





UN Development Programme
Nepal - Kathmandu


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

Donor	Donor Code	Fund	Budget in US\$				
			2009	2010	2011	2012	Total
UNDP	00012	04000	18,129	34,969	38,480	40,945	132,523
DANIDA	00329	30000		115,283	112,386	166,031	393,700
UKM	00248	30000		112,384	116,484	94,320	323,188
FINLAND	00110	30000		177,169	152,050	231,490	560,709
SDC	10282	30000		37,879	138,000	299,858	475,737
Total Budget			18,129	477,684	557,400	832,644	1,885,857
Total Budget as per last revision							1,596,874
Net Increase							288,983
Award Total							1,885,857
OHCHR (parallel funding)							300,380
Unprogrammed							

Start date: 4 August 2009
Operational close date: 31 December 2012
Financial close date: 31 December 2013
Implementing Agency: National Human Rights Commission
Revision Type: Substantive Revision 5

Brief Description: This project document has been revised to (i) reflect the actual expenditures of 2010 as per the final CDR; (ii) extend the support provided to the National Human Rights Commission (NHRC) for a period of one year (until December 2012) as per the approval of the Project Executive Board meeting held on 30 June 2011; and (iii) to rephase the expected balance of USD 832,644 to 2012. The minutes of the project executive board, revised project document including RRF and the Annual Work Plan for 2012 and request letter from the NHRC for no-cost extension are attached.

	Signature	Date	Name/Title
Agreed by: (NHRC)		Nov 2, 2011	Secretary
Agreed by: (UNDP)		3 Nov. 2011	Deputy Country Director



National Human Rights Commission
Nepal

Sub

STRENGTHENING THE CAPACITY OF
THE NATIONAL HUMAN RIGHTS COMMISSION
PROJECT

Project ID: 00049651

Document Revision No-1

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)

<p>Programme Period: 2009-2012 Key Result Area (Strategic Plan): Democratic Governance Atlas Award ID: 00049651 Start date: 14 July 2009 End Date: 31 December 2012 PAC Meeting Date: _____ Management Arrangement: National Implementation</p> <p><u>Programme Budget/Expenditure : 2009-2012</u></p> <table border="1"> <thead> <tr> <th>Donor</th> <th>Commitment</th> <th>Exp (2009-2010)</th> <th>Budget for 2011</th> <th>Balance</th> </tr> </thead> <tbody> <tr> <td>Danida</td> <td>393,700</td> <td>115,283</td> <td>112,386</td> <td>166,031</td> </tr> <tr> <td>UK</td> <td>323,188</td> <td>112,384</td> <td>116,484</td> <td>94,320</td> </tr> <tr> <td>Finland</td> <td>560,709</td> <td>177,169</td> <td>152,050</td> <td>231,490</td> </tr> <tr> <td>SDC</td> <td>475,737</td> <td>37,879</td> <td>138,000</td> <td>299,858</td> </tr> <tr> <td>UNDP</td> <td>132,523</td> <td>53,098</td> <td>38,480</td> <td>40,945</td> </tr> <tr> <td>Sub Total</td> <td>1,885,857</td> <td>495,813</td> <td>557,400</td> <td>832,644</td> </tr> <tr> <td>OHCHR (Parallel funding)</td> <td>300,380</td> <td>77,268</td> <td>223,112</td> <td></td> </tr> <tr> <td>Total</td> <td>2,186,237</td> <td>573,081</td> <td>780,512</td> <td>832,644</td> </tr> </tbody> </table>	Donor	Commitment	Exp (2009-2010)	Budget for 2011	Balance	Danida	393,700	115,283	112,386	166,031	UK	323,188	112,384	116,484	94,320	Finland	560,709	177,169	152,050	231,490	SDC	475,737	37,879	138,000	299,858	UNDP	132,523	53,098	38,480	40,945	Sub Total	1,885,857	495,813	557,400	832,644	OHCHR (Parallel funding)	300,380	77,268	223,112		Total	2,186,237	573,081	780,512	832,644	<p>Total budget: US \$ 2,186,237</p> <p>Allocated resources: _____</p> <ul style="list-style-type: none"> Government _____ UNDP/Regular US \$ 132,523 Donors: US \$ 1,753,334 OHCHR- Nepal (Parallel financing) US \$ 300,380 In kind contribution Office space by NHRC
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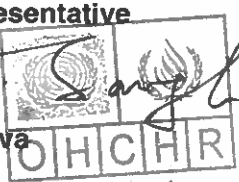

<p>UN Organizations</p> <p>Name of Representative</p>  <p>UNDP Date & Seal Nepal</p> <p><i>Jorn Sorensen</i> Deputy Country Director 3 Nov 2011</p>	<p>National Partners</p> <p>Name of Head of Partner</p> <p><i>Bimal Kheral</i></p> <p>National Human Rights Commission, Nepal Date and Seal Nov. 2, 2011</p>
<p>Name of Representative</p> <p><i>Syot Sanyal</i> OHCHR, Geneva Date & Seal Nepal</p>  <p>4 Nov 2011</p>	

TABLE OF THE CONTENTS

1. Situational Analysis.....	2
2. NHRC's Strategic Plan	4
3. Areas of Strategic Focus.....	5
4. Project Outputs.....	7
5. Annual Work Plan and Budget.....	9
6. Implementation Strategy and Management Arrangements.....	10
7. Monitoring and Evaluation.....	12
8. Legal Context.....	13
9. Risk Analysis.....	14

Annex I- Results and Resources Framework

Annex II - Work Plan

Annex III- Matrix

Annex: IV- M & E tool

LIST OF ACRONYMS

AWP	Annual Work Plan
CA	Constituent Assembly
CAS	Constituent Assembly Secretariat
CDNHRC	Capacity Development of National Human Rights Commission
CMP	Conflict Mitigation Package II
CPA	Comprehensive Peace Accord
CPAP	Country Programme Action Plan
COID	Commission of Inquiry on Disappearances
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
ICJ	International Commission of Jurists
LAD	Legal Assistance Division
MDGs	Millennium Development Goals
MOF	Ministry of Finance
MOLJ	Ministry of Law and Justice
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
OPM	Office of the Prime Minister
QPR	Quarterly Progress Report
TRC	Truth and Reconciliation Commission
SCNHRC	Strengthening the Capacity of National Human Rights Commission
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
UPR	Universal Periodic Review
VAW	Violence against Women

EXECUTIVE SUMMARY

This revised project document, referred to here as the revision of the ongoing Strengthening the Capacity of National Human Rights Commission Project, continues to focus on strengthening the capacity of NHRC in the areas of:

- i) preparation of human rights audit plan and review of human rights compliance in legislation, policies, plans, practices and procedures for ensuring respect and fulfillment of human rights by the state actors,
- ii) monitoring the implementation of international human rights instruments and UPR recommendations to fulfill state obligations,
- iii) support for HR friendly New Constitution and dissemination of human rights provisions of new constitution
- iv) protection and promotion of civil, political and socio-economic rights through investigation, monitoring and advocacy,
- v) support for policy formulation, staff development, and collaboration with civil society and Human Rights NGOs, and
- vi) Review of existing laws in line with international human rights treaties and constitution.

The one year no-cost extension for the period of 2012 will ensure that the project is able to strengthen capacity of NHRC in strategically prioritized areas of interventions identified under the NHRC's new Strategic Plan , including the NHRC's core functions in investigation and monitoring, enforcement of the recommendations, establishment of human rights resource centers, preparation of the induction package for the new staffs, review the pattern of the implementation of NHRC recommendations, conduct capacity building activities with other state actors, and civil society organizations review the laws in line with new constitution. In strengthening NHRC's capacity the project's efforts will concentrate on the achievement of demonstrable results. The attached annual work plan 2012 is an integral part of the revised document

1. Situation Analysis

a) Current Situation

Nepal is currently passing through a period of great political change. In 2006, the People's Movement (Jana Andolan II) brought an end to the autocratic 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 (1996-2006) with great optimism of building a society based on peace, democracy and human rights. The historical Constituent Assembly election held in April 2008 helped to move this process forward. The Constituent Assembly has collected people's voice from various parts of Nepal in different issues such as fundamental rights, judiciary, state restructure committees etc with the aim of writing a new constitution that is inclusive and participatory. However many issues related to state restructure are yet to be settled. The delay in constitution writing process has led to political instability, weakening rule of law and order, rising impunity, and deteriorating human rights situation. Therefore, enactment of the new constitution is expected to would pave way for peace and stability in the country.

Despite concerted effort of government, non-government organization, civil society and international community protection, promotion, respect for and realization of human rights still remains a major challenge. Some of the major challenges to respect, protection and fulfillment of human rights are as follows:

- Limited capacity of state institutions - legislative, executive and judiciary-- to contribute for the respect, protect, promote and fulfill human rights
- Inadequate implementation of human rights obligations under international treaties in which Nepal is a party
- Inadequate fulfillment of human rights commitments enshrined in the CPA
- Weak accountability of members of state and non-state agencies. Lack of strong monitoring, and evaluation system/mechanisms
- Weak coordination among institutions/organizations working in the area of human rights.
- Structural discrimination and violence based on gender, caste ,ethnicity among others
- Prevalence of small armed and criminal groups in different parts of the country
- Withdrawal of the serious nature of criminal cases in which human rights issues are involved
- Delay in the establishment of transitional justice mechanisms such as TRC and COED
- Low level of, almost none implementation of NHRC recommendations in terms of action against perpetrators
- Delay in the passage of Human Rights Commission Bill in compliance with international standards

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 the King's autocratic rule from 2005 to

2007, NHRC was unable to perform effectively. In addition absence of Commissioners for 14 months and significant staff turnover exacerbated the situation.

The Interim Constitution of Nepal, 2007, elevated it to a constitutional body with a broad mandate of protection and promotion of human rights.

The new commissioners and Secretary were appointed in 2008. Currently, NHRC is working to contribute for the protection and promotion of human rights based on its constitutional mandates and international human rights treaties. At present the major challenges of NHRC are not having the enabling legislation, backlog of cases, and settlement of staffing issue and effective implementation of its recommendations.

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 from 2002 to 2008. 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 period. The Project also provided important logistics (e.g. vehicles, security, IT, equipments and running costs) and technical support (e.g. training, consultancies, and developing guidelines) 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 situation

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); pay greater attention to promotional activities. In addition the team recommended to help NHRC to enhance capacity to perform core functions such as investigation, monitoring, outreach, reporting,) effectively. Likewise it recommended to develop quality control mechanisms and indicators; to pay attention to backlog cases and ensure effective management, planning and administration.

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

In addition to that the outcome evaluation of UNDP, 2010 on human rights and justice report made some suggestions as below:

- Continuing to support to NHRC to promote dialogue on Economic Social and Cultural Rights in Nepal and to conduct research/mapping of administrative agency procedures and processes in Nepal to ensure the delivery of Economic Social and Cultural Rights to Nepalese citizens.
- Supporting NHRC to undertake initiatives to map out the nexus between activities of criminal gangs, political parties and human rights
- Exploring the creative mechanisms for public awareness rising on human rights, Sexual Gender Based Violence (SGBV), most vulnerable groups, the peace process, and the new Constitution (if and when it is adopted).
- Producing more studies and publications about Dalit in Nepal (in partnership with the National Dalit's Commission); rights of women (in partnership with the National Women's Commission) and rights of LGBT (in partnership with local CSO in Nepal who are active in this field).
- Supporting to update legislative review of discriminatory legislation in Nepal with the participation of the NHRC, National Women's Commission and the National Dalit's Commission, as well as other stakeholders and representatives of civil society and that the results of this review include clear indications to the MoLJ on which provisions of laws in Nepal need to be amended
- Supporting the NHRC to review and reform legislation and rules governing administrative policy and process
- Supporting NHRC to increase its focus upon legislation needed to deliver Economic and Social Rights to Nepalese citizens. UNDP should cooperate with the NDC and NWC on legislative initiatives
- Reviewing the decisions of quasi-judicial bodies from human rights dimensions I.

d) Major progress of the Strengthening the Capacity of National Human Rights Commission (SCNHRC) Project are as follows:

- Until the end of September 2011 Project has supported 194 monitoring and investigation missions on human rights violations cases of both conflict and post-conflict period in different parts of the country. The investigation mission include the exhumation of remains of five youths in Godar who were disappeared during conflict, killed and buried by the security personnel and was the case of larger national and international concern.
- Trained 261 individuals that include human rights defenders, government and NHRC staff on different themes of human rights and Human Rights Based Approach to Development.
- Supported for dialogues and advocacy for passage of impending NHRC Bill in compliance with international standards. The major activities include interaction and lobbying with the legislators.

- Supported NHRC to prepare policies and guidelines on complaint handling, consumer rights monitoring, social inclusion, and detention monitoring with a view to institutional strengthening of NHRC.
- Facilitated on NHRC's role in the overall process of Universal Periodic Review (UPR). The UPR report, jointly submitted by NHRC, NDC and NWC to Human Rights Council was prepared after stakeholders consultations at regional and central level. The support is currently extended to follow-up activities for the implementation of UPR recommendations.
- The project has supported NHRC to review laws from a human rights perspective. Ten discriminatory laws related to rights of persons with disabilities have been reviewed and identified discriminatory provisions which do not comply with the provisions of International Convention on Rights of Persons with Disability (ICRPD)
- The project has supported NHRC to provide its expert advice to the Nepal Government on International Covenant on the Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), ILO 169, and Criminal Code, Criminal Procedure Code and Sentencing Bill.
- Until the end of September 2011 supported for 35 issues of thematic and other publications. Some of them are remarkably important and that include publication of all Recommendations of NHRC upon complaints. Currently the book is widely used as an advocacy and lobbying tool among the human rights community.
- Support was extended for the production of various human rights promotional and IEC materials such as brochures, documentary, PSAs, jingles and human rights radio programme. .
- Provided substantial support to the preparation of Strategic Plan of NHRC 2011-14.
- Supported for NHRC's participation in International Coordinating Committee of the National Human Rights Institutions (ICC) and UPR meetings held in Geneva.
- Organised series of advocacy programmes including "The Role of Stakeholders in Ending Impunity in which the Prime Minister and the Home minister attended and showed their commitment to work for the end of impunity.

2. NHRC Strategic Planning Process and the Role of Project

2.1 The major goal of strategic planning document of 2008-10 was to envisioning a society in which the people enjoy their human rights. The NHRC sets for itself the goals of ending impunity, institutional capacity development, protecting and promoting human rights, monitoring the implementation of national and international instruments and advocating for transitional justice system and human rights friendly constitution .

2.2 Project has supported to achieve the strategic objectives of NHRC stipulated in its strategic plan for the years 2008-2011.

2.3 The Project has supported significantly to prepare the NHRC's new strategic plan. The New Strategic Plan of the Commission has identified the following objectives and areas of intervention-:

- SO 1: Support to End the State of Impunity

- SO 2: To Make the Institution more Professional and Effectively Functioning in the Changed Context
- SO 3: Investigation and Monitoring of HR Violations to Ensure the Effective Observance of Human Rights
- SO 4: To Ensure National Laws and Policies Complying with International Human Rights Values and Standards
- SO 5: To Improve Observance of ESC and Collective Rights (Monitoring of ESC and Collective/Group Rights)
- SO 6: To Enhance Culture of Human Rights
- SO 7: To Ensure Transitional Justice Guaranteed and Human Rights Friendly Constitution Drafted

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 support to strengthen NHRC to develop its capacity to support for human rights compliance by both State and non 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 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 implementation plan 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.

The 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 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 NHRC
- Donors to plan for any necessary commitments on their part
- The development of monitoring and evaluation tools to assess the implementation of state obligation and to correct any shortcomings.

3.2 Comprehensive Analysis of Treaty Obligations: The Project will strengthen 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 project will also extend support to NHRC, concerned NHRIs and civil society organization to monitor the implementation of UPR recommendations.

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.

3.3 Support to ensuring Human Rights Friendly Constitution and dissemination of the HR provisions of new Constitution: The project will strengthen the NHRC to participate in the constitution making process in order to better secure the protection of human rights under the new constitution. Furthermore, the project will also support for the dissemination of the human rights related provisions of new constitution to general people.

3.4 Protection and promotion of the civil, political and socio-economic rights: The project will assist and strengthen the NHRC to deliver its core functions- investigation and monitoring of the incidents of human rights violations in different parts of the country. 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 capacity building of members of state and non state actors. The development of these plans should normally be supported through published analysis, stakeholder engagement and advocacy.

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 Strengthening the infrastructure, staff development and collaboration with civil society and HR NGOs: The project will strengthen the NHRC capacity through providing infrastructure such as computers, printers, and development induction programme for new staff and refresher programme for existing staff. 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 legislative enactments, rules, regulations of government of Nepal in line with the international human rights standards. Based on the studies and reports, project will assist the NHRC to conduct dialogue, advocacy and 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
- Support NHRC to develop comprehensive human rights audit plan and State compliance with human rights obligations
- Support to analyze the human rights obligations, the shortcomings and develop corrective and preventive measures for implementation of ESCR

- Support to assess the government plans and programmes from human rights based approach (HRBA) and prepare the reports
- Conduct Training of Trainers (TOT) on HRBA to NHRC staff, governmental official and human rights defenders.
- Conduct HRBA training to the planner, policy makers and other concerned government authorities and human rights defenders, and
- Monitor the implementation of National Human Rights Action Plan (NHRAP) of government of Nepal

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

SUB -ACTIVITIES

- Prepare comprehensive status report on thematic issues based on human rights treaties such as ICESCR, CRC, CEDAW and CERD.
- Support to monitoring missions. The monitoring missions would contribute to prepare the comprehensive status reports
- Launch campaigns for the ratification of outstanding international HR treaties, and ensuring their implementation
- Organize national workshops on the international human rights mechanisms (Special Procedures, Treaty Bodies, Human Rights Council)
- Organize training on the preparation of state party periodic reports to government officials, NHRC staff, CSO representatives etc to be submitted to the UN system
- Support NHRC in providing feedback to the Government on state reporting obligation
- Strengthen the capacity of Treaty Monitoring Division of NHRC
- Conduct trainings to the lawyers, policy analysts, project planners and other concerned on international human rights instruments
- Provide capacity building support including fellowships, training, study tours and participation of NHRC in international fora.
- Strengthen NHRC capacity to hold dialogue and advocacy for the implementation of UPR recommendations by state agencies
- Monitor the implementation status of UPR recommendations in coordination with OHCHR and civil society organizations.

MAJOR ACTIVITY 3: Addressing Adequately the Human Rights Issues in the Constitution and Dissemination of the Human Rights Related Provisions of New Constitution

SUB-ACTIVITIES

- Review the draft constitution from human rights perspective and organize interactive workshop with CA members and experts to prepare human rights friendly constitution
- Develop PSAs, leaflets and other advocacy materials on the human rights related provisions of the new constitution and disseminate the materials to the general people

MAJOR ACTIVITY 4: Strengthening the NHRC's Capacities for the Promotion and Protection of Civil, Political, Economic, Social and Cultural Rights

SUB-ACTIVITIES

- Support NHRC for the investigation, monitoring, and reporting and documentation on human rights violations
- Conduct an assessment of the implementation status of NHRC recommendations from 2001-to date
- Organize continued follow up for the implementation of NHRC recommendations mainly in relation to prosecutions.
- Organize training for the NHRC staff on human rights documentation
- Organize a series of training to human rights actors such as NGOs, GoN officials, teachers, HR defenders etc on various issues of human rights on basic and specialized human rights training
- Conduct research on various HR issues such as issues regarding gender, senior citizens' rights, social inclusion, rights of the minorities
- Strengthen and institutionalize data collection systems on patterns of discrimination against women and trafficking in human persons
- Support to integrate HR into school curricula at different grades, and training curricula of state agencies such as judiciary, civil service , security services
- Support to conduct human rights radio programme and other promotional activities
- Develop citizen's charter for the protection and promotion of human rights
- Conduct (Knowledge, Attitude and Practices (KAP) study of police and prosecutors on human rights
- Support NHRC to organize training on use of ESCR benchmark/indicators to the policy makers and planners
- Support NHRC to widely disseminate ESCR benchmarks / indicators

MAJOR ACTIVITY 5: Strengthening the Infrastructure, Staff Development and Collaboration with CSO and HR NGOs

SUB-ACTIVITIES

- Provide necessary equipments such as computers, printers, scanner to the headquarter and subordinate offices as per NHRC requirement
- Support to enhance existing data-base system at NHRC offices
- Support for the establishment of Sub-regional offices
- Support for establishment of human rights resource centres at NHRC Regional and Sub-regional offices.
- Support to prepare guideline and policies of various human related theme such as human rights defenders guideline, pocket book on human rights for journalists and support to implement the guidelines and policies
- Develop induction programme and implement the programme for new staff of NHRC
- Provide refresher training to NHRC staffs on various themes of human rights
- Prepare the implementation plan for capacity enhancement and training as per the needs
- Formulate the collaboration policy with civil society and human rights NGOs
- Organize regular interaction programs with civil society, media,, professional organizations, on diverse issues of human rights and freedom
-
- Support NHRC to develop an action plan to implement the Strategic Plan and M and E framework

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- Continue advocacy and lobbying by programme for the passage of NHRC Bill and other relevant Bills
- Organize workshops, seminar on various issues of human rights
- Organize national and international workshop preferably on rights of migrant workers

4.2 Selected laws reviewed and amendments recommended on legislations to comply with international instruments

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

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 in order to comply with international human rights instruments and constitutional provisions.
- Make recommendations, hold advocacy programs and to disseminate reports to the public
- Conduct a research on the status of the implementation of NHRC recommendations relating to law and policy reforms
- 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 Advisory 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, passage of NHRC legislation and by building the capacity of other institutions and civil society. OHCHR will provide technical assistance to NHRC in achievement of project output illustrated above.

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, which is reflected in the AWP, including the following:

- Support NHRCs monitoring and investigations of individual complaints (past and present)
- Support NHRC in advocacy against ongoing impunity including non-implementation of NHRC recommendations.
- Provide NHRC with support 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 related support mainly by preparation of induction manual (human rights) for newly recruited 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, benchmarks)
- 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 on key human rights issues

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.

Civil Society Organizations: CSO including media have been playing crucial role in human rights promotion and protection through human rights monitoring, education, dissemination, dialogue 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

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:

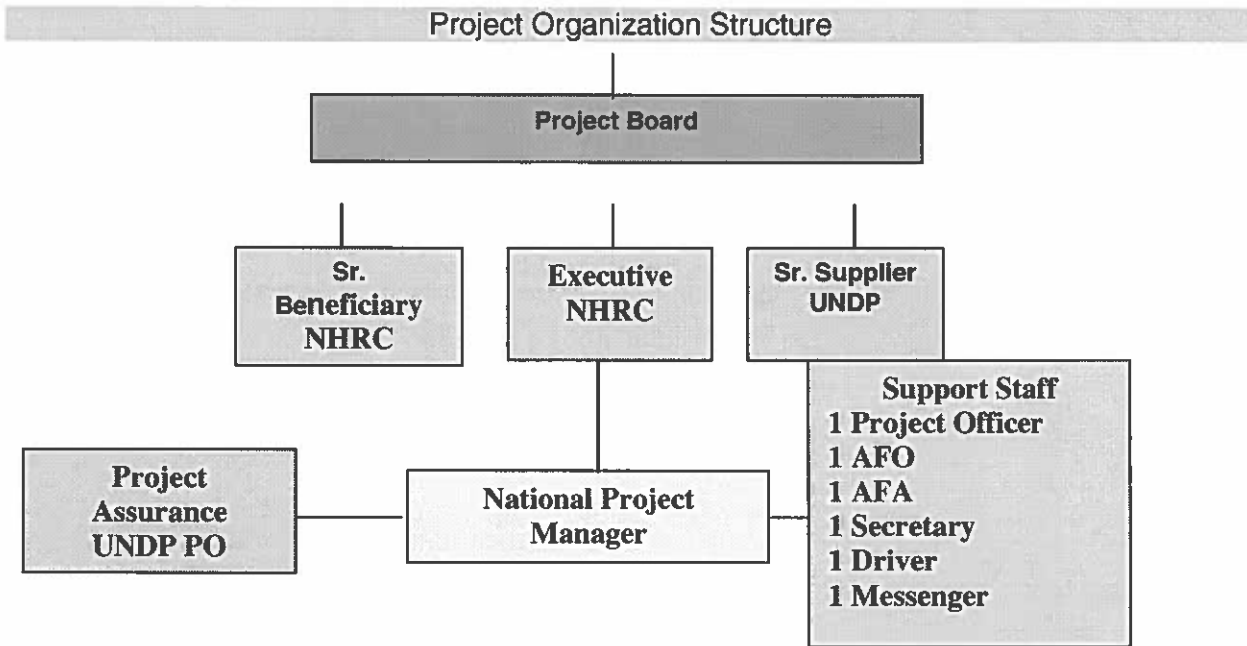
- The Executive is the representative of the implementing partner who chairs the Board. This role will be assumed by the Secretary or Senior Officer of the NHRC;
- The Supplier, to provide funding and technical expertise to the project. This role will be represented by UNDP ARR (Governance) and the implementing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

The Board invites the National Project Manager and the UNDP's concerned Programme Officer in the board meetings to support 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, Regional and Sub-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 and increased impunity may have adverse effect 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.		National Project Manager	June 15		e.g. no change
2	Due to low incentive and motivation, the turnover of the NHRC staff is very high. The reason behind the high turnover of staff is the low incentive and salary.	Organizational and operational	Under staffing and high turnover of the staff I = 4 P = 4	A series of capacity development initiatives for NHRC staff will be implemented in order to develop their professional career which will have positive impact on staff retention.		National Project Manager	June 15		
3.	Delay in recruitment of permanent staff has adversely affected the project implementation	Organizational and operational	I = 4 P = 4	The project will lobby with concerned government authorities to pass the NHRC bill which allows NHRC to recruit its own staff.		National Project Manager	September 2011		

Annual Work Plan 2011

Country: 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):
(Those that are linked to the intervention and extracted from the CPAP) Responsive and accessible justice system and human rights to promote gender equality, social inclusion and rule of law including formal and informal processes.

Expected CP Output(s):
(Those that are linked to the intervention and extracted from the CPAP)

- 1) NHRC capacity strengthened in promoting and monitoring investigation, documentation and reporting of human rights violations.
- 2) Responsive and accessible justice system and human rights to promote gender equality, social inclusion and rule of law including formal and informal processes.

Narrative

The project will support NHRC to: formulate the new Strategic Plan 2011-2013, audit human rights action plan and its guidelines, conduct training on Human Rights based Approach (HRBA) to Development, carry out the assessments on the status of domestication of key human rights instruments and monitoring the situation from human rights treaty obligations, to conduct investigation and monitor of the human rights cases, develop training module for the human rights defenders and government bodies, provide technical support to the commission to formulate necessary guidelines and policies, enhance the coordination with other national institutions and civil society organizations and review existing laws from human rights perspectives

<p>Programme Period: 2009 to 2011</p> <p>Programme Component: Democratic Governance</p> <p>Intervention Title: Strengthening the Capacity of National Human Rights Commission</p> <p>Budget Code: _____</p> <p>Duration: January to December 2011</p>	<p>Estimated annualized budget: \$557,400.00</p> <p>Allocated resources:</p> <ul style="list-style-type: none"> • Government/In Kind : Office space • UNDP Regular : \$ 38,480/- • Donors: \$51,892.01 • Parallel OHCHR (unfunded) : \$ 115,168/- • Other: <ul style="list-style-type: none"> ○ Donor UK : \$ 116,484/- ○ Donor Finland : \$ 152,050/- ○ Donor Denmark : \$ 112,386/- ○ Donor SDC : \$ 138,000/-
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Agreed by (NHRC) : *Bimal Kharel*

Agreed by (OHCHR) : *Amos*

Agreed by (UNDP) : *semp*

Annual Work Plan 2011

Award ID: 00049551
 Award Title: Strengthening the Capacity of the National Human Rights Commission
 Duration: January to December 2011

UN organization-specific Annual targets	UN organization	Activities	TIME FRAME				Implementing Partner	Responsible	PLANNED BUDGET				
			01	02	03	04			Budget Description	Unit Cost	No of Units	Approved Budget	Committed by OHCHR
JP Outcome: Responsive and accessible justice system and human rights to promote gender equality, social inclusion, and rule of law including formal and informal justice system.													
JP Output 1: NHRC capacity strengthened in monitoring, investigation, documentation and reporting of human rights violations													
50 government officers and civil society members trained on HRBA to Development National plan and policies reviewed in line with international human rights instruments Human Rights Audit Guideline be prepared	UNDP	Activity Result 1: Formulation of strategies and the human rights audit and compliance plan Action: 1.1 Organize series of interaction with government and non-government organisations to develop advocacy strategy for incorporating human rights component in development and implement the human rights audit rights guideline Action: 1.2 Develop comprehensive human rights audit plan (Guideline) to review national level plan and policies Action: 1.3 Conduct training on human rights based approach to development to development officers, planners of government and civil society Action: 1.4 Review national level policies and plan in line with international human rights instrument	NHRC				Coordination department & Policy Research and Planning department	00248	71300-consultant	1,500	6	9,000	
			00248	71600-Travel	1,200	4		4,800					
			00248	72500-Supplies	600	4		2,400					
			00248	73700- Training workshops and conference	2,500	4		10,000					
			00248	74700-Communication and audio visual Production	2,500	1		2,500					
			00248	74900-Miscellaneous expenses	200	4		800					
			00248	71200&71300 Expert from OHCHR Nepal					3,360				
			00110	71300-Local Consultant	1,600	7		11,200					
			00110	74500-Miscellaneous expenses	150	10		1,500					
			00110	71400-Travel	800	10		8,000					
00110	72200-Equipment and furniture												
00110	74000-Communication and audio visual Production	1,200	4	4,800									
00110	72500-Supplies	400	10	4,000									
00110	73700- Training workshops and conference	2,130	10	21,500									
Activity Result 2: Strengthening the NHRC's Capacity for the monitoring of HR treaty obligations													
Two training manuals prepared for different professional groups such as teachers, police and prosecutor 80 NHRC staff, government staff and civil society people trained on treaty monitoring of different treaties. Two status reports published on ICESCR and CERD 10 Treaty Monitoring mission deployed 2 reports of treaty monitoring missions published UPR Report Published	OHCHR	Action: 2.1 Participate in the interaction and provide technical advice to develop advocacy strategy Action 2.2 Provide technical assistance in development of human rights audit guidelines Action 2.3 Support NHRC in organizing HRBA training including by providing resource persons	NHRC				Law, Investigation & Monitoring Department Advocacy and Collective Rights Division	00110	71300-Local Consultant	1,600	7	11,200	
			00110	74500-Miscellaneous expenses	150	10		1,500					
			00110	71400-Travel	800	10		8,000					
			00110	72200-Equipment and furniture									
			00110	74000-Communication and audio visual Production	1,200	4		4,800					
			00110	72500-Supplies	400	10		4,000					
			00110	73700- Training workshops and conference	2,130	10		21,500					
			00110	71300-Local Consultant	1,600	7		11,200					
			00110	74500-Miscellaneous expenses	150	10		1,500					
			00110	71400-Travel	800	10		8,000					

Activity	00249	71600-Travel	5,000	3	15,000		
OHCHR		71200&71300 Expert from OHCHR Nepal			6,720		
		71200&71300 Expert from OHCHR Nepal			3,360		
		71200&71300 Expert from OHCHR Nepal			3,360		
UNDP	Activity Result: 3: Incorporating human rights in the constitution						
	Awareness material prepared on constitution and human rights	00248	71300-Local Consultant	400	6	1,600	
		00248	74500-Miscellaneous expenses	120	4	480	
		00248	74300-Communication and audio visual Production	1,200	2	2,400	
		00248	75700- Training workshops and	1,250	4	5,000	
		00248	71300-Supplies	425	4	1,700	
		00248	71100-Contractual services -	3,504	1	3,504	
		00248	71600-Travel	600	4	1,600	
			71200&71300 Expert from OHCHR Nepal			3,360	
			Activity Sub Total			18,284	
		71300-Local consultant	2,100	6	12,600		
OHCHR		00110	1,400	10	14,000		
		00110	350	10	3,500		
		00110	250	10	2,500		
		00110	2300	10	23,000		
		10282	10,000	6	105,000		
		00110	2,000	7	14,000		
	UNDP	Activity Result 4: Strengthening NHRC's capacity to act for the promotion and protection of civil and political and economic, social and cultural rights					
		5 policy guidelines finalised	00110	Investigation Division, Promotion and Advocacy Division	2,100	6	12,600
			00110	Investigation Division, Promotion and Advocacy Division	1,400	10	14,000
			00110	Investigation Division, Promotion and Advocacy Division	350	10	3,500
At least 100 cases monitored and investigated		00110	Investigation Division, Promotion and Advocacy Division	250	10	2,500	
		00110	Investigation Division, Promotion and Advocacy Division	2300	10	23,000	
		10282	Investigation Division, Promotion and Advocacy Division	10,000	6	105,000	
		00110	Investigation Division, Promotion and Advocacy Division	2,000	7	14,000	
4 reports published on investigation and monitoring		00110	Investigation Division, Promotion and Advocacy Division	2,000	7	14,000	
		00110	Investigation Division, Promotion and Advocacy Division	2,000	7	14,000	
National report prepared and published on human trafficking	00110	Investigation Division, Promotion and Advocacy Division	2,000	7	14,000		
	00110	Investigation Division, Promotion and Advocacy Division	2,000	7	14,000		

<p>Action: 4.10 Develop indicators and guideline on the promotion of ESCR</p> <p>Action: 4.11 Organize national level conference on sharing best practices of NHHR on the rights of migrant workers</p> <p>Action: 4.12 Strengthen the OSRT in developing data collection systems on patterns of discrimination and human trafficking and support to prepare and publish the national report</p> <p>Action: 4.13 Mark HR days at central and local level</p> <p>Action: 4.14 Prepare staff development plan, develop induction package and support to conduct various types of training programme for new staff</p> <p>Action: 4.15 Support NHRC to develop national human rights monitoring information database</p> <p>Action: 4.16 Implement HR education in 5 districts in partnership with local NGOs</p> <p>Action: 4.1 Provide technical assistance in formulation of human rights related policy guidelines</p> <p>Action: 4.14 Provide technical assistance, expertise to develop induction package and support by resource person in conducting the induction</p> <p>Action: 4.3 & 4.6 Provide technical assistance in the areas of addressing impunity and establishing accountability for human rights violations including by developing joint advocacy strategies, joint monitoring etc.</p> <p>Action: 4.10 Provide technical assistance to NHRC in finalizing ESCR indicators- Bench Mark for Nepal. Provide support to NHRC to continue coordination with ESCR monitoring network in mid-west and monitor compliance of ESCR in the region</p>	<p>CHCHR</p>	<p>40,248</p> <p>8,360</p> <p>4,200</p>	
<p>Authority Report: 5: Strengthening NHRC's capacity and enhancing the collaboration with civil society and HR NGOs</p> <p>Action: 5.1 Support to prepare the new Strategic plan 2011 - 2013 for NHRC</p> <p>Action: 5.2 Prepare M & E tool to monitor NHRC annual work plans and programmes</p> <p>Action: 5.3 Provide human rights monitoring and investigation training to NHRC staffs, civil society members, human rights defenders and representatives of the human rights organizations</p> <p>Action: 5.4 Publish a report on the current status of NHRC's coordination with civil society. Develop collaboration policy of NHRC with National Human Rights Institutions and civil society HR organizations</p> <p>Action: 5.5 Strengthen regional offices and sub-regional offices by providing logistics (such as equipments, taxes, photocopy machines) and technical supports</p> <p>Action: 5.6 Strengthen 5 Human Resource Centres at regional and sub regional offices</p> <p>Action: 5.7 Organize series of workshop and advocacy materials on human rights of women, senior citizen, children, indigenous rights, minority rights etc</p> <p>Action: 5.8 Support to organize programs with civil society for human right protection and promotion</p> <p>Action: 5.9 Conduct HR internship programme</p> <p>Action: 5.10 Organize interaction with the government officials and human rights organization to lobby for finalization of NHRC Bill.</p> <p>Action: 5.11 Conduct need assessment of NHRC and organize learning programme (through International resources)</p> <p>Action: 5.12 Support NHRC to participate in international human rights forums such as APF and ICC-NHRs</p>	<p>NHRC</p>	<p>177,600</p> <p>5,000</p> <p>1,680</p> <p>3,200</p> <p>5,200</p> <p>14,000</p> <p>3,320</p> <p>38,400</p> <p>8,000</p> <p>15,000</p>	<p>Investigation Division, Promotion and Advocacy Division</p>
<p>NHRC new strategic plan developed</p> <p>Monitoring and Evaluation tool prepared for NHRC</p> <p>At least 60 NHRC staff, human rights defenders and civil society members trained on human rights monitoring and investigation</p> <p>A status report on civil society coordination of NHRC prepared and published</p> <p>5 Human Rights Resource Centres established</p> <p>10 interns will be coached</p>	<p>UNDP</p>		

OHCHR	Action 5.3 Technical assistance including resource persons to provide trainings and skills during human rights training	11,750
	Action 5.4 Provide technical support to formulate collaboration policy with CSOs/HR organizations	3,360
	Action 5.10 Provide NHRC with comments on NHRC bill's consistency with the Paris principles	3,360
	Action 5.12 Provide technical advice to NHRC to participate in International Human rights forum such as APF and ICC-NHRI	
6. Programme Expenditure		
UNDP		
6.1	Contractual services - Individuals (Manager)	24,700
6.2	Contractual services - Individuals (Project officer)	11,440
6.3	Contractual services - Individuals (Admin finance officer)	12,740
6.4	Contractual services - Individuals (Admin assistant)	5,580
6.5	Contractual services - Individuals (Driver)	5,785
6.6	Contractual services - Individuals Messenger	4,940
6.7	Local consultants	2,700
6.8	Furniture & Equipment	7,400
6.9	Furniture & equipment	30,000
6.10	Communication & Audio Visual Equipment	3,660
6.11	Supplies	6,240
6.12	Rental Maintenance of Other Equip.	2,400
6.13	Travel	1,800
6.14	Miscellaneous Exp	1,440
6.15	Monitoring, evaluation, security and communication	15,499
6.16	GMS	6,202
6.17	GMS	
6.18	GMS	
6.19	GMS	19,050
Total		117,500

Prepared By:

Hemang Sharma
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Date

Approved By:

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Sharad Neupane
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Approved By:

Bishal Khanal
Bishal Khanal
Executive/SCNHRC
Date

Annual Work Plan 2011

Award ID: 00049651
 Award Title: Strengthening the Capacity of the National Human Rights Commission
 Duration: January to December 2011

UN Programme/Component	UN Entity	Activity	Activity Description	Activity Code	Activity Budget
B. Objectives, Expected Results and Key Messages B.1. Strengthen the capacity of the National Human Rights Commission to monitor and report on the implementation of the Convention on the Rights of Persons with Disabilities	UNDP	Activity Result 1: Institute for amendments of the discriminatory laws and submit to the legislature for referendum			
		Action: Review the law (both in draft criminal code and other HR-related report prepared by the Government from human rights perspective and produce reports	71300-Legal consultant	6,500	
		Action: Review Appellate court decisions from human rights perspective	74300-Communication and audio visual Production	7,200	
		Action: Prepare strategy and guidelines on public advocacy and protect IEC materials	74600-Miscellaneous expenses	400	
		Action: Develop public hearing guideline and organize series of public hearings on the reports	71400-Travel	400	
			77300-Supplies	400	
			72100-Contractual Services company	2,800	
			79700-Training, workshops and conferences	2,800	
			71200-71300 Expert from OHCHR Nepal	12,000	
Total Budget					32,400

Prepared By: 
 Hemang Sharma
 National Project Manager/SCNHRIC
 Date

Approved By: 
 Shant Nepal
 Deputy Resident Representative, UNDP
 Date

Approved By: 
 Miki Kizanal
 Executive/SCNHRIC
 Date



Annual Work Plan

Nepal - Kathmandu

Award Id: 00049651
 Award Title: CDNHRC Phase II
 Year: 2011

Report Date: 9/27/2011

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 and	1/1/10	31/3/10	NEP-National Human Rights Comr	30000	UKM	74200	Audio Visual&Print Prod Costs	2,500.00
					NEP-National Human Rights Comr	30000	UKM	71300	Local Consultants	9,000.00
					NEP-National Human Rights Comr	30000	UKM	71600	Travel	4,800.00
					NEP-National Human Rights Comr	30000	UKM	72500	Supplies	2,400.00
					NEP-National Human Rights Comr	30000	UKM	75700	Training, Workshops and Confer	10,000.00
					NEP-National Human Rights Comr	30000	UKM	74500	Miscellaneous Expenses	800.00
					NEP-National Human Rights Comr	30000	UKM	71600	Travel	1,600.00
					NEP-National Human Rights Comr	30000	UKM	74500	Miscellaneous Expenses	480.00
					NEP-National Human Rights Comr	30000	UKM	75700	Training, Workshops and Confer	5,000.00
					NEP-National Human Rights Comr	30000	UKM	72500	Supplies	1,700.00
					NEP-National Human Rights Comr	30000	UKM	74200	Audio Visual&Print Prod Costs	2,400.00
					NEP-National Human Rights Comr	30000	UKM	71300	Local Consultants	1,600.00
					NEP-National Human Rights Comr	30000	UKM	72100	Contractual Services-Companies	3,504.00
					UNDP	30000	FIN	75100	Facilities & Administration	19,050.00
					NEP-National Human Rights Comr	04000	UNDP	72500	Supplies	6,240.00
					NEP-National Human Rights Comr	30000	DANIDA	72200	Equipment and Furniture	7,400.00
					NEP-National Human Rights Comr	04000	UNDP	73400	Rental & Maint of Other Equip	2,400.00
		UNDP	30000	DANIDA	75100	Facilities & Administration	6,202.00			
		NEP-National Human Rights Comr	30000	DANIDA	74500	Miscellaneous Expenses	15,499.00			
		NEP-National Human Rights Comr	30000	SDC	72200	Equipment and Furniture	30,000.00			
		NEP-National Human Rights Comr	30000	DANIDA	71300	Local Consultants	2,700.00			
		NEP-National Human Rights Comr	04000	UNDP	72400	Communic & Audio Visual Equip	3,600.00			
		NEP-National Human Rights Comr	04000	UNDP	74500	Miscellaneous Expenses	1,440.00			
		NEP-National Human Rights Comr	04000	UNDP	71600	Travel	1,800.00			
		NEP-National Human Rights Comr	30000	DANIDA	71400	Contractual Services - Individ	65,585.00			
		NEP-National Human Rights Comr	30000	FIN	71600	Travel	8,000.00			
		NEP-National Human Rights Comr	30000	FIN	72500	Supplies	4,000.00			
		NEP-National Human Rights Comr	30000	FIN	74500	Miscellaneous Expenses	1,500.00			
		NEP-National Human Rights Comr	30000	FIN	71300	Local Consultants	11,200.00			
		NEP-National Human Rights Comr	30000	FIN	75700	Training, Workshops and Confer	21,500.00			



Annual Work Plan

Nepal - Kathmandu

Award Id: 00049651
 Award Title: CDNHRC Phase II
 Year: 2011

Report Date: 9/27/2011

Project ID	Expected Outputs	Key Activities	Timeframe		Responsible Party	Planned Budget									
			Start	End		Fund	Donor	Budget Descr	Amount US\$						
	Strengthening HR treaty	Strengthening HR treaty	1/1/10	31/12/10	NEP-National Human Rights Comr	30000	FIN	74200	Audio Visual&Print Prod Costs	4,800.00					
			1/1/10	31/12/10	NEP-National Human Rights Comr	30000	DANIDA	71600	Travel	15,000.00					
					NEP-National Human Rights Comr	30000	FIN	72500	Supplies	3,500.00					
					NEP-National Human Rights Comr	30000	FIN	74200	Audio Visual&Print Prod Costs	14,000.00					
					NEP-National Human Rights Comr	30000	FIN	71600	Travel	14,000.00					
					NEP-National Human Rights Comr	30000	FIN	75700	Training, Workshops and Confer	23,000.00					
					NEP-National Human Rights Comr	30000	FIN	71300	Local Consultants	12,600.00					
					NEP-National Human Rights Comr	30000	FIN	74500	Miscellaneous Expenses	2,500.00					
					NEP-National Human Rights Comr	30000	SDC	72100	Contractual Services-Companie	108,000.00					
					NEP-National Human Rights Comr	30000	UKM	75700	Training, Workshops and Confer	14,000.00					
NEP-National Human Rights Comr	04000	UNDP	71600	Travel	8,000.00										
	Strengthening NHRC's Capa	Strengthening NHRC's Capa	1/1/10	31/12/10	NEP-National Human Rights Comr	30000	UKM	74200	Audio Visual&Print Prod Costs	5,200.00					
			1/1/10	31/12/10	NEP-National Human Rights Comr	30000	UKM	72100	Contractual Services-Companie	3,220.00					
					NEP-National Human Rights Comr	04000	UNDP	72200	Equipment and Furniture	15,000.00					
					NEP-National Human Rights Comr	30000	UKM	72500	Supplies	3,200.00					
					NEP-National Human Rights Comr	30000	UKM	71600	Travel	5,000.00					
					NEP-National Human Rights Comr	30000	UKM	71300	Local Consultants	38,400.00					
					NEP-National Human Rights Comr	30000	UKM	74500	Miscellaneous Expenses	1,680.00					
					TOTAL									545,000.00	
					00072574	Selected Laws Reviews & recomm	Initiate for amendments	1/1/10	31/12/10	NEP-National Human Rights Comr	30000	FIN	75700	Training, Workshops and Confer	2,000.00
										NEP-National Human Rights Comr	30000	FIN	72500	Supplies	400.00
					NEP-National Human Rights Comr	30000	FIN	74200	Audio Visual&Print Prod Costs	1,200.00					
					NEP-National Human Rights Comr	30000	FIN	71600	Travel	400.00					
					NEP-National Human Rights Comr	30000	FIN	74500	Miscellaneous Expenses	400.00					
					NEP-National Human Rights Comr	30000	FIN	72100	Contractual Services-Companie	2,000.00					
					NEP-National Human Rights Comr	30000	FIN	71300	Local Consultants	6,000.00					
TOTAL										12,400.00					
GRAND TOTAL										557,400.00					

Justification for a “No Cost” Extension of Strengthening the Capacity of the National Human Rights Commission Project till 2012

1. Although the project was conceptualised for a three-year period from 2009-2011, it was signed only on August 2009. In the year of 2009, the project staffs were hired and the actual implementation of the project started only by 2010.
2. The project has been providing extensive support, both financially and substantively, to develop the new Strategic Plan of the National Human Rights Commission (NHRC), 2011-2013. The draft Strategic Plan has incorporated some of the new interventions for which NHRC may require support for its implementation. Due to the involvement of the project in the entire process of the Strategic Plan development, the project is in a position to support its implementation.
3. The project has also embarked on the establishment of the Human Rights Resource Centres in the regional and sub-regional offices of the NHRC. The procurement process has already been initiated. It will take at least one year to fully establish the resource centres. Once the centres are fully established, they will be able to ensure access of people to the services of the Commission and educate people on human rights.
4. The staffing issue constitutes to one of the major challenges at NHRC, which still remains unresolved due to the stay order of the Supreme Court of Nepal. As a result, a considerable amount of work related to staff (such as development of induction packages and resource materials) could not be carried out. Nevertheless, the project has developed a preliminary concept note and plan related to staffing, which can be implemented once NHRC begins the hiring process of permanent staff.
5. One of the major components of the project is to integrate human rights in the new Constitution. The activity envisions the advocacy for a human rights friendly constitution and dissemination of the human rights component of the new Constitution. Due to the fluid political situation, it has been difficult to achieve the results in this regard. The continuity of the project would play an important role in disseminating the human rights related provisions of the new Constitution to the rule of law actors, human rights community and people at large. Once the Constitution is promulgated, there would be a greater role of the Commission to review the laws, and ensure that it is in line with the new Constitution.
6. The draft bill of the Truth and Reconciliation Commission (TRC) and Commission of Inquiry on Disappearances (COID) mandated the NHRC to monitor implementation of the recommendations. In addition, it would be helpful to support the Commission to provide technical assistance to the transitional justice mechanisms. There are numbers of cases pending in the Commission with regard to extra judicial killings and torture. In this regard, further support could be required by the Commission.

7. The agenda of project extension was discussed at the Project Advisory Committee meeting held on 6 June 2011. During the meeting, the Project Advisory Committee agreed to extend the project for a one-year no-cost extension.

MINUTES OF THE PROJECT BOARD MEETING

Date: 30 June 2011
 Time: 4:00 – 5:00 pm
 Venue: Conference hall, NHRC

List of Participants

S.N	Name	Designation	Organization	Signature
1	Mr. Bishal Khanal	Secretary/Executive	NHRC	<i>Bishal Khanal</i>
3	Mr. Jorn Sorensen	Deputy Country Director	UNDP	<i>Jorn Sorensen</i>
4	Mr. Tek Tamata	Programme Analyst (Justice and Human Rights)	UNDP	<i>TK</i>
5	Mr. Hemang Sharma	National Project Manager	SCNHRC	<i>Hemang Sharma</i>
6	Ms. Subha Ghale	Project Officer	SCNHRC	<i>Subha Ghale</i>
7	Ms. Neela Pradhan	Admin/Finance Officer	SCNHRC	<i>Neela Pradhan</i>
8	Mr. Post Bahadur Thapa	Admin/Finance Associate	SCNHRC	<i>Post Bahadur Thapa</i>

Agenda

1. Review and approval of the expenditure and progress report of II quarter of 2011
2. Review and approval of III quarter work plan of 2011
3. No-cost extension of the project
4. Project delivery
5. AOB

Brief Description:

Mr. Bishal Khanal, Secretary of NHRC and Executive of the Project Executive Board, chaired the Project Board Meeting of the Strengthening the Capacity of National Human Rights Commission (SCNHRC) Project.

Mr. Khanal welcomed everyone to the Project Board Meeting, after which Mr. Sharma made a presentation on the progress, plan, financial update and challenges of the project.

Rw
[Signature]

Discussion:

Mr. Sorensen expressed his satisfaction in the project progress however he expressed that the delay in drafting of constitution should not deter the project from carrying out activities related to Constitution and human rights. He suggested the project to conceptualize and implement activities both before and after the constitution making. He pointed out that despite the wide range of activities being undertaken by the project, the level of financial delivery has not been as planned because most of the activities are low-budget. He said that though there are many external and internal challenges for the project, the project must aim for 100% delivery. Therefore, he suggested the project to focus on some major actions to have a substantial impact.

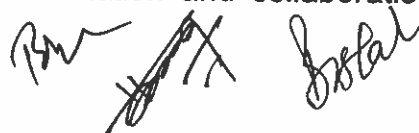
In view of the ongoing staffing issues at NHRC, Mr Sorensen emphasized that the project should work in a partnership modality as a sub-contract basis with the civil society organizations and professional organizations of the Government of Nepal to implement its activities. He said that it could ensure timely and effective delivery of the project. He expressed that the project needs to take giant leaps considering the rising level of human rights violations throughout the country which will enhance substantive coordination with civil society organizations. He also suggested that development of the human rights defenders network at local level which could be a major activity to protect human rights.

He queried the implementation status of the audit recommendations and the recruitment of new project staffs as agreed in the past board meetings.

With regard to the no-cost extension of the project for 2012, he said that we have to clearly mention in the board minutes and proceed further for the extension of the project for 2012.

Mr Tamata congratulated the project for contributing to the protection and promotion of human rights, particularly with reference to the increased level of implementation of NHRC recommendations and the "A" status retained by NHRC during the accreditation by ICC where the project played significant role.

He expressed that despite the delay in constitution making, the project can still carry out activities such as analyzing CA Committee reports from HR perspectives, disseminating reports, etc. In light of the slow financial delivery, he stressed on developing concrete strategies to address the gaps. He suggested a few ways such as partnership with HR organizations, and decentralization i.e transfer of fund to regional and sub-regional offices. He added that during his visits to the field he has sensed the interest and enthusiasm of the civil society to work with NHRC. He also advised the project to undertake activities related to treaty reporting, human rights action plan, human rights education, and human rights survey. He said that we could also empower regional offices to implement these activities. He also added that it is very good idea to work as a sub-contract basis with civil society organizations and expert groups which will help to develop coordination and collaboration with civil society organizations.



Mr Sharma explained that the project has already developed action plan and is working towards the implementation of the recommendation of the audit that had identified only four low levels of risk issues.

Regarding HR defenders' network, he shared that a Human Rights Defender's guideline is being developed and that we should work through network organization NGO federation and human rights organizations. Likewise, he said that the project would also be working with Federation of Nepalese Journalists for human rights reporting training and development of human rights reporting resource material.

Mr Khanal shared that Mr Sorensen had raised pertinent issues with regard to the progress of the project. Shedding light on some major activities in pipeline such as the establishment of human rights resource centres and national/and international workshop on the rights of migrant workers, he explained that if it materialized the financial delivery would be significant. Mr Khanal explained that the project has initiated the process of hiring five special rapporteurs to carry out activities related to human rights treaty monitoring and reporting in thematic areas, and human rights survey. He added that this was going to be a new initiative for NHRC.

He suggested that partnership/sub-contracting could be an effective strategy to widen the project's scope and scale of work. Mr Khanal expressed that the project could think of developing partnership and linkage for expanding its work. He said that NHRC already has a very good network with NGO and there are many activities that have been organised in partnership with NGOs.

He informed about the recruitment of Admin/Finance Associate. With regard to the hiring of communications related staff, he explained that since the Communications Officer of NHRC has resumed his position, the recruitment of new staff was not required. Moreover, he shared that a training curriculum on human rights has been developed for human rights defenders.

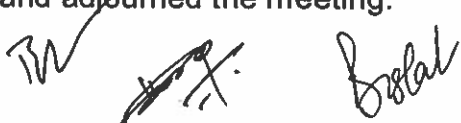
Decisions:

The Project Board agreed to:

- Approved the II Quarterly Progress Report and expenditure for 2011.
- Approved the III Quarter Work Plan (July-Sept) 2011 amounting to USD 209,000.
- Decided to extend the project duration for one-year no-cost extension until December 2012 and proceed further to get final approval from donors through UNDP.
- Agreed on the budget variance.

Closing:

Mr Khanal thanked everyone for their participation and valuable inputs for the effective implementation of the project and adjourned the meeting.





National Human Rights Commission

Ref no 109

Harihar Bhawan, Pulchowk, Lalitpur



1 August 2011

Mr. Robert Piper
Resident Representative
United Nations Development Programme
Hariharbhawan, Pulchowk

Re: Request for no-cost extension of SCNHRC Project

Dear Mr. Piper

We have the pleasure to inform you that the SCNHRC project has been functioning well with good delivery of services. As you may be aware that part of the amount earmarked for the project may not be spent before December 2011. After sharing the issue with the Commission, I am to inform you that NHRC would like to utilize rest of the fund for various activities toward the promotion and protection of human rights.

The recent meetings of both the Project Advisory Committee dated 6 June (including June 9), 2011 and Project Execution Board dated 30 June, 2011 of SCNHRC Project have decided for the extension of Project. In this situation, a no cost extension of the Project could be a good option for the utilization of rest of the fund committed by various donor agencies. Please note that following are the main reasons the fund could not be utilized in the given period.

1. Limited staff with NHRC
2. Obstacles in fulfilling NHRC vacancies for two times
3. Relatively late start for opening office and project execution

In this context, we urge you to take appropriate steps toward extension of the Project initially for one year beginning January 1, 2012. We appreciate for all your support and cooperation in the past and expect in the future as well.

We look forward to hearing from you soon.

Yours sincerely,

Bishal Khanal
Secretary/NPD SCNHRC Project

P.O.Box : 9182, Kathmandu, Nepal

Tel.: 5010015, Fax: +977-5547973, 5547975

E-mail: nhrc@nhrcnepal.org, website: www.nhrcnepal.org

HUMAN RESOURCES PLAN FOR 2011

Project Name: Strengthening the Capacity of National Human Rights Commission

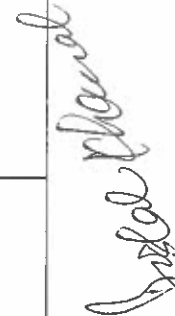
Functional Title	Category (National Professional; International Consultant; National Consultant; or Support Staff)	Reference to Activity ID	Duration Position Required (e.g. 12 months; 2 years)	No of Position(s)	Budget	Date Final TOR will be submitted to UNDP HR Unit	Expected Entry on Duty Date	Remarks
National Project Manager	National Professional	Activity 6 of Project 00060718	1 year	1	24,700.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
National Project Officer	National Professional	Activity 6 of Project 00060718	1 year	1	11,440.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
Admin/Finance Officer	National Professional	Activity 6 of Project 00060718	1 year	1	12,740.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
Admin/Assistant/Secretary	Support staff	Activity 6 of Project 00060718	1 year	1	5,980.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
Driver	Support staff	Activity 6 of Project 00060718	1 year	1	5,785.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
Messenger	Support staff	Activity 6 of Project 00060718	1 year	1	4,940.00	On board and contract valid till 30 Dec 2010	1 st January 2011	On board
Communication Officer	National Professional	Activity 6 of Project 00060718	9 months	1	9,000.00	April 1, 2011	March 1, 2011	
Admin Finance Assistant	Support staff	Activity 6 of Project 00060718	9 months	1	8,000.00	April 1, 2011	February 1, 2011	



Hemang Sharma
National Project Manager
SCNHRC



Tek Tamata
Programme Analyst,
UNDP



Bishal Khanal
National Project Director
SCNHRC



Sharad Meupane
Assistant Country Director,
UNDP

Requisition Plan 2011

Requisition Planning Information

No	Project Name	Project No.	Budget Owner	Description	Category	Qty	Est. Contract Amount (USD)	Planned Delivery Quarter
1	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Translator/communication associate	2	1	4,000.00	1
2	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Technical assistant for the support to NHRC and project office in system	2	1	4,600.00	1
3	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants for conducting training on HRBA	2	2	2,000.00	1
4	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants for conducting review on national level policies and plan in line with international human rights instrument	2	2	4,100.00	1
5	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants for developing human rights standard curriculum and training manual for human rights defenders	2	4	6,000.00	1
6	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants for reviewing the implementation status of ESCR, CRC and CERD	2	3	5,100.00	2
7	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultant to develop citizen charter on human rights and disseminate widely	2	1	2,000.00	3
8	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultant to develop indicators and guideline on the promotion of ESCR	2	1	2,000.00	2
9	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultant to develop national report on OSRT	2	1	4,500.00	1
10	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultant to support national human rights monitoring information database	2	2	4,200.00	1
11	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants to develop 5 policy guidelines related to human rights	2	5	10,300.00	1
12	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultants to prepare M & E tool to monitor NHRC annual work plans and programmes	2	2	8,200.00	2

13	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Consultant to develop collaboration policy of NHRC with civil society and HR organisations	2	1	2,000.00	1
14	Strengthening the capacity of National Human Rights Commission	00072574	Tek Tamata	Consultant to review the laws from human rights perspective	2	2	3,500.00	1
15	Strengthening the capacity of National Human Rights Commission	00072574	Tek Tamata	Consultant to review appellate court decisions from human rights perspective	2	1	1,200.00	2
16	Strengthening the capacity of National Human Rights Commission	00072574	Tek Tamata	Consultant to prepare strategy and guidelines on public advocacy and produce IEC materials	2	1	1,200.00	2
17	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Develop PSA and IEC materials	1	1	1,800	1
18	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	photocopier-5	1	1	7,500	1
19	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	scanner-5,	1	1	1,000	1
20	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	books-5sets,	1	1	1,000	1
21	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	furnitures-5 sets,	1	1	2,000	1
22	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	system support-5places)	1	1	1,000	1
23	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Radio programme	2	1	30,000	1
24	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Subcontract to NGO for HR Education programme in six different districts	2	5	75,000	2
25	Strengthening the capacity of National Human Rights Commission	00072574	Tek Tamata	Produce IEC material for public advocacy on human rights	2	1	2,000	2
26	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Motorcycle-1	1	1	2,000	1
27	Strengthening the capacity of National Human Rights Commission	00060718	Tek Tamata	Vehicle-1	1	1	30,000	1

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Andreas Lehnert
Manager, PISU unit,
UNDP



Tek Tamata
Programme Analyst,
UNDP



Bishal Khanal
National Project Director
SCNHRC



Sharad Nepal
Assistant Country Director,
UNDP

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 2009-2012	Indicative Activities	Responsible	Inputs (US\$)		TOTAL
				UNDP	OHCHR Donor	
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				0
	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 HRBA training package and conduct training to the planner, policy makers and other concerned government authorities in partnership with the National Planning Commission			12,060	12,060
	2011: Advocacy strategy developed for the implementation human rights audit plan	1.4 Organize series of interaction with government and non-government agencies to develop the advocacy strategy plan			42,760	47,593
		1.5 Publish HRBA training package and conduct training to the planner, policy makers and other concerned government authorities in partnership with the National Planning Commission		1,000		1,000
		1.6 Prepare the advocacy strategy for the implementation of human rights audit plan			25,000	25,000
	2012: Plan of action for the implementation of strategic plan prepared	1.7 Develop an action plan to implement the Strategic Plan			3,500	4,500
	A report prepared on the national plans and programmes	1.8 Review of the national plans and programmes in line with human rights audit plan 1.9 Develop corrective and preventive measures for implementation of ESCR			9,000	9,000
	Review report on local government plans prepared	1.10 Conduct Training of Trainers (TOT) on HRBA to NHRC staff, governmental official and human rights defenders.			8,000	8,000
	100 Policy maker planners, trained on HRBA	1.11 Assess the local government plans and programmes from human rights based approach (HRBA) and prepare the reports 1.12 Conduct HRBA training to the planner, policy makers and other concerned government authorities			6,766	6,766
		1.13 Monitor the implementation of National Human Rights Action Plan of government of Nepal			9,000	9,000
					15,000	15,000
					9,000	9,000

		Sub-total	1,370	54,820	99,729	155,919
ACTIVITY RESULT 2: Strengthening the NHRC's capacity for the monitoring of HR treaty obligations						
2009: HR treaty monitoring unit established		NHRC,O HCHR,U NDP				
2010 Assessment conducted on the gap of the implementation of the international HR obligations	2.1 Establish the Treaty Monitoring unit within the NHRC; 2.2 Organize 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		6,672	10,080		6,672 10,080
100 NHRC staff, civil society members and concerned government focal points of human rights trained on treaty obligations	2.4 Organize workshops on follow up of the treaty bodies recommendations 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		76	20,180	15,773	36,029
2011: 50 NHRC staff, government staff & civil society workers trained on UN system on human rights treaty bodies and special procedures, etc Report produced on the implementation of International Covenant on the Economic, Social and Cultural Rights 1966	2.6 Conduct training to the lawyers, policy analysts, project planners and other concerned on international human rights instruments 2.7 Review the implementation of Economic, Social and Cultural Rights 2.8 Conduct series of interactions and workshops on the reports 2.9 Carry out a study on the implementation status of CRC and develop strategy			2,240	16,000	18,240
2012: 4 reports on ECESCR, CRC, CEDAW and CERD prepared and published	2.10 Prepare comprehensive status report on four thematic issues based in four treaties ICESCR, CRC, CEDAW and CERD 2.11 Launch campaigns for the ratification of outstanding international HR treaties, and ensuring their implementation.			1,120	5,000	6,120
50 Government & NHRC staffs trained on Treaty body reporting	2.12 Organize national workshops on the international HR mechanisms (Special Procedures, Treaty Bodies,, Human Rights Council and Universal Periodic Review) 2.13 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 2.14Conduct trainings to the lawyers, policy analysts, project planners and other concerned on international human rights instruments 2.15 Provide capacity building support including fellowships, training, study tours and participation in international forum			1,120	4,000	5,120
					4,000	4,000
					11,600	11,600
					6,000	6,000
					7,000	7,000
					7,000	7,000
					7,000	7,000
					8,000	8,000

Monitoring report on implementation of UPR recommendation prepared	2.16 Monitor the implementation status of UPR recommendations in coordination with OHCHR and civil society organizations				5,000	5,000	
75 NHRC and HR defenders on trained on human rights treaty monitoring	2.17 Conduct training to NHRC staff , human rights defenders and government staff on treaty monitoring				6,000	6,000	
	2.18 Support to deploy treaty monitoring missions in the field and prepare reports for wider dissemination				18,000	18,000	
	2.19 Strengthen NHRC capacity in advising the Government in implementation of UPR recommendations				5,000	5,000	
		Sub-total	6,748	47,060	120,373	174,181	
	ACTIVITY RESULT 3: Incorporating Human rights in the Constitution and dissemination of human rights provisions	NHRC,O HCHR,U NSD					
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			3,360		3,360	
2010:	3.2 Support the NHRC to undertake initiatives designed to promote discussions on human rights and constitution (participatory constitutionalism)				842	842	
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			3,920		3,920	
	3.4 Support the NHRC for orientation to the CA members on national and international human rights obligations			3,100	10,000	13,100	
	3.5 Interaction with the CA, government agencies and political party representatives to ensure a human rights friendly constitution			3,360	3,000	6,360	
The concept note on Fundamental rights, NHRC and other related human rights provisions prepared and disseminated	3.6 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 .				14,000	14,000	
2011:	3.7 Publish HR parts of the constitution and dissemination				4,000	4,000	
	3.8 Develop PSA and IEC materials on the constitutional provisions on human rights			9,100	8,000	17,100	
200 representatives of the legal enforcement agencies (police, prosecutors, court system etc) oriented on the constitutional provisions on human rights	3.9 Conduct orientation to the law enforcement and rule of law agencies on new constitution and human rights			1,680	4,284	5,964	
2012:	3.10 Organize numbers of interactions with rule of law actors on human rights provisions of new constitution				9,000	9,000	
PSA & awareness related materials prepared and disseminated	3.11 Develop PSAs and leaf plates on the human rights related provisions of the new constitution and disseminate the provisions to the general people				19,554	19,554	
		Sub-total	0	24,520	72,680	97,200	

ACTIVITY RESULT 4: Strengthening NHRC's capacity to act for the promotion and protection of civil & political and economic, social and cultural rights		NHRC,O HCHR,U NDP				
2009:	4.1 Support the NHRC to investigate and monitor the human rights violations cases and to develop archiving system		810	10,080		10,890
2010:	4.2 Conduct a study on the implementation status of the NHRC past recommendations			1,680	6,500	8,180
Guideline developed on the promotion and protection of ESC rights	4.3 Support the NHRC to investigate and monitor the human rights violations cases and prepare reports				21,000	21,000
	4.4 Develop the indicators and guidelines for the promotion, protection and fulfillment of ESC Rights and the role of NHRIs			25,080		25,080
A follow up strategy developed to implement the NHRC recommendations	4.5 Develop the follow up strategy for the implementation of the past NHRC recommendations and organize follow up interventions				4,500	4,500
	4.6 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				1,500	1,500
300 NHRC staff and HR defenders on monitoring, investigation, analytical reporting trained	4.7 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				32,626	32,626
	4.8 Continue to support the NHRC to Complaint Receiving and Reporting System (CMRS) and archiving			55,320		55,320
Raising awareness level of local people	4.9 Produce promotional materials like pictorial books, documentary, jingles and human right radio programme				48,000	48,000
Report on the various HR issues such as situation of women, minorities, and davits prepared	4.10 Conduct research on various HR issues regarding gender, social inclusion, rights of the minorities				5,000	5,000
	4.11 Support the NHRC to strengthen National Reporter against Trafficking in Persons				12,000	12,000
Data collection systems on patterns of discrimination against women and human trafficking developed and institutionalized	4.12 Strengthen and institutionalize data collection systems on patterns of discrimination against women and human trafficking				3,000	3,000
	4.13 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	5,000	11,720
	4.14 Integrate HR into school curricula grade 1-12, and into the curricula of judiciary, civil service as well as security services				8,000	8,000
2011: Citizen charter developed on the protection of human rights	4.15 Develop citizen charter on human rights and disseminate widely				3,000	3,000
	4.16 Produce and disseminate promotional materials human right radio programme				20,000	20,000
	4.17 Formulation of 5 policy guidelines related to human rights				10,000	10,000

300 NHRC staff and HR defenders on monitoring, investigation, analytical reporting trained	4.18 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					25,000	25,000
	4.19 Support the NHRC to strengthen National Reporter against Trafficking in Persons					22,000	22,000
	4.20 Integrate HR into school curricula grade 1-12, and into the curricula of judiciary, civil service as well as security services					5,000	5,000
	4.21 Conduct investigation training to NHRC staff and other stakeholders and prepared and published monitoring report					23,000	23,000
	4.22 Continue support to NHRC to monitor CPA, produce reports and organize press meetings					12,000	12,000
	4.23 PSA developed on the rights of civil and political rights				9,100	3,600	12,700
	4.24 Support the NHRC to investigate and monitor the human rights violations cases and prepare reports					35,000	35,000
	4.25 Develop the indicators and guidelines for the promotion, protection and fulfillment of ESC Rights and the role of NHRIs					12,000	12,000
	4.26 Train community leaders on human rights issues					7,000	7,000
	4.27 Support NHRC for the investigation, monitoring, and reporting on human rights violations including documentation					15,000	15,000
2012: 100 cases of HR violation investigated and monitored Status report of NHRC recommendation prepared and published update	4.28 Conduct an assessment on the pattern of the government initiatives on the implementation of NHRC recommendations					7,890	7,890
50 NHRC staffs trained	4.29 Organize training for the NHRC staff on human rights documentation, investigation and reporting					7,000	7,000
100 Person trained on HR issues	4.30 Organize a series of training to human rights actors such as NGOs, GoN officials teachers, HR defenders etc on various issues of human rights on basic and specialize human rights training					9,000	9,000
	4.31 Conduct research on various HR issues such as issues regarding gender, senior citizens' rights, social inclusion, rights of the minorities					8,000	8,000
OSRT comprehensive report prepared and published	4.32 Strengthen and institutionalize data collection systems on patterns of discrimination against women and human trafficking and prepare national status report on human trafficking					10,000	10,000
	4.33 Integrate HR into school curricula grade 1-12, and into curricula of judiciary, civil service as well as security services					10,000	10,000
Increase awareness of general people about human rights	4.34 Support to conduct human rights radio programme and other promotional materials to raise awareness to the general people					25,000	25,000
	4.35 Survey on some of the critical human rights issues such as; right to adequate housing, right to administration of justice of vulnerable groups					8,000	8,000
	3.36 Conduct a massive public awareness campaign against right to non-discrimination					10,000	10,000

2012: 10 laws review in-line with international H.R. Instrument	1.10 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 in line with international human rights and new constitution						8,000	8,000	
	1.11 Make recommendations, hold public hearings and to disseminate reports to the public						1,000	1,000	1,000
	1.12 Survey on the implementation of NHRC recommendations relating to legislative review						6,000	6,000	6,000
	1.13 Enhance the capacity of the NHRC on legislative review and research						8,000	8,000	8,000
	Final evaluation of the project				Sub-total	0	18,720	45,300	64,020
					UNDP	10,000		20,000	30,000
					Sub-total	10,000		20,000	30,000
									0
									0
									0
	Programme Support				UNDP	7,932			7,932
	Project support cost (2009)								
	Project support cost (2010)					11,868		170,245	182,113
	The project support team will consist of:							260,907	260,907
	1 National Project Manager (42 m/m)								0
	1 Admin and finance Officer (42 m/m)								0
	1 Project Officer (42m/m)								0
	1 Admin Finance Associate (20 months)								0
	1 Secretary (42 m/m)								0
	1 Driver (42 m/m)								0
	1 Logistic Assistant/Messenger (42 m/m)								0
	1 Furniture and Equipments							24,300	24,300
	Office Supplies, R&M and other Operational costs					39,012		65,000	104,012
	Miscellaneous					18,400		45,000	63,400
					Subtotal	77,212	0	565,452	642,664
	TOTAL BUDGET					132,523	300,380	1,753,334	2,186,237

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UN Development Programme
Nepal - Kathmandu

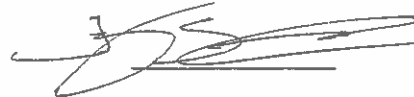
Award ID: 00049651
Award Title: Strengthening the Capacity of National Human Rights Commission in Nepal

Donor	Donor Code	Fund	Budget in US\$				
			2009	2010	2011	2012	Total
UNDP	00012	04000	18,129	35,350	38,480	40,564	132,523
DANIDA	00329	30000	-	111,378	112,386	169,936	393,700
UKM	00248	30000	-	122,297	116,484	84,407	323,188
FINLAND	00110	30000	-	203,802	152,050	159,857	560,709
SDC	10282	30000	-	- 48,754	138,000	-	186,754
Total Budget			18,129	521,581	557,400	454,764	1,596,874
Total Budget as per last revision							1,638,566
Net increase/Decrease							(41,692)
Award Total							1,596,874
OHCHR (parallel funding)							115,468
Unprogrammed							

Start date: 4 August 2009
Operational close date: 31 December 2011
Financial close date: 31 December 2012
Implementing Agency: National Human Rights Commission
Revision Type: Substantive Revision - 4

Brief Description:	This budget revision has been prepared to (i) enter the budget for 2011 as per the approved work plan, (ii) to rephase the balance to 2012. (iii) The duration of the project will be extended till 2012 upon approval of the project executive board. The minutes of the project board meeting and the approved Annual Work plan for 2011 are attached. The total budget is decreased by US\$ 41,692 due to exchange difference in the contribution of Finland 41,701, and increased by \$ 9 in UKM as per the recent CSA report.
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	Signature	Date	Name/Title
Agreed by: (NHRC)		28 Jan, 2011	11. AM. Bishal Khanal, NPD

Agreed by: (UNDP)		27 Jan, 2011	Jorn Sorensen Deputy Country Director
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59

CHECKLIST FOR APPROVAL OF PROJECT DOCUMENT / BUDGET REVISION

Approval of: Project Document
 Project Budget Revision (Regular/Substantive/Closure)

Substantive project document revision

Award Title:

PROJECT DEVELOPER/REQUESTING PROGRAM UNIT

Please check the appropriate boxes.

For new project documents

Types of documents	Yes	No	N/A
Signed PAC minutes attached			✓
Project document applicable for CPAP country duly completed			
Implementation Modality and Implementing Partner clearly specified			
Project budget finalized and sources of funds duly identified			
Cost sharing agreements signed; for Joint Program, LOA with donors attached			
Funding gaps, if any, clearly indicated and resource mobilization strategy enclosed			
AWP and budget completed for all years (including Atlas AWP) for the total project budget			
LOA for support services attached and ready for signature			
Risk and issue logs established			
Procurement Plan (including HR) prepared			
For Joint Program, MOU with participation agencies attached			

For project budget revision

Minutes of the project board attached	✓		
Signed cover page of the last budget revision attached	✓		
Revised AWP and budget attached	✓		
CDRs for 2010, List of POs	✓		

The above documents are duly attached with the submission.

Program Officer: *[Signature]*
 Date: 28 Sept 2011

ACD: *[Signature]*
 Date: 28 Sept 2011

Review by Gender and Social Inclusion Specialist (for new project documents)

	Yes	No	N/A
This project addresses the Gender and social inclusion issues			

Signed by (LO): _____

Review by MONITORING Team (for new project documents)

	Yes	No	N/A
Cover Page accurately reflects UNDAF & CP/CPAP Results Framework			
M & E narrative section of the project document complies with UNDP Nepal guidance note			
A Project M & E Framework is annexed to the project document			
Baselines and targets have been established for key indicators in the project M & E framework			
If answer to c or D are no, the M & E narrative section spells out that the M & E framework, including indicators, baselines and targets will be established during the first quarter (or other time frame), and "preparing detailed M & E framework" is included as an activity in the first Annual Work Plan			

Signed by (Monitoring Team / HB or DS): _____

Final Review/Comments by PLANNING and RESOURCE MANAGEMENT Team

	Yes	No	N/A
Cost recovery is correctly captured in the AWP	✓		
Atlas Entry of Budget is correct	✓		

Checked and processed by (PA) GF: *[Signature]*

	Yes	No	N/A
Project document format/Cover Page prepared according to POPP	✓		
Management Arrangement is adequate and clearly reflected	✓		
Project funding arrangement is adequate	✓		
Proposed Project Budget is within Authorized Spending Level (ASL) and in line with UNDP core results areas	✓		

Cleared/endorsed by: *[Signature]* BL on leave.