

CITIZENS' CHARTER OF DEMANDS

**Developed through consultations with women
rights' groups and networks held
on 14 and 18 May, 2021
Nepal Administrative Staff College and
UN Women**

**Federal
Budget
2021/22
(2078/79)**

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**RECOMMENDATIONS FOR IMPROVED GENDER RESPONSIVE
PLANNING, BUDGETING, IMPLEMENTATION, MONITORING AND
AUDIT PRACTICES**

Evidence based planning.	<ul style="list-style-type: none"> • All sectors should be assessed from a gender and social inclusion perspective. • Sector policies and action plans should be evidence based and aligned to the gender and social inclusion assessment findings. • Gender and social inclusion analysis should be made mandatory for developing any new program.
Participatory planning and budgeting.	<ul style="list-style-type: none"> • Adequate time should be allotted for participatory planning and budget processes at the federal level. • Ensure participation of the citizens and stakeholders in program and budget discussions.
Results based budgeting and gender Responsive Public Finance Management Systems.	<ul style="list-style-type: none"> • Policy and result based budgeting. The current practice of annual incremental budgeting system should be replaced with policy-based budgeting. Allocations should be prioritized based on policies and plans. • The medium terms expenditure policy framework should align gender and social inclusion priorities to ensure long term and committed investments. The result indicators and targets should be disaggregated. • Gender responsive processes and systems should be integrated across all key dimensions of public finance management systems.
Close the Resource Gap.	<ul style="list-style-type: none"> • Bridge the gap between policy commitments, programme design and resource allocations. Sector programs and budgets should be aligned with policy commitments to overcome gaps in effective implementation
Gender budget data in expenditure budgets.	<ul style="list-style-type: none"> • The gender budget for the federal budget 2021-22 for all sectors should be provided for each programme with supporting data that qualifies the gender categorisation.
Data and Monitoring.	<ul style="list-style-type: none"> • A robust monitoring system with gender and social inclusion indicators should be developed and made public. • Data should be maintained and reported in a disaggregated manner. Suitable information should be maintained for the underserved and spatially disadvantaged populations.
Revisit the Gender Budget Scoring Methodology.	<ul style="list-style-type: none"> • The GRB methodology should be revisited as the scoring system is impractical, lengthy, confusing and the assigned gender codes are arbitrary. • The supporting data (indicators, dimensions and weights) require a huge supporting data base.
Strengthen Gender responsive budgeting capacities	<ul style="list-style-type: none"> • Systematic gender responsive budgeting capacity development strategy for all stakeholders. • Ensure committed investments for capacity development on gender equality and social inclusion issues.
Strengthening Institutional	<ul style="list-style-type: none"> • Strengthen and upscale the institution of gender equality and social inclusion focal points in each ministry and department.

systems and processes.	<ul style="list-style-type: none"> • The focal points should be consulted in the plan formulation and budgeting process. • Ensure that the focal points are senior officials and have strong gender capacities.
Expenditure Tracking and Gender Audits.	<ul style="list-style-type: none"> • Commission expenditure reviews and tracking studies to assess the gender equality and social inclusion impact of programs and budgets. • Bring gender audits within the purview of external expenditure and performance audits. • Promote compliance audits of gender and social inclusion policies and legislations.
Develop Strong Civil Society Partnerships.	<ul style="list-style-type: none"> • Policy implementation requires multiple partnerships. • Duplication of programs implemented through different agencies should be avoided. • Meaningful partnerships with civil society groups and women-led organisations will allow improved planning and implementation. • Civil society networks and experts should be consulted in the budget formulation stage.

EDUCATION

The 2019 National Education Policy commits to improving school infrastructure and resource interventions that are “gender friendly and disabled friendly” and encourages scaling up Technical and Vocational Education and Training options that “create opportunities for women, youth, minorities, endangered, backward communities, and *Janajatis*”.

SECTOR INVESTMENT

- The estimated average investment requirement for education sector will be Rs 206.57 billion per year for 2020-22 (National Planning Commission, 2018).
- Government expenditure on education, total (% of GDP) – 5.1 (World Bank, 2018)
- Government expenditure per student, secondary (% of GDP per capita) - 10.5 (World Bank, 2015)
- Government expenditure per student, tertiary (% of GDP per capita) – 24.2 (World Bank, 2015)

GENDER BUDGET

- The gender responsive budget trend analysis indicate that the indirect gender responsive budget far outweighs the directly responsive programs by almost seven times. An in-depth review needs to be carried for the University Grant Commission outlay to leverage gender parity in higher education.
- Though the gender-neutral budget booked under the Educational Standard Measurement Centre reported under the Ministry is miniscule, yet it merits an in-depth review considering this is a crucial element for measuring achievement of gender parity in enrolment and in educational outcomes to ensure that girls are retained in the education system till higher or technical education. Gender and social inclusion are intrinsic to the educational standard measurement process and therefore it should not be perceived as gender neutral.

FEDERAL BUDGET 2021/22 (2078/79) – KEY ASKS

Review, revise and update the education policy.	<ul style="list-style-type: none"> • There is a need to update the existing policy in line with the current trends to effectively address emerging issues and make the policies ‘inclusive’. • This should be done in consultation with civil society groups and sector experts.
Multi-sectoral and sustained long-term investments.	<ul style="list-style-type: none"> • Government expenditure on education should be assigned highest priority given the significance of the sector in human capital development and economic prosperity by adopting a mutli-sectoral approach with long-term investments. • Successful projects in the sector should be upscaled, replicated and provided dedicated allocations.
Recognise, reduce, redistribute, reward unpaid and paid care work.	<ul style="list-style-type: none"> • There is an urgent need to provide due recognition of women’s unpaid and underpaid care work in the sector. • Early childhood development associates should be remunerated based on the salary standards of professionals in the industry and should be made eligible for contributory pensions schemes. • They should be provided skilling opportunities for career progression in the sector. • Other informal workers in the sector (public and private) should be recognised and regularised.

	<p style="text-align: center;">CARE WORKERS IN PUBLIC AND PRIVATE EMPLOYMENT - EDUCATION, NEPAL(%) - ILO, 2018</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Category</th> <th>Public Care Workers (%)</th> <th>Private Care Workers (%)</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>65</td> <td>35</td> </tr> <tr> <td>Male</td> <td>73</td> <td>27</td> </tr> <tr> <td>Female</td> <td>51</td> <td>49</td> </tr> </tbody> </table>	Category	Public Care Workers (%)	Private Care Workers (%)	Total	65	35	Male	73	27	Female	51	49
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<p>Plan, finance and implement Affirmative Measures.</p>	<ul style="list-style-type: none"> • Programmes and budgets to implement psycho-social counselling, gender and sexual harassment trainings and sex education in all academic institutions. • Teachers’ training to detect learning disabilities such as dyslexia, autism, poor vision and hearing disabilities that impede students learning capacities should be prioritised. • Appropriate interventions and measures should be in place to mitigate these disabilities. • Adequate budgets to be assigned to overcome the digital divide and ensure equitable access to education opportunities. • Vocational education, especially for girls, should be provided high priority. The course curriculum should to be designed based on the market demand and targeted to ‘challenge’ and ‘redefine’ gender stereotypes in vocations. 												
<p>Targeted Interventions.</p>	<ul style="list-style-type: none"> • An evidence-based approach with an intersectional focus to include the marginalised and vulnerable populations (poor women, <i>dalits</i>, <i>muslims</i>, <i>madhesis</i>, <i>chepangs</i>, <i>adivasis</i>, ethnic minorities, people with disability and LGBTQI+) as ‘beneficiaries’ of all sector programmes. • Sector programs should include ‘earmarked budgets’ to target the marginalised and disadvantaged population groups. 												
<p>Infrastructure Development.</p>	<ul style="list-style-type: none"> • All education infrastructure facilities should ensure a safe, accessible, and secure learning environment. • Infrastructure design should be compliant to gender, people with disabilities and LGBTQI+ friendly norms. • Gender budgets should be assigned to integrate design elements, in particular proper lighting, adequate water and sanitation facilities including sanitary napkin dispensers and disposal bins. • Special arrangements should be planned for the LGBTQI+ staff and students, to provide a non-discriminatory environment. • Safe and subsidised hostel facilities for girl students to enable rural students access to higher and technical education opportunities. 												
<p>Gender Capacity development.</p>	<ul style="list-style-type: none"> • Adequate budgets should be allocated for gender equality and social inclusion related trainings for the early child hood development associates, teachers and officers to address age old 												

prejudices and biases that demotivate girls among other reasons to attend schools.

NUTRITION

The interventions under Multi-Sector Nutrition Plan-II (2018–2022) will promote social inclusion and gender equity especially in the hills and mountains of the Mid-West and Far West and in the central Tarai. It will support the socially inclusive, gender sensitive and child-friendly continuum of care.
(National Planning Commission, 2017)

SECTOR INVESTMENT

- The investment tripled over the course of Multi-Sector Nutrition Plan MSNP (2013–17) from NPR 7,210 million in 2013 to NPR 19,241 million in 2017 (National Planning Commission, 2017).
- The estimated cost of implementing MSNP-II is NPR 48,901 million. The budget is segregated across seven sectors including the national planning commission with highest share under the Ministry of Education (35%) followed by the Ministry of Health (25%) (National Planning Commission, 2017).

FEDERAL BUDGET 2021/22 (2078/79) – KEY ASKS

Barriers in identifying the investments in the sector.

- Important to make the budget information transparent and available
- Nutrition related programmes are cross cutting across line ministries and it is difficult to identify, isolate and track these expenditures.
- It is recommended that a **coding system** is developed for easy identification of such programmes to understand the quantum of allocations across ministries and departments.
- The gender budget of nutrition related services should also be made available.

	<p style="text-align: center;">Estimated Costs of implementing nutrition plan - 2022 (NPR Million) (National Planning Commission, 2017)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Category</th> <th>Cost (NPR Million)</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>9,559</td> </tr> <tr> <td>NPC</td> <td>77</td> </tr> <tr> <td>Local governance</td> <td>104</td> </tr> <tr> <td>Women, children and social welfare</td> <td>235</td> </tr> <tr> <td>Drinking water and sanitation</td> <td>2,431</td> </tr> <tr> <td>Livestock development</td> <td>118</td> </tr> <tr> <td>Agricultural development</td> <td>2,006</td> </tr> <tr> <td>Education</td> <td>3,467</td> </tr> <tr> <td>Health</td> <td>2,464</td> </tr> <tr> <td>NPC/sectoral ministries</td> <td>2022</td> </tr> </tbody> </table>	Category	Cost (NPR Million)	Total	9,559	NPC	77	Local governance	104	Women, children and social welfare	235	Drinking water and sanitation	2,431	Livestock development	118	Agricultural development	2,006	Education	3,467	Health	2,464	NPC/sectoral ministries	2022
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<p>Life-cycle approach in programme design.</p>	<ul style="list-style-type: none"> • Nutrition specific programmes should follow a life-cycle approach and interventions planned accordingly. • Most nutrition interventions target women as ‘mothers’ with focus on the gestation and lactation phase to ensure low maternal and infant mortality without addressing the root causes of gender inequality and discrimination that result in the poor health status of women and girls. • Programme interventions with adequate budgets should be provided from infancy through adolescence, to mitigate the incidences of malnutrition in girls. This will have strategic advantages for the reproductive health care programmes and also for the economy with active female workforce participation. This will impact gender equality and advance women’s empowerment goals. 																						
<p>Promoting indigenous knowledge, agricultural practices and food security for all.</p>	<ul style="list-style-type: none"> • Emphasis should be placed on promoting indigenous knowledge on agricultural practices, food production and consumption to eliminate dependency on packaged or processed food and vitamin supplements. • This will also ensure food security and positive health outcomes for all. 																						
<p>Targeted programmes and budgets for marginalised groups.</p>	<ul style="list-style-type: none"> • Programme interventions and adequate budgets should be allocated for marginalised and vulnerable groups to alleviate food insecurity and nutritional deficiency. 																						
<p>Disasters and outreach.</p>	<ul style="list-style-type: none"> • Disasters such as the COVID-19 pandemic alleviate income and food insecurity with disproportionate and adverse impacts on those most vulnerable. 																						

- The relief and social protection measures (food vouchers, direct payments, food grains), should be planned to ensure an equitable access.
- The relief measures should take affirmative measures to reach out to the most disadvantaged, including single women, street children, people with disability, LGBTQI+, migrant workers and the unbanked population.

HEALTH

The National Health policy, 2019 is driven by accessible, affordable, accountable, participative and effectively delivered quality health services from an equity and inclusion perspectives. The policy embraces a rights-based approach to citizen's health and provides a strong foundation for gender equality and social inclusion.

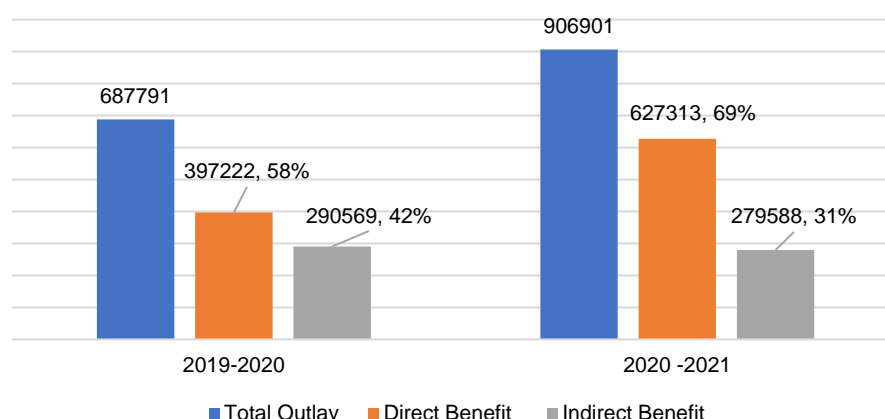
SECTOR INVESTMENT

- The average investment requirement for the implementation of health-sector interventions will be Rs 91.3 billion per year for 2020-22 (National Planning Commission, 2018).
- To overcome the financing gap in the sector, the target is to increase the health-care expenditure to at least 7% of GDP by 2030 from 5% in 2015. (National Planning Commission, 2018).
- Current health expenditure (% of GDP) - 5.84 and Current health expenditure per capita (current US\$) - 57.85 (World Bank, 2018).

GENDER RESPONSIVE BUDGET

- The health sector direct benefit gender-responsive budget for the fiscal year 2019-2020 was 57.75 per cent and indirect benefit gender-responsive budget was reported as 42.25 per cent.
- In the financial year 2020-2021, the direct benefit gender-responsive budget increased to 69.17 per cent as against the indirect benefit gender-responsive budget of 30.83 per cent. No allocations were booked under the neutral category in the two financial years, indicating that 100 percent sector investments are reported as gender responsive.

Gender Responsive Budget Trends - FY 2019-20 & 2020-21, Schedule 5 (Rs. Lakhs)



Source: Ministry of Finance (2020), Budget Book of the Fiscal Year 2020/21.

FEDERAL BUDGET 2021/22 (2078/79) – KEY ASKS

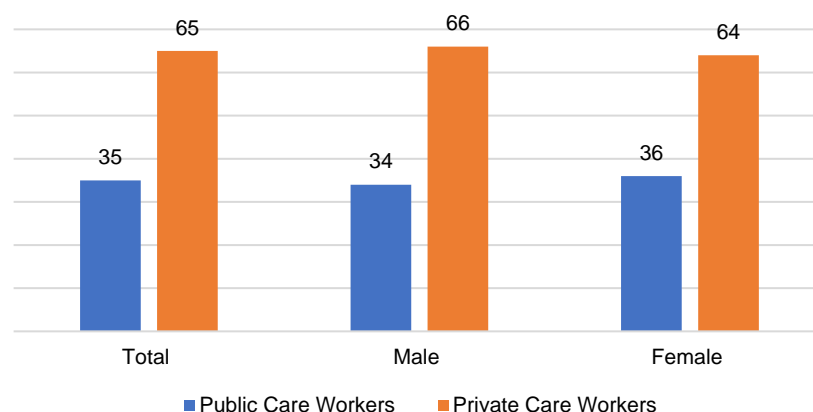
Roll out the Health gender and social inclusion policy.

- Immediate roll out of the revised policy.
- Cost, approve and implement the amended gender equality and social inclusion strategy for the health sector.

Recognize, reduce, redistribute, reward unpaid and paid care work.

- There is an urgent need to provide due recognition of women’s unpaid and underpaid care work in the health sector.
- ILO data suggests that 65 percent health care workers are engaged in the private sector and 35 percent in the public sector.
- Sector policies and budget policies should be planned to ensure that care workers (in public and private sector) are not exploited, receive remuneration in line with the industry norms and are covered under social protection measures.
- Budgets should be allocated for skilling and career progression of the health care front line workers, volunteers and field staff.

CARE WORKERS IN PUBLIC AND PRIVATE EMPLOYMENT
Health & Social Work, Nepal (%) - ILO, 2018



<p>Recognise Gender based violence as a public health issue.</p>	<ul style="list-style-type: none"> • Ensure dedicated resources (human and financial) for delivering gender-based violence prevention and mitigation services. • Strengthen and expand psychosocial, protective, remedial and rehabilitative services to respond to violence against women and girls. • The mitigation package should budget for skilled medico-legal and counselling staff. • The ‘One-stop crisis Management Centre’ should be expanded to other hospitals and provided a cadre of trained health care professionals. • Dedicated budgets to be provided for trainings of doctors and health staff on recognising signs of gender-based violence and the role of the health care service providers. • The budget 2021-22 should provide information on the programs/activities and earmarked allocations for these services.
<p>Expanding and strengthening gender budgeting in all health programs.</p>	<ul style="list-style-type: none"> • Expanding the scope of gender responsive budgeting to other health programs that fall outside the ‘reproductive health and child care’ service spectrum. • Assign budgets in health care services that respond to gender needs outside ‘reproductive and maternal’ roles. • Priority to be provided to mental illnesses, obesity, osteoporosis, diabetes, eye and ear ailments with special focus on early detection and cure of cancers of breast, cervical and the uterus.¹
<p>Geriatric Health Care Services</p>	<ul style="list-style-type: none"> • Endorse and implement the national geriatric health strategy. • Ensure adequate budgets committed to health treatment services for senior citizens, ensuring quality and effective health service delivery and health protection. • Gender and other intersectional issues to be considered in planning and financing geriatric health care service package and data on beneficiaries maintained accordingly.

¹ Estimates of coverage of cervical cancer screening among women 30–49 years of age in Nepal – 5.2 percent (2015), Member States of the WHO South-East Asia Region, WHO, 2019.

<p>Universal health insurance coverage.</p>	<ul style="list-style-type: none"> • Design and budget a universal health insurance coverage that caters to marginalised and vulnerable populations. • Expand and consolidate these services for LGBTQI+; single women; senior citizens; migrant population and other disadvantaged categories. • Expand and consolidate social health insurance service for people with disability and senior citizens who are in difficult circumstances. • The gender budget and disaggregated data for insurance coverage should be made available across all categories of beneficiaries in the 2021-22 expenditure budget. <div data-bbox="488 600 1353 1008"> <p style="text-align: center;">Universal Health Coverage services coverage Index - Nepal (WHO, 2019)</p> <table border="1"> <caption>Universal Health Coverage services coverage Index - Nepal (WHO, 2019)</caption> <thead> <tr> <th>Year</th> <th>Coverage (%)</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>52</td> </tr> <tr> <td>2019</td> <td>59</td> </tr> </tbody> </table> </div>	Year	Coverage (%)	2010	52	2019	59
Year	Coverage (%)						
2010	52						
2019	59						
<p>Menstrual hygiene and adolescent sexual health services.</p>	<ul style="list-style-type: none"> • Information on the package of services related to adolescent sexual health and mensural hygiene, including subsidies on menstrual hygiene products should be made available in the budget 2021-22. • The data on activity wise funds earmarked for this should be made available in the health expenditures 2021-22. • The revenue policies should provide tax and customs duty rebate in the import of raw material used in the production of sanitary hygiene products. The finished products should also be tax exempt or subsidized for rural women. 						
<p>Health information management systems.</p>	<ul style="list-style-type: none"> • Utilize integrated health information management system for mapping of the health indicators of target groups; maintain and publish disaggregated data to track beneficiaries of health care services. 						

AGRICULTURE, LIVESTOCK AND LAND REFORMS

The Agriculture Development Strategy includes a 10-year Plan of Action, which includes the development of a gender equality and social inclusion strategy in agriculture. The action plan recognizes female farmers' as independent farmers and ensures adequate budget provision for carrying out activities towards women's empowerment, including

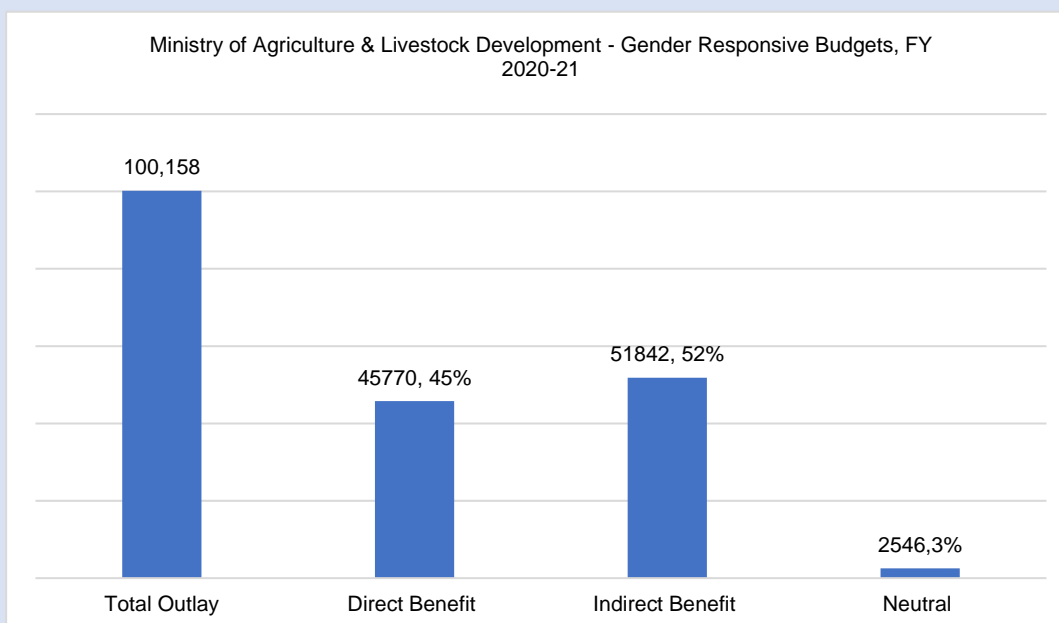
women's access to and control over productive resources, and women's leadership to empower rural women. It establishes a target of 50 percent of farmland to be owned by women only or through joint ownership to be reached by 2035, from 10 percent in 2010. (FAO, 2019)

SECTOR CONTRIBUTION AND INVESTMENT PLAN

- Agriculture, forestry, and fishing, value added (% of GDP) - 24.3 (World Bank, 2019).
- The average investment requirement for agriculture development and hunger reduction related interventions, will be Rs 99.2 billion per year for 2020-22. (National Planning Commission, 2018).

GENDER BUDGET

- The gender budget allocations in the 'indirect benefit' category are higher compared to the direct benefit category. The Prime Minister Agriculture Modernisation Project, is provided a substantial proportion of the allocations and this is booked under the indirect benefit category despite the significant role and participation of women in the sector. Considering the importance of this project as a 'game changer' there is an express need to review the program from a gender and social inclusion perspective and integrate progressive measures to enhance women's participation.
- The program or project level gender categories also need a considerable in-depth review to substantiate the gender categorisation, for example, the High-Quality Seeds for Farmers Programme is listed as directly responsive and the rationale for this categorisation is unclear.



Source. Ministry of Finance (2020), Budget Book of the Fiscal Year 2020/21.

FEDERAL BUDGET 2021/22 (2078/79) – KEY ASKS

A Holistic and Multi Sector Approach.

- The need to create multi-sectoral linkages between the agriculture and allied sub-sectors; especially land distribution and management for agricultural production and sustainable use of natural resources.

<p>A need for coherent institutional structures and policies to federalise the agriculture and allied sub-sectors.</p>	<ul style="list-style-type: none"> • Lack of coordination between multiple ministries and departments at the federal level with a single Land Management, Agriculture and Co-operatives division at the sub national level, creates silos impacting coordination and convergence between programs. This also effects implementation, accountability, monitoring and reporting of programs. • Agri based export and import policies have to be thoroughly reviewed to study the adverse effect on the value chain that impacts local produce, farmers and consumers with long term effect on income and food security. 																		
<p>Strengthening the agriculture value chain.</p>	<ul style="list-style-type: none"> • Planning and budgeting initiatives that strengthen the linkages in the agriculture value chain (farm-to-fork). • Skilling to create the human capital in higher value farm products (storing, processing, branding, marketing and supply) and expanding employment opportunities across the value chain. • Programs and budget priorities in promoting women led cooperatives and entrepreneurs. 																		
<p>Reduce drudgery, recognise unpaid care work and promote decent work conditions of Agri based female workforce.</p>	<ul style="list-style-type: none"> • High percentage of female workforce is engaged in the sector. They share triple work-loads of household chores, caring for children and elderly and actively participating in the farm and non-farm activities. • Provisioning of child care facilities through women led co-operatives will reduce the unpaid care work and alleviate drudgery. The allocations for this should be earmarked in the expenditure budget 2021-22. • Proactive measures and adequate allocations in the budgets to ensure that women farmers and informal agricultural labour is covered under the contributory pension system. Measures to ensure strict compliance of equal wages for women in agriculture • Extension trainings for women in the agriculture and allied sectors and beneficiary targets fixed to secure women's participation in all extension trainings financed under the sector. <div data-bbox="486 1384 1362 1888" data-label="Figure"> <p style="text-align: center;">Employment in Agriculture (% of male and female employment) - ILO, 2019</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Male (%)</th> <th>Female (%)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>55.21</td> <td>76.29</td> </tr> <tr> <td>2016</td> <td>54.93</td> <td>75.89</td> </tr> <tr> <td>2017</td> <td>53.79</td> <td>75.22</td> </tr> <tr> <td>2018</td> <td>52.89</td> <td>74.62</td> </tr> <tr> <td>2019</td> <td>52.11</td> <td>74.08</td> </tr> </tbody> </table> </div>	Year	Male (%)	Female (%)	2015	55.21	76.29	2016	54.93	75.89	2017	53.79	75.22	2018	52.89	74.62	2019	52.11	74.08
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<p>Agricultural research and</p>	<ul style="list-style-type: none"> • Invest in research and development to create women-friendly technologies, gender friendly farming equipment and farming practices to reduce women farmers' drudgery and time poverty. 																		

gender friendly agriculture practices.	<ul style="list-style-type: none"> • Budgets should be earmarked for this.
Inclusive access to productive resources including loans.	<ul style="list-style-type: none"> • Beneficiary targets should be assigned for women, <i>dalits</i>, indigenous people and marginalised farmers for all financial products and services offered in the sector. • Equitable access to all concessional agriculture loans, agricultural insurance, agricultural extension services, fertilizers and seeds.
Women's Leadership & Cooperatives.	<ul style="list-style-type: none"> • Although women make up 80 percent of those employed in the agriculture sector, the policy and decision-making, budget allocations and land ownership is largely male-centric. • Cooperatives offer a platform for farmers to acquire necessary knowledge and skills for increasing agricultural production and reducing rural poverty (FAO, 2019). • Data suggest that female executive members in cooperatives is very low compared to male in executive positions. • The expenditure budget 2021-22, should prioritize leadership trainings to promote female representation in executive positions across all cooperatives in the sector.
Programs and budgets for addressing issues of violence against women and girls	<ul style="list-style-type: none"> • Activities and budget to mitigate economic violence and discrimination such as wage gap, exploitative work conditions, unfair trade practices, unsafe market spaces - should be planned and implemented. • The concept of 'safe, accessible and inclusive business spaces' across the value chain (from production to sale) should be planned, budgeted and promoted. • Make available subsidised and safe transport facilities for women farmer to access the market.
Awareness and dissemination of information.	<ul style="list-style-type: none"> • Budgets to be allocated for awareness programs for women and marginalised farmers. These programs should cover information on the projects and products (across sectors and development partners) to strengthen livelihoods and enterprise building in rural communities. • Information on market prices should also be disseminated to reduce exploitation and establish fair trade practices. The information can be disseminated through digital platforms such as mobile messaging, radio programs and tele-vision.

LABOUR, EMPLOYMENT AND SOCIAL PROTECTION

In Nepal, more than 70 per cent of the economically active population is involved in the informal economy. The workers in the informal economy experience exploitation and face multiple challenges as these fall outside the purview of government regulation. Consequently, workers are subject to exploitation and deprived of the fundamental rights at work and social protection. **Social protection for the workers in the informal economy is one of the emerging issues in Nepal.**

(Informal Economy in Nepal, ILO)

The most significant intervention in the fight against poverty has been social protection, which comprises 32 percent of the anti-poverty interventions budget in 2016-19.
(National Planning Commission, 2019)

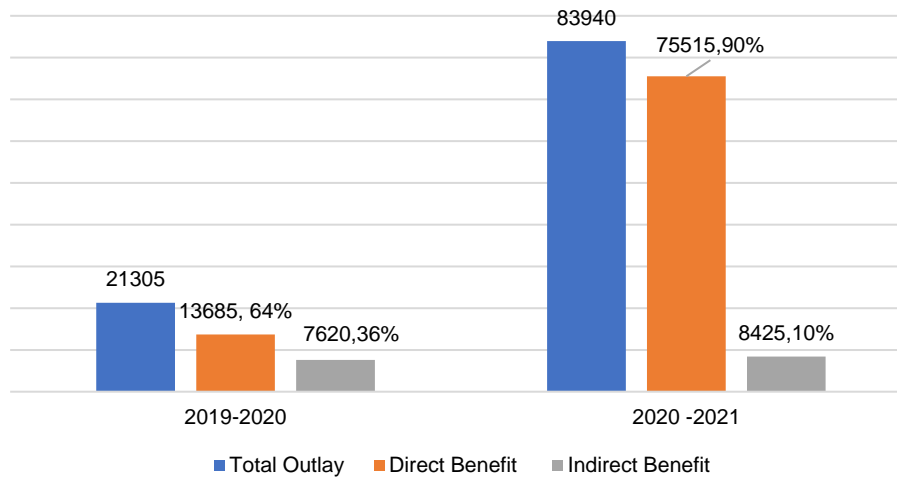
SECTOR INVESTMENT PLAN

- Major interventions and annual average investment requirement in labour market (skill development, employment information, child labor, workplace injuries, enforcement of labor laws) 2020-22 - Rs1.8 Billion (National Planning Commission, 2019)
- The annual average financing available for the cooperative and NGO sector is 44.7 billion for 2016-19, Rs 61.5 billion for 2020- 22, Rs 75.1 billion for 2023-25, and Rs 109.9 billion for 2026-30 (National Planning Commission, 2019).
- The estimated investment requirement per year in poverty interventions averages Rs 76.7 billion in 2016-19, Rs 134.6 billion in 2020-22, Rs 174 billion in 2023-25, and Rs 211.8 billion in 2026-30. The most substantial intervention in poverty has been social protection, comprises in 32.7% of the total cost in 2016-19 that rises to Rs 72.4% in 2026-30 (National Planning Commission, 2019).

GENDER BUDGET

- The Ministry of Labor, Employment and Social Protection booked 64 percent of the 2019-20 budget as directly responsive and 36 percent as indirectly responsive. No expenditure was booked in the neutral category.
- The directly responsive budget witnessed a quantum leap in the FY 2020-21, with **90 percent** of the Ministry budget booked under the first category. There is no budget under the 'neutral category' indicating that all sector programs are gender responsive.

Labor, Employment & Social Protection - Gender Responsive Budget Trends -
FY 2019-20 & 2020-21, Schedule 5 (Rs, lakh)



Source. Ministry of Finance (2020), Budget Book of the Fiscal Year 2020/21.

FEDERAL BUDGET 2021/22 (2078/79) – KEY ASKS

Review of Labour and Employment related acts, legislations and regulatory systems.

- Employment related acts, regulations and policies should be reviewed in the present economy and labour market context. Gender and social inclusion issues in employment and social protection should be prioritised.
 - Plan and design an integrated approach to employment, with participation of the private sector, to expand employment opportunities and decent work.
 - Incentives to encourage the private sector to expand employment in the manufacturing and service sectors.
- Overseas Employment and decent work.**
- The constitution and functioning of the Foreign Employment Board should be reviewed and reconstituted based on the review findings.
 - Develop overseas employment as an alternative opportunity and increase effectiveness of labour diplomacy to promote the rights and well-being of Nepali workers in the destination countries.

Inclusive Labour, employment and social protection policies.

- A gender and social audit of the Prime Minister Employment Programme beneficiaries to be able to restructure it to ensure an inclusive approach.
- Plan and budget awareness programmes for recognition of marginalised groups, especially the LGBTQ+ community. Take steps to ensure their active work force participation. Activities should be planned and budgeted to minimize violence, stigma and discrimination against these groups. Ensure that social protection measures reach out to such disadvantaged and vulnerable groups.
- Affirmative measures to ensure that the freed *Kamaiya*, *Haru/Charuwa* (bonded labourers) are provided requisite skilling and employment opportunities with decent work conditions. Special focus should be provided to women and people with disability within these groups.

	<ul style="list-style-type: none"> • Affirmative measures for spatially disadvantaged populations. Plan employment interventions for the economic empowerment of highly marginalized indigenous groups and women in the remote areas of the <i>Tarai</i>, mountains and hills. • All employment benefit and social protection programs, including skill trainings, should make special provisions for single women, <i>dalits</i>, indigenous nationalities, <i>Madhesi</i>, <i>Tharu</i>, religious minorities, marginalized workers, youth, senior citizens, sexual minorities and people with disabilities. Targets for these beneficiaries can be fixed ex ante every financial year. • A study on women and migration to analyse the factors that encourage migration, patterns of migration, and conditions of employment in overseas markets. 								
<p>Female Workforce and Rural Employment</p>	<ul style="list-style-type: none"> • Ensure that female workforce participation is gradually increased in all sectors – construction, manufacturing and service. • Increase investments in sector with high female work force participation (agriculture and animal husbandry). Given high workforce participation of women in the agriculture sector, special rebates, grants and incentives should be made available for the modernisation and growth of these sectors. • Provide special incentives to encourage women led cooperatives in the diversification of agriculture and allied sectors. <div data-bbox="486 981 1366 1413" data-label="Figure"> <p style="text-align: center;">Labour Force Participation rate (% of total population ages 15+) (National Estimates) - Nepal (WB, 2016)</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Labour Force Participation Rate (%)</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>38.5</td> </tr> <tr> <td>Male</td> <td>53.8</td> </tr> <tr> <td>Female</td> <td>26.3</td> </tr> </tbody> </table> </div>	Category	Labour Force Participation Rate (%)	Total	38.5	Male	53.8	Female	26.3
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<p>Gender and Socially Inclusive Human Capital Development.</p>	<ul style="list-style-type: none"> • Structure vocation trainings curriculum in line with projected sector growth and estimated skilled human resource requirement in the domestic and foreign markets. • Plan and budget special skilling initiatives for girls and other disadvantaged groups such as single women, dalits, indigenous nationalities, <i>Madhesi</i>, <i>Tharu</i>, Muslims, sexual minorities and people with disabilities. • Programs and budgets for trainings of artisans to promote traditional arts through technology, design, marketing and branding skills. • Assign quotas for diversity inclusion in student enrolment in all technical and vocational training centers. • Encourage and provide incentives to the private sector to endorse inclusion and diversity policies and quotas for employment. 								
<p>Medium and Small-Scale</p>	<ul style="list-style-type: none"> • Revival of the small and medium enterprises that are reeling under resource crunch due to the COVID -19 impacts. 								

Enterprise Development.	<ul style="list-style-type: none"> • Support in design, marketing and branding for cottage industries that employ huge female and socially disadvantaged workforce. • A special drive to bring informal sector workers engaged in cottage industries into the formal sector and ensuring decent work conditions.
Returnee Migrant Populations.	<ul style="list-style-type: none"> • Set up an entrepreneurship fund for workers and foreign returnees with special focus on socially and economically disadvantaged returnees. • Create a data base on returnee population, skills and employment status. Prepare and budget strategy to provide social protection benefits and employment opportunities. • Efficient mobilization of the returnees' skills and experience in advancing the domestic market economy.
Convergence and Collaborations.	<p>Convergence with Agriculture and allied sectors.</p> <ul style="list-style-type: none"> • Grants should be made available for land owners (prioritization to female owners) to procure fertilizers, seeds and tools. • Landless rural communities to be provided arable land as per the 'Land Bank' policy to promote agriculture entrepreneurship amongst landless agriculture labour. Women cooperatives should be given priority in this. • Promote self-employment in the agriculture sector. Fix the support price of agricultural products, provide agriculture insurance and develop the value chain for storage, processing and marketing of produce. Provide subsidized loans with special targeting of women farmers, to promote Agri based cottage industries. <p>Collaboration with the Private Sector.</p> <ul style="list-style-type: none"> • The federal and local governments should establish a collaborative platform for human capital development and employment generation across all economic sectors.
Social Protection and Decent Work.	<ul style="list-style-type: none"> • Ensure adequate investments towards social assistance programs with special focus on compliance with labour laws and social protection floors established by the ILO. • Measures to bring informal and marginal workers under social protection coverage. • Beneficiaries of all social assistance programs should be disaggregated based on indigenous and religious minorities, people with disabilities, workers engaged in nonstandard employment (such as domestic workers, sex workers), migrants. This data should be maintained in a sex disaggregated manner. • Care workers. All care workers engaged in the care economy (education, health, social services), should be provided special attention to ensure that they are recognised as 'workers', their employment is formalised and the workforce in covered under all applicable labour laws and social protection floors. • Non-standard workers and social protection. Special initiatives for nonstandard workforce such as domestic workers, migrants and sex workers. Special insurance and protection services for workers working in hazardous conditions such as miners, sanitary workers and health workers assigned COVID-19 duties.

Public Spending on Social Assistance Programs (% of GDP) - Nepal, 2016 (WB)

