

MAJOR ACTIVITY 1: Initiate for amendments of the discriminatory laws and submit to the legislature for reformation

SUB-ACTIVITIES

- Review existing discriminatory legal provisions relating to the caste, ethnicity, gender and disability and publish the report and lobby strongly for the removal of discriminatory legal provisions
- Make recommendations, hold public hearings and to disseminate reports to the public
- Enhance the capacity of the NHRC on legislative review and research (Please see Annex: I for the Results and Resource Framework)

5. Annual Work Plan and Budget (Please see detail in Annex: II)

6. Implementation Strategy and Management Arrangements

6.1 Implementation Strategy

NHRC: The NHRC will be the implementing partner and responsible to ensure achievement of the project's results as outlined in the project document. The NHRC will ensure leadership to the project implementation and management through: a) chairing the project Steering Committee and the project Board; and b) the appointment of the Secretary as the executive. The executive will be supported by a National Project Manager and project support team.

OHCHR: will progressively focus on strengthening NHRC as an essential component of its mandate. The OHCHR will provide NHRC with support aimed at strengthening its capacity to fulfill its role in protecting and promoting human rights (HR) in Nepal and its efforts to address gaps in the national protection system, including by encouraging the Government of Nepal to ratify and implement international HR standards and by building the capacity of other institutions and civil society.

OHCHR will consult with NHRC through the coordination mechanism (see 6.2 Management Arrangement below), in order to further clarify areas in which it can provide support and develop activities, including the following:

- Support NHRCs monitoring and investigations of individual complaints (past and present)
- Provide NHRC with support to enable it to engage effectively with the regional and international Human Rights system
- Provide technical assistance such as expert advice, information (including resource materials) analysis and research findings in relation to substantive HR matters
- Provide training to NHRC staff and/or support them to access training provided by others
- Assist NHRC with its capacity building of others (including by providing NHRC staff with train the trainer preparation)
- Assist NHRC to develop tools (including monitoring tools, guidelines, check lists, indicators)
- Support NHRC partnerships with other organizations, including by promoting dialogue to define joint strategies and policies to HR issues.
- Support NHRCs advocacy and public awareness campaigns

UNDP: UNDP will ensure management of donor funds and disbursement of funds to the project according to the Harmonized Approach to Cash Transfer (HACT) guidelines agreed with government of Nepal. UNDP will provide support in setting up managerial, financial and administrative systems within the NHRC by sharing practices and guidelines and providing training. UNDP will ensure that this project will be implemented in coordination and cooperation with other UNDP supported projects in areas of relevance through regular exchange of information and by organizing joint activities. UNDP will support NHRC for effective co-ordination with other projects such as CMP-II (Please see: Annex: II the matrix of the NHRC projects)..

ILO and Unicef will also be the major partners to support the NHRC on ILO Convention 169 and child rights focusing on transitional justice issues.

Civil Society Organizations: CSO have been playing crucial role in human rights promotion and protection through human rights monitoring, education and advocacy. They have been NHRC' partners in action right from its establishment, and will remain a strong collaborating partner during the implementation of the project as well.

6.2 Management Arrangement

6.2 Management Arrangement

The project will be managed under the "National Implementation Modality (NIM)". The management arrangements for the project will be as follows:

A. The Project Board: The Project Board will provide the necessary directions to the project management. The Project Board will be the group responsible for making decisions on project implementations. The Board will be responsible for: a) reviewing the ongoing activities and any impending issues, b) approving the next steps/related work-plan, budget, and risk log; c) approving project revisions based on changes in the situation. It is recommended that the Board meetings are held at least once in a quarter.

The Project Board is composed of:

- The Executive, representing implementing partner that chairs the Board. This role will be assumed by the Secretary or Sr. Officer of the NHRC;
- The Supplier, to provide funding and technical expertise to the project. This role will be represented by UNDP ARR (Governance) and the implementing partner for technical expertise;
- The Beneficiary, representing the project that benefits from the project. This role will be represented by the representative of the senior level officers of the NHRC.

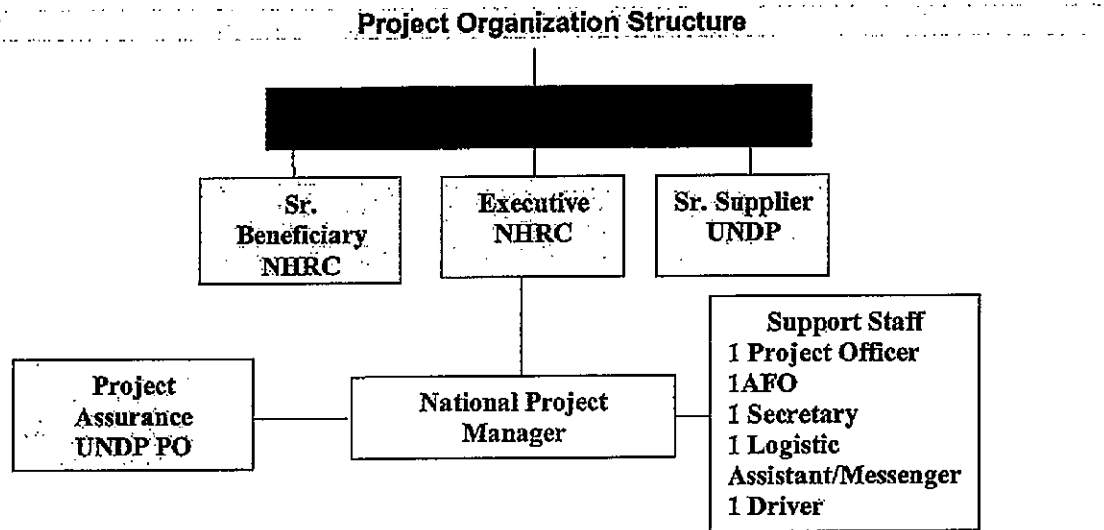
The Board may invite the National Project Manager and the UNDP's concerned Programme Officer in the board meetings and ask to support in the project operation as needed.

Project Assurance: The project assurance role supports the Project Board and is normally assumed by UNDP Programme Officer by carrying out objective and independent project oversight and monitoring functions on behalf of the Board. This role ensures that appropriate project management milestones are managed and completed.

National Project Manager: A National Project Manager (NPM) has the authority to manage the project on a day-to-day basis on behalf of the Project Board. The NPM's prime role is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified time and cost. The NPM, other project professionals and support staffs

(short term and long term) will be recruited by the implementing partner as per National Execution Modality (NEX).

Project Organization Structure



The project will provide required technical assistance to the different divisions and regional offices of NHRC particularly in investigation and monitoring and in the areas of promotion, legislative assistance/HR treaty monitoring and planning, monitoring and evaluation. For this purpose, the project will rely on the available technical expertise of OHCHR and short term national consultants. The assistance will be based on the need assessment to be conducted as one of the first activities of the project.

UNDP Support Services: UNDP support will be required on project implementation in areas such as (i) recruitment of project support team, (ii) procurement of goods, equipments and services, (iii) recruitment of national and international consultants, (iv) planning and implementation of training, workshops and exposures, (v) mid-term and final evaluation of the project etc. A separate letter of agreement (LOA) will be signed between NHRC and UNDP in UNDP support services.

Cash Transfer Mechanism: UNDP will transfer the fund (cash) allocated for this project in the project account in NHRC on quarterly basis. First, based on the approved AWP, this quarter work plan will be prepared and approved. UNDP will transfer the budget required for the first quarter in the beginning of project implementation. Upon receipt of the signed completion of each quarterly plan including financial report as well as next quarterly plan, the fund (cash) for the subsequent quarters will be transferred in the project account. Further the project will be implemented bringing all financial inputs into national budget system and will be fully reflected in the Red Book.

Audit arrangements: The project will be audited as per UNDP audit requirements.

Review, Revision of the Project Components, Outputs and Fund Allocation: With a view to optimizing the benefits of the project, if the NHRC, OHCHR, UNDP and donors jointly agree to review and revise any project components, outputs, activities along with the allocated funds, they will do the review and revision of the project components, outputs, and fund allocation and keep all the implementation partners informed accordingly.

B. The Advisory Committee: The Advisory Committee will provide necessary strategic advices for effective implementation of the project. The committee will be regularly informed about the project progress towards achieving outputs; risks to the project and implementation of strategies to mitigate those risks. The Committee for the project will be composed as follows:

- NHRC Chairperson (Chair)
- OHCHR Representative
- UNDP Representative
- Donors representative
- Ministry of Finance Representative
- Civil Society Representative
- Secretary of NHRC, Member-Secretary

7. Monitoring and Evaluation

The project will be monitored against an M & E Framework, which builds on the CPAP M & E Framework. A draft M & E Framework is attached hereto as Annex: III, which will be expanded and finalized during the first quarter of the project implementation period. Progress against each of the indicators will be reviewed regularly, and the tracking table updated accordingly. The external consultant will be recruited by UNDP for periodic monitoring of the project progress and reporting. The consultant will be recruited in consultation with NHRC, OHCHR and development partners.

In addition, in accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

Within the annual cycle

- On a quarterly basis, a **quality assessment** shall record progress towards the completion of key results, based on quality criteria and methods captured in the draft Project M & E Framework annexed hereto.
- An **Issue Log** shall be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change.
- Based on the initial risk analysis submitted (see annex 1), a **risk log** shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.
- Based on the above information recorded in Atlas, a **Quarterly Progress Reports (QPR)** shall be submitted by the Project Manager to the Project Board through Project Assurance, using the standard UNDP reporting format.
- A project **Lesson-learned log** shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project
- A **Monitoring Schedule Plan** shall be activated in Atlas and updated to track key management actions/events

Annually

Annual Review Report: An Annual Review Report shall be prepared by the Project Manager and shared with the Project Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined

annual targets at the output level. The M & E Framework and updated Tracking Tool will be annexed to the Annual Review Report.

Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

8. Legal Context

This document together with the CPAP signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the SBAA and all CPAP provisions apply to this document.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried.
- b) Assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document".

9. Risk Analysis

Risk Log Matrix

Project Title: Strengthening the Capacity of the National Human Rights Commission
Award ID: 00049651

S.N.	Description	Category	Impact & Probability	Countermeasures / Management Response	Owner	Author	Date Identified	Last Update	Status
1	The successful achievement of the project outcome is heavily based on the activism and commitment of the National Human Rights Commission and the other human rights institutions in Nepal	Security situation of the country	The fragile human rights situation in the different parts of country may have adverse affect in the implementation of the project activities I = 3 P = 4	The project is designed and will be implemented through the close collaboration with HR organizations for the implementation of the project activities and dissemination of the roles and responsibilities of the NHRC so that it would work for ensuring justice dignity, equality and human rights minimizing conflicts.	National Project Manager	National Project Manager	June 15		e.g. no change
2	Due to low incentive and motivation, the turn over of the NHRC staff is very high. The reason behind of the high turn over of staff is the low incentive and salary.	Organizational and operational	Under staffing and high turn over of the staff I = 4 P = 4	In order to mitigate this problem, project is designed and will be implemented including the capacity development strategy, and exposures.	National Project Manager	National Project Manager	June 15		

Annex: I: RESULTS AND RESOURCES FRAMEWORK

CPAP Outcome: Responsive and accessible justice systems to promote gender equality, social inclusion and rule of law, incl. formal and informal processes

Applicable Strategic Area of Support: Human Rights

Partnership Strategy: This project will be executed by the National Human Rights Commission, UNDP & OHCHR

Project Number and Title: Strengthening the Capacity of National Human Rights Commission of Nepal

Intended Outputs	Output Targets for 2009-2010	Indicative Activities	Responsible Parties	Inputs (US\$)		TOTAL
				UNDP	OHCHR	
1. NHRC capacity strengthened in promoting, monitoring, investigation, documentation and reporting of human rights violations	ACTIVITY RESULT 1: Formulation of strategies and the human rights audit and compliance plan		NHRC, OHCHR, UNDP			
	2009: Comprehensive Human Rights Audit Plan developed	1.1 Assist the NHRC to develop its implementation plan, including a comprehensive audit of State compliance with human rights obligations		5,000		5,000
	2010: Training manual on HRBA developed to provide training to the planners, policy makers and other concerned government authorities	1.2 Assess the government plans and programmes from human rights based approach (HRBA) and prepare the reports 1.3 Develop/publish HRBA training package and conduct training to the planner, policy makers and other concerned government authorities in partnership with the National Planning Commission		3,000	12,060	8,000
	Human rights audit guide prepared	1.4 Develop a guideline on human rights audit		3,000		37,000
	Report prepared on the human rights audit of the Government 2008-2010	1.5 Audit the Government's Development Plans from human rights perspective		3,000		27,000
	2011: Advocacy strategy developed for the implementation human rights audit plan	1.6 Organize series of interaction with government and non-government agencies to develop the advocacy strategy plan		2,000		15,000
		1.7 Prepare the advocacy strategy for the implementation of human rights audit plan		3,000		16,000
	ACTIVITY RESULT 2: Strengthening the NHRC's capacity for the monitoring of HR treaty obligations			Sub-total	54,820	145,000
				NHRC, OHCHR, UNDP		
	2009: HR treaty monitoring unit established	2.1 Establish the Treaty Monitoring unit within the NHRC;		3,000		7,000
2010: Assessment conducted on the gap of the implementation of the international HR obligations	2.2 Organise national workshops on the international HR mechanisms (Special Procedures, Treaty Bodies, Human Rights Council) 2.3 Analyze the gap of the implementation of the international HR obligations and make the reports public		4,000	10,080	10,000	
			3,000	2,240	27,000	

		2.4 Organize workshops on follow up of the treaty bodies recommendations		3,000	10,080	32,000
	100 NHRC staff, civil society members and concerned government focal points of human rights trained on treaty obligations	2.5 Organize training on reporting on the HR situation within the UN system (Treaty Bodies and Human Rights Council) for: (1) Civil Society- TOT for NHRC staff; (2) Government focal points on how to write State Reports to TBs (OHCHR treaty bodies unit)			20,180	30,000
	Report produced on the implementation status of ICERD and its General Recommendations	2.6 Carry out a study on the implementation status of the International Conventions on the Elimination of Racial Discrimination (ICERD) and its General Recommendations		2,000		18,000
	Report produced on the implementation status of CEDAW	2.7 Carry out a study on the implementation status of the International Convention on the Elimination of Discrimination against women (CEDAW) and its general recommendations		2,000		20,000
	2011: 50 NHRC staff, government staff & civil society workers trained on UN system on human rights treaty bodies and special procedures, etc	2.8 Conduct training to the lawyers, policy analysis, project planners and other concerned on international human rights instruments			2,240	30,000
	Report produced on the implementation of International Covenant on the Economic, Social and Cultural Rights 1966	2.9 Review the implementation of Economic, Social and Cultural Rights		3,000	1,120	27,000
		2.10 Conduct series of interactions and workshops on the reports		3,000	1,120	17,000
		2.11 Carry out a study on the implementation status of CRC and develop strategy		3,000		17,000
		Sub-total		26,000	47,060	235,000
		ACTIVITY RESULT 3: Incorporating Human rights in the Constitution				308,060
	2009 : 200 CA members oriented on burning human rights issues and HR obligations	3.1 Organize consultations on the concept paper of the CA Committee on human rights and provide orientation to the CA members on human rights and international human rights obligations		4,000	3,360	6,000
		3.2 Support the NHRC to undertake initiatives designed to promote discussions on human rights and constitution (participatory constitutionalism)		3,000		10,000
	2010: 100 CA members and HR committee oriented on national and international human rights instruments	3.3 Support the NHRC to participate in the constitution making process in order to better secure the protection of human rights under the new constitution		3,000	3,920	27,000
		3.4 Support the NHRC for orientation to the CA members on national and international human rights obligations			3,100	40,000

					2,000		28,000
			3.5 Provide technical assistance relating to the constitutional and legal safeguard for the independence of institutions responsible for promotion and protection of Human Rights.		2,000		28,000
			3.6 Interaction with the CA, government agencies and political party representatives to ensure a human rights friendly constitution		2,000	3,360	28,000
			3.7 Provide technical assistance to the NHRC to identify and analyze the human rights issues which should be addressed by the constitution and to make recommendations as to how constitutional protections should be crafted and support for advocacy.				30,000
		2011:*	3.8 Publish HR parts of the constitution and dissemination		2,000		22,000
			3.9 Develop PSA and IEC materials on the constitutional provisions on human rights			9,100	25,000
			3.10 Conduct orientation to the law enforcement and rule of law agencies on new constitution and human rights		2,000	1,680	28,000
			200 representatives of the legal enforcement agencies (police, prosecutors, court system etc) oriented on the constitutional provisions on human rights				
			ACTIVITY RESULT 4: Strengthening NHRC's capacity to act for the promotion and protection of civil & political and economic, social and cultural rights		18,000	24,520	244,000
			2009:				286,520
							NHRC,OHCHR,UNDP
			4.1 Support the NHRC to investigate and monitor the human rights violations cases and to develop archiving system		5,000	10,080	10,000
			4.2 Conduct a study on the implementation status of the NHRC past recommendations		3,000	1,680	12,000
			4.3 Prepare the training manual on mediation and provide the training to the NHRC staff on mediation		2,000		10,000
			4.4 Support the NHRC to investigate and monitor the human rights violations cases and prepare		3,000		28,000
			4.5 Develop the indicators and guidelines for the promotion, protection and fulfilment of ESC Rights and the role of NHRs		2,000	25,080	23,000
			4.6 Develop the follow up strategy for the implementation of the past NHRC recommendations and organize follow up		2,000		9,000
			4.7 Support the NHRC to ensure the establishment and strengthening of transitional justice institutions meeting international standards, including a Disappearances Commission and a Truth and Reconciliation Commission				10,000
			4.8 Organize a series of training to human rights actors such as NGOs, GoN officials, teachers, HR defenders on various issues of human rights and central and regional level		2,000		20,000
			300 NHRC staff and HR defenders on monitoring, investigation, analytical reporting trained				

	Indicator of international human rights standards on socio-economic rights and the best practise of NHRIs developed	4.9 Develop and disseminate international standards on socio-economic justice and NHRIs best practices to relevant stakeholders (e.g. Members of CA, judges, lawyers and security forces)		2,000		20,000	
		4.10 Continue to support the NHRC to Complaint Receiving and Reporting System (CMRS) and archiving			55,320	25,000	
		4.11 Build network of human rights defenders at local level		1,000		16,000	
	Report on the various HR issues such as situation of women, minorities, and davits prepared	4.12 Conduct research on various HR issues regarding gender, social inclusion, rights of the minorities		2,000		20,000	
		4.13 Support the NHRC to strengthen National Reporter against Trafficking in Persons		3,000		15,000	
	Data collection systems on patterns of discrimination against women and human trafficking developed and institutionalized	4.14 Strengthen and institutionalize data collection systems on patterns of discrimination against women and human trafficking		2,000		23,000	
		4.15 Launch public inquiries at national and regional level on most pressing HR issues (e.g. discrimination, VAW, causes of conflict-1 per year)			6,720	15,000	
		4.16 Organize international conferences on human rights and corruption and human rights and energy				30,000	
		4.17 Integrate HR into school curricula grade 1-12, and into the curricula of judiciary, civil service as well as security services		1,000		14,000	
	20 Sr. staff of National Women's Commission and National Dalit's Commission oriented on human rights, investigation and monitoring	4.18 Provide training to the members and senior staffs of National Women's and Dalit's Commission on Human Rights Instruments		3,000		17,000	
	2011: Citizen charter developed on the protection of human rights	4.19 Develop citizen charter on human rights and disseminate widely		2,000		3,000	
		4.20 PSA developed on the rights of civil and political rights		2,000	9,100	8,000	
		4.21 Support the NHRC to investigate and monitor the human rights violations cases and		2,000		12,000	
		4.22 Develop the indicators and guidelines for the promotion, protection and fulfillment of ESC Rights and the role of NHRIs				12,000	
		4.23 Train community leaders on human rights issues		2,000		15,000	
		Sub-total		41,000	107,980	367,000	515,980

			NHRC,OHCHR,UNDP				
	ACTIVITY RESULT 5: Strengthening NHRC capacity and enhancing the collaboration with civil society and HRS NGOs						
	2009:						
		5.1 Organize a workshop on the lesson learned of the NHRC 2000-2008	3,000				6,000
		5.2 Conduct a need assessment of different divisions, regional and central offices of NHRC	8,000				6,000
	2010: Capacity assessment conducted of NHRC	5.3 Prepare the implementation plan for capacity enhancement and training as per the need assessment	2,000	3,360			10,000
		5.4 Support the NHRC to strengthen regional and sub-regional offices					26,000
	HR Resource centres established at regional and sub-regional offices of NHRC	5.5 Support the NHRC to establish HR resource centres at regional and sub-regional offices					25,000
	Collaboration policy with HR organizations developed	5.6 Formulate the collaboration policy with civil society and human rights NGOs, including in relation to the protection of human rights during emergencies		11,720			15,000
		5.7 Form a steering committee of NWC, NDC, NEFIN and NHRC and organize regular meeting with law enforcement agencies and political party leaders.	3,000				20,000
		5.8 Support the NHRC regional and sub-regional offices					34,000
	300 NHRC staff, NGO, to the civil society staffs trained on human rights monitoring conducted	5.9 Provide human rights monitoring and investigation training to the NHRC staffs, civil society members, human rights defenders and representatives of the human rights organizations.	2,000	3,360			24,000
		5.10 Support the NHRC to participate in international human rights forums such as APF and ICC-NHRIs	2,000	5,200			22,000
	200 NHRC staff, NGO, to the civil society staffs trained on human rights monitoring	5.11 Provide training to the NHRC staff, civil society members, human rights defenders and representatives of the human rights organization	2,000	11,720			25,000
		5.12 Organize regular meetings with civil society to share the ongoing human rights situation	2,000	3,360			10,000
		5.13 Support NHRC for HR fellowship programme on ESCR					20,000
	2011:	5.14 Conduct human rights educational and promotional activities jointly with human rights organizations					20,000
		5.15 Support NHRC to participate in International Human Rights forms such as APF and ICC-NHRIs	2,000	5,200			18,000
	NHRC strategic plan developed	5.16 Develop multi-year Strategic Plan of the NHRC	3,000				17,000
	200 NHRC staff trained on investigation techniques	5.17 Conduct internship and media fellowship programme on investigation	2,000				20,000
		5.18 Conduct Training on human rights documentation, investigation, reporting	2,000	3,360			12,000
		Sub-total	33,000	47,280			330,000
							410,280

2. Selected laws reviewed and recommended for new legislations as required by international treaty obligations	ACTIVITY RESULT 1 : Initiate for amendments of the discriminatory laws and submit to the legislature for reformation	NHRC,OHCHR,UNDP				
2009:	1.1 Conduct an assessment of the implementations of NHRC recommendations on legal reformation.		4,000			12,000
2010:	1.2 Provide training to the NHRC staff on law review and human rights organizations					20,000
8 discriminatory laws reviewed and recommendations submitted to the government.	1.3 Review existing discriminatory legal provisions relating to the caste, ethnicity, gender and disability and publish the reports		3,000	3,360		27,000
4 public hearing conducted to sensitize government authorities and people on the report prepared on discriminatory laws	1.4 Organize public hearings on findings of review study		2,000			15,000
	1.5 Review court decisions from human rights perspective and publish the report		2,000			15,700
3 public hearing conducted to sensitize people and government agencies on the report prepared on discriminatory laws	1.6 Organize public hearings on the report prepared on discriminatory laws		2,000	3,360		28,000
	1.7 Prepare strategy and guidelines on public advocacy and produce IEC materials		2,000	12,000		28,000
2011:	1.8 Review the discriminatory laws and publish the report		2,000			28,000
6 discriminatory laws reviewed and recommendations submitted	1.9 Conduct public hearing to lobby with the Ministry of Law and Justice to enact the human rights friendly laws.					25,000
	1.10 Conduct a study on the Supreme Court decisions against discriminatory legal provisions, and their implementation and develop strategy for implementation		2,000			20,000
Mid term Review & Evaluation			19,000	18,720		218,700
						256,420
						40,000
						40,000
						155,000
	The project support team will consist of:					
	1 National Project Manager (30 m/m)					
	1 Admin and finance Officer (30 m/m)					
	1 Project Officer (30 m/m)					
	1 Secretary (30 m/m)					
	1 Driver (30 m/m)					
	1 Logistic Assistant/Messenger (30 m/m)					
	Office Supplies, R&M and other Operational costs		5,000			65,300
	Miscellaneous		8,000			8,000
			41,000			220,300
						261,300
	TOTAL BUDGET		200,000	300,380		1,800,000
						2,300,380

Annex: III: Matrix of the Major support of OHCHR-UNDP and CMP II to the NHRC

OHCHR		CMP II		Strengthening the Capacity of the NHRC	
S.N.	Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations	Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations	Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations	Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations	Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations
1	<ul style="list-style-type: none"> Enhancing the technical capacity to identify and analyze the human rights issues which should be addressed by the constitution and to make recommendations as to how constitutional protections should be crafted. Developing the NHRC capacity and enhancing collaboration with civil society and HR NGOs 	<ul style="list-style-type: none"> Supporting and expanding the work of all Regional and Sub-Regional Offices through the development of appropriate procedures and through training. Establishing the HR Education & Training Unit 	<ul style="list-style-type: none"> Supporting the NHRC to develop the strategies and human rights audit plan and indicators to ensure the respect of human rights into the plans and programmes. Supporting the NHRC to develop its implementation and a comprehensive audit plan of state compliance with human rights obligations 		
2	<ul style="list-style-type: none"> Facilitating and supporting the proposed international cooperation 	<ul style="list-style-type: none"> Implementing the Staff Development Plan 	<ul style="list-style-type: none"> Supporting the NHRC to monitor the human rights obligations, develop the indicators and conduct training on treaty reporting 		
3	<ul style="list-style-type: none"> Providing training for NHRC, addressing issues identified by needs assessment 	<ul style="list-style-type: none"> Training on substantive HR issues (discrimination on grounds of gender, social exclusion, resolving conflict related cases, HR standards for purposes of monitoring compliance and inputs to state reports, legal research, drafting and lobbying for hu 	<ul style="list-style-type: none"> Supporting the NHRC to launch campaigns for the ratification of relevant international treaties and organize national workshops on the international HR instruments 		
4	<ul style="list-style-type: none"> Supporting to the Training Unit and training Programs 	<ul style="list-style-type: none"> Supporting the NHRC to conduct a series of workshops and conferences on HR and Justice issues in post-conflict situation bringing together NHRC and other national and international HR actors – Having regular psychosocial counseling sessions with NHRC Protection staff 	<ul style="list-style-type: none"> Assisting the NHRC to participate in the constitution making process in order to better secure the protection of human rights under the constitution 		
5	<ul style="list-style-type: none"> Supporting to the NHRC by facilitating linkages with the international human rights system & OHCHR 	<ul style="list-style-type: none"> Supporting the NHRC to orient the CA members on human rights obligations 	<ul style="list-style-type: none"> Supporting the NHRC to orient the CA members on human rights obligations 		
6	<ul style="list-style-type: none"> Joint intervention on HR protection and promotion 	<ul style="list-style-type: none"> Conducting a series of workshops and conferences on HR and Justice issues in post-conflict situation bringing together NHRC and other national and Implementing the Staff Development Plan 	<ul style="list-style-type: none"> Developing the indicators and guidelines for the promotion and protection of ESC Rights and the role of NHRI in promoting them; 		
7	<ul style="list-style-type: none"> Supporting to conduct training for HRDs and CSOs 		<ul style="list-style-type: none"> Developing the follow up strategy for the implementation of the NHRC past recommendation 		
8	<ul style="list-style-type: none"> Support for broad incorporation of HR in the new Constitution 		<ul style="list-style-type: none"> Organizing training to the NHRC staff and HR defenders on the rights of indigenous peoples enshrined in ILO Convention 169 		
9			<ul style="list-style-type: none"> Strengthening the data collection systems on patterns of discrimination and human trafficking 		
10					

11			<ul style="list-style-type: none"> ▪ Supporting the NHRC to launch public inquiries at national and regional level on most pressing HR issues (e.g. discrimination, VAW, cause s of conflict-1 per year);
12			<ul style="list-style-type: none"> ▪ Conducting training to the members and senior staffs of National Women's Commission and Dait's Commission on Human Rights Instruments
12			<ul style="list-style-type: none"> ▪ Formulating the collaboration policy with civil society and human rights NGOs
			<ul style="list-style-type: none"> ▪ Conducting training to the civil society members, human rights defenders and representatives of the human rights organizations on human rights investigations, monitoring and reporting.
13			<ul style="list-style-type: none"> ▪ Conducting joint interventions on the promotional activities of the human rights
14			<ul style="list-style-type: none"> ▪ Organizing regular meetings with the civil society representatives on ongoing human rights situation and collaboration.
15			<ul style="list-style-type: none"> ▪ Supporting the NHRC to review the existing discriminatory provisions of laws relating to the caste, ethnicity and gender
			<ul style="list-style-type: none"> ▪ Supporting the NHRC to hold public hearings and to make reports
			<ul style="list-style-type: none"> ▪ Supporting the NHRC to organize a series of orientation programme to the members of CA in order to sensitize them;
16			<ul style="list-style-type: none"> ▪ Supporting the NHRC to enhance the capacity of the NHRC on legislative review and enactment
17			<ul style="list-style-type: none"> ▪ Supporting the NHRC to publish the report and lobby strongly for the removal of discriminatory laws
18			
19			
20			
			<p>Note: All the activities related to the capacity development of the NHRC will be done jointly. A Coordination Committee will be established to ensure effective coordination.</p>

Annex IV: Strengthening the Capacity of the National Human Rights Commission Project

Draft Project M and E Framework and Tracking Tool

Outcomes, Outputs and Activity Results	Indicator(s)/Quality Criteria	Base-line(s)	Target(s)	Source(s)/ Means of Verification	Timing/Date of Assessment	Tracking Tool		
						Current status	Last date of measurement	Remarks on progress
National Priority: Good Governance								
2.2. Responsive and accessible justice systems to promote gender equality, social inclusion and the rule of law, including formal and informal processes.	Selected existing discriminatory laws are reviewed and amended	176 discriminatory legal provisions (FWLD report 2006)	0.65% (2006)	NHRC, MOLJ	2011			
	Ratio of human rights cases resolved out of the total no. of cases submitted to NHRC		40 cases recommended for action per year	NHRC	Annual			
2.2.1 NHRC capacity strengthened in promoting human rights; monitoring, investigation, documentation and reporting of human rights violations								
ACTIVITY RESULT: 1 The strategies and human rights and audit plan strengthened to ensure the respect of human								
	# of complaints of human rights violations investigated	207 cases investigated and 78 cases recommended		NHRC	2010			
	# of government staff trained on human rights audit plan		50 government staff trained on human rights audit	NHRC	2009			
			HR audit plan and strategy developed	NHRC-MOLJ	2010			
			The Government plan audited from human rights perspective	NHRC	2010			
ACTIVITY RESULT 2: NHRC's capacity for the monitoring of HR treaty obligations strengthened			HR treaty unit established and strengthened	NHRC-Progress reports	2010			
	# of treaty monitoring missions undertaken and the studies carried out on the implementation of HR treaties		10 treaty monitoring missions undertaken	NHRC-Progress reports	2011			
		1 study report published on the domestication of ICCPR	5 Reports published and disseminated on the domestication of human rights instruments	NHRC-Monitoring report	2011			

ACTIVITY RESULT 3: Human rights already incorporated in the new constitution	# of concepts notes submitted to the CA to assist in the constitution making process		Concept notes developed on NHRC, Fundamental rights, Directive Principles and other related provisions of human rights	NHRC-Progress reports, Concept papers	Annual			
	# of concepts notes prepared, submitted to the CA to assist in the constitution making process	40 CA members oriented on human rights and human rights obligations	300 CA members oriented on human rights	NHRC-Progress reports	2011			
ACTIVITY RESULT 4: Strengthening NHRC's capacities to act for the promotion and protection of civil & political and economic, social and cultural rights	# of recommendations implemented	30 cases implemented	80 NHRC recommendations implemented	NHRC-Progress reports	Annual			
	# of human rights issues monitored and published	5 reports on human rights monitoring published and disseminated	A total of 15 significant events monitored, findings are reported and published (2017)	NHRC-Progress reports	Annual			
	# of NHRC staffs trained on human rights investigations, monitoring and treaty monitoring		60 NHRC staff trained on human rights documentation, investigation	NHRC-Report of the NHRC	Annual			
			A human rights citizen charter (rights and responsibilities of citizens) prepared and posted in the public places	NHRC-Citizen charter	2010			
ACTIVITY RESULT 5: Strengthening NHRC capacity and enhancing the collaboration with civil society and HRS NGOs			Conduct a need/capacity assessment of the NHRC	NHRC	2009			
	# of HR NGO and civil society representatives trained on human rights issues	20 Representatives of the HR NGOs trained in relevant human rights.	50 HR NGOs trained on human rights issues	NHRC	Annual			

		HR NGOs profile developed	Civil society collaboration policy developed	NHRC	2011				
		1 Resource centre established at Central office of NHRC	5 Human Rights Resource centres established at regional and sub-regional offices of NHRC	NHRC					
2.2.2 Selected laws reviewed and recommended for new legislations as required by international treaty obligations									
ACTIVITY RESULT: 1 Initiate for amendments of the discriminatory laws and submit to the legislature for reformation	# of discriminatory laws reviewed and submitted to reform	176 discriminatory legal provisions existed as of 2006 (PWLD report 2006)	20 laws reviewed and public hearing conducted to make government accountable	NHRC	2011				
	# of public hearings organized by the NHRC on discriminatory laws and on emerging issues		10 public hearings conducted	NHRC	2011				

Annual Work Plan 2009 and Quarterly Work Plan

Work Plan for: Strengthening the Capacity of National Human Rights Commission

Award Id: 00049651
Award Title: Strengthening the Capacity of the National Human Rights Commission
Duration: October to December 2009

UN organization-specific Annual targets		UN organization	Activities	TIME FRAME				Implementing Partner	PLANNED BUDGET					
				Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Unit Cost	No of Units	Approved Budget	Committed by OHCHR
JP Outcome: Promotion, protection and respect for human rights strengthened all especially women and those who are disadvantaged														
JP Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations														
Comprehensive Human Rights Audit Plan developed	UNDP	OHCHR	Activity Result: 1: Formulation of strategies and the human rights audit and compliance plan Action: Organize consultative meeting to develop human rights audit plan for NHRC					NHRC, Policy, Research and Planning Division	04000	71600-Travel	100	11	1,100	
			Action: Develop the implementation plan, including a comprehensive audit of State compliance with human rights obligations					NHRC, Policy, Research and Planning Division	04000	71300-Local consultant	1,200	2	2,400	
			Expert advisory support to the relevant Units of the NHRC as necessary.						04000	74500-Miscellaneous (Workshop expenses)	500	1	500	
									Activity Sub Total				4,000	
Activity Result: 2: Strengthening the NHRC's Capacity for the monitoring of HR treaty obligations														
	UNDP	OHCHR	Action: Develop ToR and guideline for the Treaty Monitoring Units and establish units at regional offices					NHRC, International Treaty Monitoring Division,	04000	72200-Equipment & Furniture	1,200	5	6,000	
			Action: Provide necessary equipments (Computer, Fax machine) to the Treaty Monitoring Units					NHRC, International Treaty Monitoring Division,	04000	71600-Travel	60	10	600	
			Advisory support to the NHRC treaty monitoring units on methodology and approaches for the monitoring of HR treaty obligations particularly in relation to the Universal Periodic Review.						04000	72500-Supplies	300	1	300	
									Activity Sub Total				6,900	

16. Programme Expenditure		UNDP									
Programme Cost											
National Project Manager-1									2,000	1.5	3,000
Project Officer-1									1,200	1.5	1,800
AFO-1									1,200	2	2,400
Secretary-1									600	2	1,200
Messenger/Logistic Assistant-1									350	2	700
Driver-1									350	2	700
Furniture & Equipments									500	3	1,500
Communication & Audio Visual Equipment									250	3	750
Supplies									200	3	600
Rental/Maintenance of Other Equip.									300	3	900
Travel									100	3	300
Miscellaneous Exp									100	3	300
Monitoring, evaluation, security and communication											2,306
											16,456
											36,856
											13,440

Total Contribution of OHCHR: 13,440

Total Contribution of UNDP: 36,856

Approved by:
Bishal Khanal
Executive SC-NHRC

Approved by:
Representative:
OHCHR

A.P. D.
ANDREW PAWNER

Approved by:
Sharad Neupane
ARR, UNDP

S.S.

Annual Work Plan 2009 and Quarterly Work Plan

Award Id: 00049651

Award Title: Strengthening the Capacity of the National Human Rights Commission


Duration: October to December 2009


JP Outcome: Promotion, protection and respect for human rights strengthened all especially those who are disadvantaged																			
UN organization-specific Annual targets	UN organization	Activities	TIME FRAME				Implementing Partner	PLANNED BUDGET											
			Q1	Q2	Q3	Q4		Source of Funds	Budget Description	Unit Cost	No of Units	Approved Budget	Committed by OHCHR						
JP Output 2: Selected laws reviewed and amendments recommended for new legislations as required by international treaty obligations																			
	UNDP	Activity Result: 1. Initiate for amendments of the discriminatory laws and submit to the legislature for reform																	
Assessment of the implementation of NHRC on legal review and recommendations		Actions: Conduct an assessment of the implementations of NHRC recommendations on legal reform					NHRC, Legal Affairs Division and Promotion and Advocacy Division	04000	71300-Local consultant	3,000	1	3000							
	OHCHR																		
Total Budget								Activity Sub Total				3,000							

Total Budget

Total Contribution of OHCHR:

Total Contribution of UNDP: 3000

Approved by: 
Bishal Khanal
Executive SC- NHRC

Approved by: 
Representative: ANDREW PALMER
OHCHR

Approved by: 
Sharad Neupane
ARR, UNDP



Annual Work Plan

Nepal - Kathmandu

Award Id: 00049651 Report Date: 15/10/2009
 Award Title: CDNHRC Phase II
 Year: 2009

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget					
			Start	End		Fund	Donor	Budget Descr	Amount US\$		
00060718	Strengthening Capacity-NHRC	Formulation of strategies an			Nep-National Human Rights Comi	04000	UNDP	71300	Local Consultants	2,400.00	
					Nep-National Human Rights Comi	04000	UNDP	71600	Travel	1,100.00	
					Nep-National Human Rights Comi	04000	UNDP	74500	Miscellaneous Expenses	500.00	
					Nep-National Human Rights Comi	04000	UNDP	71300	Local Consultants	700.00	
			Incorporating HR in consitu			Nep-National Human Rights Comi	04000	UNDP	71600	Travel	150.00
					Nep-National Human Rights Comi	04000	UNDP	72500	Supplies	600.00	
					Nep-National Human Rights Comi	04000	UNDP	74500	Miscellaneous Expenses	900.00	
					Nep-National Human Rights Comi	04000	UNDP	71400	Contractual Services - Individ	9,800.00	
			Programme Support cost			Nep-National Human Rights Comi	04000	UNDP	71600	Travel	300.00
					Nep-National Human Rights Comi	04000	UNDP	72200	Equipment and Furniture	1,500.00	
					Nep-National Human Rights Comi	04000	UNDP	72400	Communic & Audio Visual Equip	750.00	
					Nep-National Human Rights Comi	04000	UNDP	72500	Supplies	600.00	
			Strengthening HR treaty			Nep-National Human Rights Comi	04000	UNDP	73400	Rental & Maint of Other Equip	900.00
					Nep-National Human Rights Comi	04000	UNDP	74500	Miscellaneous Expenses	300.00	
					UNDP	04000	UNDP	74500	Miscellaneous Expenses	2,306.00	
					Nep-National Human Rights Comi	04000	UNDP	71600	Travel	600.00	
			Strengthening NHRC's capaci			Nep-National Human Rights Comi	04000	UNDP	72200	Equipment and Furniture	6,000.00
					Nep-National Human Rights Comi	04000	UNDP	72500	Supplies	300.00	
					Nep-National Human Rights Comi	04000	UNDP	71300	Local Consultants	500.00	
					Nep-National Human Rights Comi	04000	UNDP	71600	Travel	1,000.00	
	Strengthening NHRC's Caps			Nep-National Human Rights Comi	04000	UNDP	71300	Local Consultants	2,000.00		
			Nep-National Human Rights Comi	04000	UNDP	71600	Travel	2,000.00			
			Nep-National Human Rights Comi	04000	UNDP	72500	Supplies	400.00			
			Nep-National Human Rights Comi	04000	UNDP	74500	Miscellaneous Expenses	1,250.00			
TOTAL										36,856.00	
00072574	Selected Laws Reviews & recomm	Initiate for amendments			Nep-National Human Rights Comi	04000	UNDP	71300	Local Consultants	3,000.00	
TOTAL										3,000.00	
GRAND TOTAL										39,856.00	