

Organization Profile (Update on 2 March 2024)

Organization Name and Address

Full Name of Organization	PeaceWin Nepal
Type of Organization	Non-Government Organization
Year of establishment	1990
Office Address for correspondence	Head Office: Badimalika Municipality-9, Martadi, Bajura Province Program Office: Dhangadhi Sub-Metropolitan City-5, Taranagar, Dhangadhi, Kailali Existing of District Executive Committees: Achham, Bajhang, Baitadi, Doti, Kailali, Bajura
Office phone number	097-541113 091-520264
Email	peacewin1990@gmail.com, info@peacewin.org.np
Website	www.peacewin.org.np

Registration Details:

Office of registration	Date of registration	Registration number	Latest Renewal date
District Administration Office	2049-0905 (20-12-1992)	03	2080-06-09 (26-09-2023)
Social Welfare Council	2055-10-19 (02-02-1999)	2093	2079-07-25 (11-11-2022)
PAN	2059-02-07 (21-05-2002)	3007964113	
Tax exemption certificate renewal date:			2080-06-14 (01-10-2023)

Organization's Vision, Mission, and Goal statement:

Vision:

PeaceWin envisions a society characterized by equity, where individuals are empowered, families coexist harmoniously, and communities thrive. Our vision deeply rooted in principles of fairness, advocates for self-esteem, equality, and self-reliance, guiding a collective journey toward a just and empowered society. We aspire to cultivate a world where the rights of children are safeguarded, and gender equality is fervently championed, offering every child the opportunity to realize their full potential, free from the shackles of poverty, violence, exclusion, and discrimination.

Mission:

PeaceWin is dedicated to advancing the rights and well-being of children, women, adolescents and youth. Through the cultivation of leadership, promotion of self-reliance, and instilling a sense of social responsibility, we strive to instigate positive change at the grassroots level. In collaboration with children, women, young people, supporters, and partners, PeaceWin addresses the root causes of challenges faced by girls and vulnerable children. Our commitment is singularly focused on advancing children's rights, ensuring their well-

being from birth to adulthood, and empowering them to navigate and surmount crises and adversity.

Goal:

PeaceWin endeavors to cultivate a self-reliant and resilient society through effective governance and efficient public service delivery. Our overarching mission is to forge a more just world by tackling issues such as poverty, violence, exclusion, and discrimination. This is achieved through targeted programs in child development, education, empowerment, health, and disaster risk reduction.

Organizational strategy or policy to cater to the specific needs of women, girls and youths:

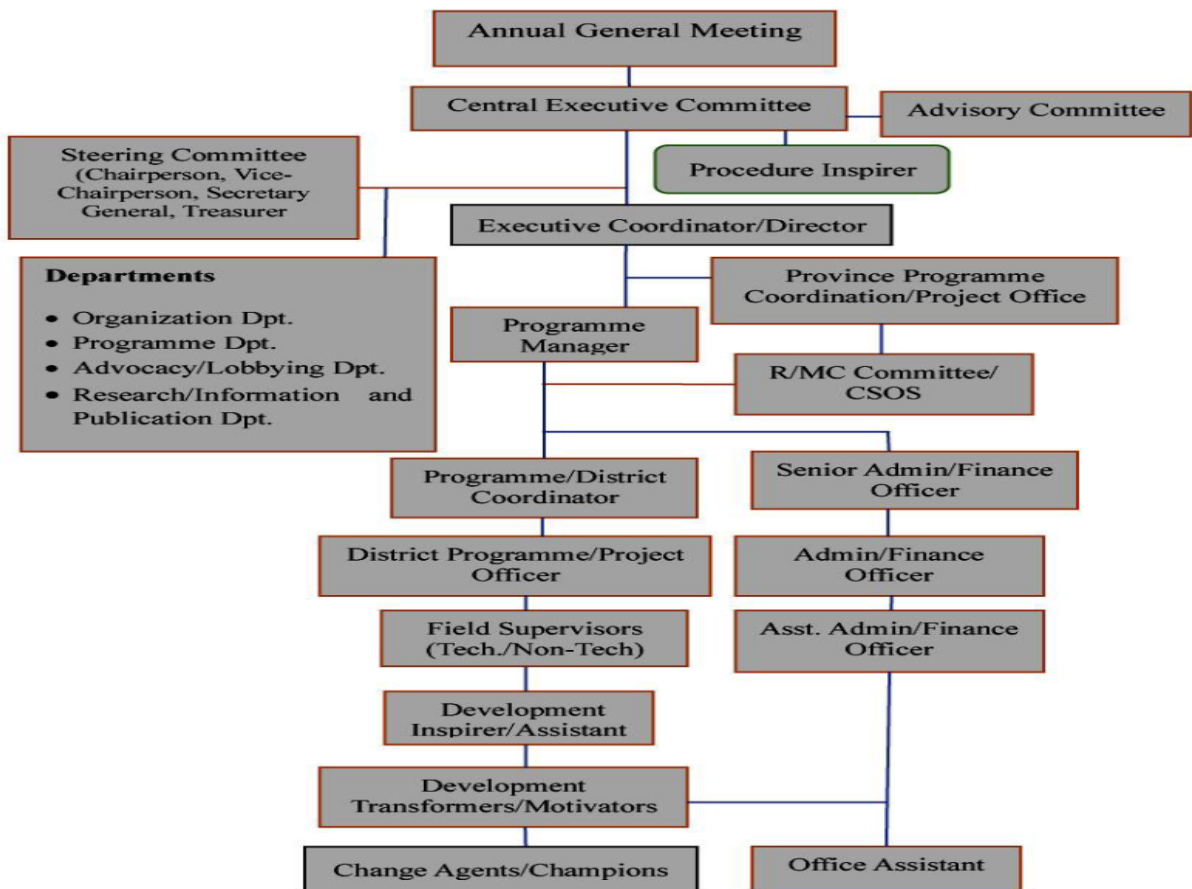
PeaceWin has strategically embedded inclusivity measures in its organizational framework to address the specific needs of women, girls, and youths. The organization ensures equal opportunities by providing leverage for general members, implementing a probationary period for new staff, and offering dedicated breastfeeding time for up to five years to lactating women. Notably, a flexible approach in academic qualification requirements during recruitment, along with granting grace marks for women and Dalit candidates, reflects a commitment to diversity and inclusion. Aligned with Plan's Country Strategy (2023-2027), PeaceWin also emphasizes six Areas of Global Distinctiveness, with the THRIVE initiative prioritizing the well-being of vulnerable children, particularly girls, through gender3 transformative parenting and community dialogues. The organization aligns with Plan's LEAD and Decide outcome, focusing on empowering girls and young women through life skill-based initiatives, and supports the LEARN initiative by providing inclusive education and economic empowerment programs. The comprehensive strategy outlined in the Human Resource Development and Mobilization Policy underscores PeaceWin's dedication to holistic development and empowerment.

Organizational structure with an organogram:

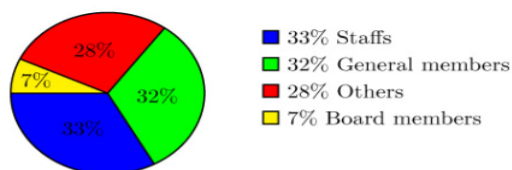
Members and Organogram of the organization

	Total	Men	%	Women	%	Dalit	%	Janajati	%	Others	%
Executive Committee (EC) members	9	3	33	6	67	2	22	-	-	1	11
General members (Excluding EC Members)	57	32	56	25	44	8	14	1	1.75	1	1.75
Number of paid staffs as per current pay roll	49	27	55	22	45	6	11	3	5.45	-	-
Current volunteers in the organization	66	12	18	54	82	4	4	1	2	-	-

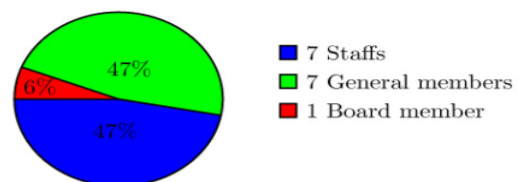
PeaceWin Organogram



The number of General members, board and staffs:



The demographic makeup of the general members, board, and staff within the youth population (ages 16-40) in alignment with Nepal's policies.



The demographic makeup of the general members, board, and staff within the UN definition (ages 16-24).

Advocacy and Influencing:

Organizational membership of network/alliance locally or nationally on children/women/ girls/youth issues:

Yes, Sustainable Development Network-Far & Mid-West Nepal 2003, NGO Federation of Nepal-1996, National Alliance of Child Rights Organization (NACRO)-2001, National Consortium of Child Rights Organization (Consortium Nepal)-2002, National Advocacy Forum Nepal -2004, National NGOs Network Group Against AIDS Nepal (NANGAN) 2005, Disaster Preparedness Network (DP-Net Nepal), Network of Participatory Action Group (NEPAN)- 2008, National Campaign for Education 2010, Right to Food Network

-2010, Community Managed Disaster Risk Reduction (CMDRR) Forum – 2011, Campaign for Climate Justice 2016, Alliance for Early Childhood Development Nepal 2017, Civil Society Alliance for Nutrition, Nepal (CSANN), SDGs National Network Nepal 2019, Men Engagement Campaign Nepal, District Disaster Coordination Committee Bajura, District Gender Violation Reduction Coordination Committee, Bajura, Achham, Kailali, Haliya Rehabilitation Coordination committee, Bajura.

Organization's experience in improving the nutritional status of school children by increasing nutritional intake, access to WASH, and local advocacy:

Advocacy Initiatives in the past 5 years of the Organization in the sector of Nutrition, WASH and local advocacy:

SN	Advocacy Initiative name	Year in AD	Impact / Result of the Advocacy Initiative
1	Total Sanitation & WASH	2017/2020	<ul style="list-style-type: none"> - Supported to plan of all VDCs to declare all wards under VDCs. - Supported to preparation of the district-level wash and advocacy plan under health and sanitation. - Supported to declaration of open defecation-free zone of 27 VDCs of Bajura district.
2	Child Marriage Free and dignified menstruation wards declaration	2020/023	<ul style="list-style-type: none"> - Nine wards were declared and followed accordingly - Stopped child marriage in the wards - Women felt safe and convenience during the period - Local Palika planned to declare whole Palika
3	Child Protection, Health & Nutrition plan initiatives	2020/023	<ul style="list-style-type: none"> - Child Marriage Ending Strategic Policy Preparation - Bitthachir Rural Municipality, Jayaprithvi Municipality of Bahjang, Patan, Dilasaini, Melauli and Patan Municipality of Baitadi districts developed a policy on ending child marriage and allocated a budget for implementation - Local Palikas have adopted RUPANTARAN package continuously
4	SRHR initiatives	2020/2023	<ul style="list-style-type: none"> - Created a network on Comprehensive Sexuality Education (CSE) at the Provincial level of Sudurpaschim province - Initiated lobbying for extending services throughout the province and allocating sufficient budget
5	Policy & Advocacy	2020/2023	<ul style="list-style-type: none"> - Developed Health & Nutrition Policy of local Palikas - Gaumul Rural Municipality has developed and started the strategic plan and implementation. New initiated of telemedicine and safe abortion services extended. Started school health programme

Received award by the organization:

S.N.	Name of award or recognition	Year award	Awarding body	Awarded for (Reasons of award)
1	Appreciation Letter	2066	Asal Shasan Club, Bajura	Support for youth empowerment
2	Letter of Appreciation	2071	Samundrapalgadhi Youth Club, Kolti, Bajura	Club Establishment & For support to youth
3	Appreciation Letter	2072	Mukta Haliaya Punrsthapan Jilla Sammittee, Bajura	Support for rehabilitating freed Haliya in Bajura
4	Appreciation Letter	2080	Bithadchir Rural Municipality-6, Bajhang	Support for local palika in planning, policy formation on GESI, Youth, ECD, and Education
5	Appreciation Letter	2080	Budhiganaga Municipality, Bajura	Support in program and policy formation, capacity building
6	Appreciation Letter	2067	District Development Committee, Bajura	Satisfactory service to Community Empowerment
7	Appreciation Letter	2064	District Education Office, Bajura	Contribution to Quality Education System Development in the district in Crisis
8	Appreciation Letter	2067	District Education Office, Bajura	Contribution to Quality Education
9	Appreciation Letter	2071	Village Education Committee, Jugada, Bajura	Support in Education Planning and Implementation
10	Appreciation Letter	2070	Village Drinking Water and Sanitation Committee, Bandhu, Bajura	Social Awareness and Community Participation in sanitation champions
11	Appreciation Letter	2070	Open Defecation Free Campaigns Committee, Achham	Leading the Campaign

Programme/ project Knowledge and Implementation experience:**Organization Thematic Expertise**

- I. Child rights/protection and quality education
- II. Nutrition, WASH and Environment
- III. Sexual and Reproductive Health and Rights
- IV. Promotion of climate justice, Emergency Response and Advocacy
- V. Gender-Based Violence Prevention and Response
- VI. Policy, advocacy for good governance

Major projects in last five years:

S.N.	Title of project	Program Sector/theme	Project Duration	Project Location	Name of the donors/funding agency	Total Budget (NRS)
1.	Local Rights Project, Citizen Report Cards, Ending Agricultural Bounded Labor	Child Education, Child/girls protection, Social Harmony	2007 to 2022	Bajura	Action Aid	139,857,900.00
2.	Youth Empowerment Project	Youth engagement, advocacy and networking	2016 to 2021	Bajura	Save the children	41,241,370.00
3.	Wash, Sanitation & Women Health System Strengthening project & climate justice	Women health, advocacy on policy & budget allocation and climate change (Especially LAPA preparation)	2017 to 2023	Achham & Bajura	Ipas Nepal	32,955,640.00
4.	Integrated Community Development Project	Education, Health, Child Protection & Child Sponsorship	2016 to Continue	Bajura	Good Neighbors International	82,844,332.00
5.	Health Rights Improvement & Policy Advocacy	Dignified Menstruation & Policy Advocacy	2020 to 2022	Bajura	Good Neighbors International	165,207,538.00
7.	Ending Child Marriage	Child Protection	2022 to 2023	Baitadi, Bajhang	UNFPA/VSO	38,059,373.00
8.	Early Learning Development Standard	ECD	2022 to 2024	Kailali	UNICEF/Setogurans	9,725,001.00
9.	Gender Based Violence Prevention & Response-II	Gender	2021 to 2024	Bajura, Bajl Baitadi, Achham, Ka	UNFPA/VSO	77,374,228.00
10.	Engaging CSOs for enhancing access to justice of women and marginalized	Legal awareness & legal aid	1 April 2023 to 31 December 2023	Bajura & Kajhang	UNDP/A2J, Ministry of Law, Justice and Parliament Affairs	3,908,325.15
11.	Municipal Solid Waste Management and Green Recovery	Went management and recovery	15 October 2023 to 31 December 2023	Kailali	UNDP	3,195,150.00
12	Ninth Country Programme of UNFPA	SRHR, Right for Accelerating Impact (RHEA), GEWE	2024-2027	Bajura, Achham, Doti, Kailali, Baitadi, Bajhang	UNFPA	39,800,000.00 Annual

Previous and ongoing experience in nutritional intake, access to WASH, and local advocacy:

SN	Name of the project (key interventions, safe justice, child protection, climate chance and policy advocacy)	Project duration	Project location	Total Budget(Rs.)	Supported
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1.	<p>Children in Armed Conflict Project</p> <ul style="list-style-type: none"> • Create the peace and development in the community • Continuation of children in school 	From: 2003 To: 2010	Bajura, Achham, Doti	45,828,631.00	Save the Children Norway
2.	<p>Child Protection Project</p> <ul style="list-style-type: none"> • Campaign on child marriage and Chhaupati Mal practice. • Advocacy on policy & budget. 	From: 2008 To: 2010	Bajura	3,231,120.00	Save the children US
3.	<p>Child Protection Program (VMLR)</p> <ul style="list-style-type: none"> • Supported to arm conflict children and supported to continuation in school. 	From: 2010 To: 2012	Bajura	900,000.00	Save the Children
4.	<p>Program for the empowerment of poor and marginalized sections.</p> <ul style="list-style-type: none"> • Supported to creating the enabling environment of marginalized people. • Advocacy of community people on HRBA. 	From: 2010 To: 2019	Bajura	7,367,000.00	Action Aid Nepal
5.	<p>Child Marriage and Chhaupadi Malpractices Practice Reduction Project</p> <ul style="list-style-type: none"> • Campaign on child marriage and Chhaupati Malpractice. • Advocacy on policy and budget allocation. 	From: 2010 To: 2015	Bajura	7,600,000.00	Save the Children
6.	<p>HIV & AIDS Project</p> <ul style="list-style-type: none"> • Awareness on HIV/AIDS and campaign • Support to migrant people for awareness raising and advocacy. 	From: 2009 To: 2014	Bajhang	4,076,100.00	Global Fund/FPAN
7.	<p>SAMBHAV</p> <ul style="list-style-type: none"> • Capacity enhances of community people • Networking of Dalit and women network • Strengthening the capacity of local government on policy & advocacy. 	From: 2014 To: 2018	Bajura, Achham, Doti, Kailali	36,137,197.00	Restless Development
8.	<p>Access Project</p> <ul style="list-style-type: none"> • Capacity enhances of community people • Networking of Dalit and women network • Policy and advocacy on budget allocation. 	From: 2014 To: 2018	Bajura	29,098,990.82	CARE Nepal
9.	<p>Access to Justice</p> <ul style="list-style-type: none"> • Capacity enhances of community people • Networking of Dalit and women network • Strengthening the capacity of local government on policy and advocacy. • Policy and advocacy on resource mobilization. 	From: 2015 To: 2019	Bajura	17,236,500.00	CARE Nepal
10.	<p>Wash, Sanitation & Women Health System Strengthening project & climate justice</p> <ul style="list-style-type: none"> • Capacity enhances of women and adolescent. • Strengthening the capacity of local government. • Advocacy on policy & budget allocation and climate change (Especially PALA preparation) 	From: 2017 To: 2023	Achham & Bajura	32,955,640.00	Ipas Nepal

Interventions and results in the relevant sector by PeaceWin:

SN	Sector	Goal	Project outcome	Beneficiaries reached	Aligned the government policy	Key advocacy initiatives introduced by the organization	Sector integration experience
1.	Early childhood development	To provide access to early learning and quality learning opportunities, increase the capacity of agencies related to early-age children and increases the investment of local agencies.	<ul style="list-style-type: none"> A total of 72 ECD teachers and 44 grade 1 teacher were cleared on learning strategy. Distributed ECD kit boxes to 72 ECD Centers and managed six learning corners in almost ECD Centers. Parental engagement has been increasing to develop essential educational materials. Palika had increased the monthly salary of 72 ECD teachers by an additional NPR 7000, making a total of NPR 17,000 per month. Palika has provided NPR 10000 each to 4 ECD teacher of palika as an In-sensitive. Prepared Integrated Early childhood development plan by all 9 ward offices during LIECDP workshop. The ward office has incorporated the ECD components in its plan. 	Women- 5231 Men-5622 Girls-5100 Boys-5055 Total- 21008	<ul style="list-style-type: none"> National Strategy for Early Childhood Development Early Childhood Development Policy of Local Government 	<ul style="list-style-type: none"> Prepared Integrated Early childhood development policy of local government. Intervention to incorporate the ECD components in its plan of local government. Intervention to allocate the budget by local government on early childhood development learning. The management of child development centers has improved. 6 learning corners have been arranged. The local level allocated the budget for the management of children. Development centers and enhanced the capacity of facilitators of 73 child development centers. Continuation of parent education program in schools 	Early childhood development and capacity strengthening of local government colleagues.
2.	Protection from Violence (children)	To reduce all forms of gender-based violence (GBV) and discrimination against	<ul style="list-style-type: none"> Women and men, including girls and boys increasingly prevented reporting and addressing gender-based violence. 	Female-36416 Male-24720 Grils-7263 Boys-6331 Total-61136	<ul style="list-style-type: none"> Technical assistance to draft plans, policies and legislation 	<ul style="list-style-type: none"> Relationship skills strengthening Empowerment of women Services ensured Poverty reduced Environments made 	Supported to preparation of plans and policies of local

	and women)	women and girls in provinces 1 and 7 in Nepal.	<ul style="list-style-type: none"> Local governments, legal authorities and health facilities have been provided effective (multispectral) survivor-centered responses to Gender-Based Violence. Local, provincial and federal governments adopted and implemented policies and budgets for the promotion of gender equality and the empowerment of all women and girls 		<ul style="list-style-type: none"> in collaboration with PLGSP and SSP Supported the formulation of the Gender-based violence policy of local government. 	<ul style="list-style-type: none"> safe Child/adolescent abuse prevented Transformed attitudes, beliefs and norms 	government aligned with related ministries and sectors.
3.	Social justice (economic security – employment and entrepreneurship)	Capacity building of gender-sensitive and responsive justice service providers in marginalized communities as well as initiatives to promote positive social values in the community.	<ul style="list-style-type: none"> More active justice-seeking behavior among marginalized populations, and more supportive communities, which proactively help vulnerable groups to report crimes and pursue their chosen pathway to justice. More effective, gender-sensitive, and responsive justice service providers, who build greater trust and promote positive social norms with local communities. 	Women-12570 Men-8767 Girls-4359 Boys-3855 Total-25323	Social security policy, livelihood plan and national labor law.	<ul style="list-style-type: none"> Supported awareness and capacity building of changes in caste social systems in the remote communities of Bajura and Acham which represent patriarchal family values, cultural norms, public gender discrimination and serious informal barriers to access to justice. Discriminatory legal provisions, uneven implementation of legal provisions, low representation of women and marginalized groups in judicial services, physical distance from the court and poor legal education/awareness to remove barriers to access, along with awareness programs in wards and village 	<ul style="list-style-type: none"> Gender-based violence Cast discrimination Traditional harmful practice Women empowerment.

						<p>development committees.</p> <ul style="list-style-type: none"> Facilitated to creation procedures in Bajura, Acham and Doti districts of Sudurpaschim Province. Facilitated in collaboration with local government to build the capacity of community members with poor awareness of the rights of vulnerable groups in communities where rights violations are often not criminalized and access to justice is limited. 	
4.	Sexual and reproductive health rights Improvement	<p>The main goal of this program is to provide education and awareness programs related to safe abortion services, help improve women's health rights, and make this program sustainable through the local government.</p>	<ul style="list-style-type: none"> Assisted in local government policies and programs to build girls-friendly toilets in schools. Supported to Promoting Protection and Hygiene to service sites in project implementing area. Encouraged graduation-ready facilities to submit family planning and medical abortion services to the government. Ensure all providers record complete and accurate FP and SAS service information in PSI/Nepal's and Government of Nepal's form/formats and registers 	<p>Women- 32190 Men-28740 Girls-25499 Boys- 23253 Total-109682</p>	<p>Health policy & health rights strategy plan, menstruation hygiene management plan</p>	<ul style="list-style-type: none"> Supported to health checkup of migrant people and their families. Capacity enhances of Policy, justice sector actor and local government authorities. Supported to empowerment of Dalit and women network at Kailali and Kanchanpur districts. Support to policy formation of local government on women's health rights. Link graduation-ready facilities to reliable FP and MA commodity supply chain Encourage graduation-ready facilities to submit FP and MA services to the government. Provider IUD and Implant training to health post. 	<p>Advocacy was done to the local government to ensure women's reproductive health rights as well as local-level policy making. As a result, awareness about the condition of women's health increased in the community, and the local government revised and implemented policies and programs for women's</p>

			(HMIS3.2, HMIS 3.3, and HMIS 3.7).			<ul style="list-style-type: none"> • Facility Assessment for MA Service by Government Officials • Collection of required documents from health facility for MA provider and site listing • Support eligible network facilities to get trained in MA and listed in the national SAS register • Ensure all providers record complete and accurate FP and SAS service information in PSI/Nepal's and Government of Nepal's form/formats and registers. 	health.
5.	Disaster risk reduction/Emergency response & climate change.	<ul style="list-style-type: none"> • Analyzing the capacity of pre-disaster preparation at the local level and assisting in the preparation of pre-disaster preparedness and response plans • Creating a plan to reduce the risk in the community as well as sensitize the community. 	<ul style="list-style-type: none"> • Support to develop the Disaster Risk Reduction (DRR) and Local Disaster Risk (LDRP) preparation plan of local government. • Emergency support in schools, communities and DRR-related areas. • COVID-19 related equipment support to health post • Awareness rising on educate about climate change and form campaigns for sibling plantations in a prone area. • Promote hand washing practices 	Women-10244 Men-11933 Girls-16366 Boys-15775 Total- 53775	Supported to prepare of the district and local level Disaster Disasters Risk Reduction plan.	<ul style="list-style-type: none"> • Supported to preparation of Local Adoption Plan at 2 local levels in Bajura and Achham districts. • Supported to DRR plan of district level at Bajura district. • Support to develop the Disaster Risk Reduction (DRR) and Local Disaster Risk (LDRP) preparation plan of five local governments of Bajura and Achham districts. • Provided technical support to incorporate DRR plan during SIP preparation in 25 schools. • Provided the emergency support in 25 schools, communities and DRR-related areas of Bajura and 	<ul style="list-style-type: none"> • Experience in the preparation of district and local-level Disaster Risk Reduction plans. • Experience of local adaptation plan of action of local government

			<p>through Volunteer Mobilization at the Community level.</p> <ul style="list-style-type: none"> • Support to establish hand washing station at school. • Promote better use of toilets and a careful understanding of the various steps of hand washing for community people. 			<p>Achham districts.</p> <ul style="list-style-type: none"> • COVID-19 related equipment supported to all health posts of Bajura districts. • Local adaptation plan had prepared in two Municipalities of Achham and Bajura districts. • Technical support to Dhangadhi Sub-Metropolitan City to prepare the policy on waste management and climate action. • Facilitation in Waste Management of Dhangadhi Sub-Metropolitan City • Capacity building of local level employees and facilitation of budget allocation. 	
6.	Water Sanitation & Hygiene(WASH) Management	<ul style="list-style-type: none"> • To improve access to water and sanitation and promotes improved hygiene behaviors for positive impacts on health and development . • To reach the Sustainable Development Goal (SDG).Goal No. 6-Clean Water and Sanitation 	<ul style="list-style-type: none"> • Promote Water and Sanitation in School. • Menstrual Hygiene Management (MHM) friendly toilet made in School so, girls continue in School. 	Women- 18539 Men-19480 Girls-20800 Boys- 19333 Total-78152	Water and sanitation plan of local government plan	<ul style="list-style-type: none"> • Continuation of the radio short program in 2 local stations on women's health rights and improvement. • Supported to construction of 40 girls-friendly toilets in secondary schools. • Technical support has been provided in five Palikas to prepare the health and menstruation hygiene management policy preparation. • Supported to declaration of the 27 VDCs of Bajura district on Open defecation free zone. 	Advocacy was done to the local government to ensure water and sanitation as well as local-level policy making. As a result, the local government revised and implemented policies and programs.

7.	Food and Nutrition Security Resilience	Strengthening Food and Nutrition Security Resilience of Backward Population Groups of Budhinanda Municipality and Himali Rural Municipality of Bajura District, Western Nepal (Full) Project.	<ul style="list-style-type: none"> • Advocacy has been conducted for the presence of newly elected government at duty stations and capacity building of stated authorities at ward and (Rural) Municipality level. • Promoted the practices and technologies in agriculture. • Agricultural production and income opportunities for smallholder farmers have improved in the program implementation area. • Knowledge about nutritional aspects in the target area is increased, diets are diversified and home gardening at the household and school gardening at the school level has improved. 	Female-43560 Male- 21170 Total-64739	<ul style="list-style-type: none"> • Agriculture policy • Livelihood strategy plan of local government 	<ul style="list-style-type: none"> • Capacity enhancement of local government colleagues. • Seeds and agriculture production materials supported 6000 farmers. • Supported to preparation of livelihood strategy plan of local government. • Two executive activities related to food and nutrition security were provided with technical assistance to align multi-stakeholder forums at the ward level with national plans/policies. • 15 schools have improved the school gardening. • Provided the technical support for two working Palika to prepare of DRR plan and procedure. 	Agriculture, Food and Nutrition Security Resilience
8.	Ending Child Marriage	To accelerate actions to end child marriage	<ul style="list-style-type: none"> • Enhancing investments in, and support for, both unmarried and married adolescent girls ,, • Engaging with key actors to catalyse shifts towards positive gender norms ,, • Increasing political support, resources, gender-responsive policies and 	<ul style="list-style-type: none"> • Female-25136 • Male-19528 • Girls- 9742 • Boys -6627 • Total- 61033 	<ul style="list-style-type: none"> • Focused on SDG-4 and 5, • GESI Policy, • Child marriage ending policy • Contribute to Child protection policy of local government and 	<ul style="list-style-type: none"> • Child marriage ending policy developed in 6 Palikas, and annual plan developed. • Child protection policy and GESI policy formed • Budget allocation for Child marriage ending • Adolescent's girl's empowerment related policy and programme developed. 	<ul style="list-style-type: none"> • Gender based violations, harmful norms and practicing • Quality education • Deified life of adolescent's girls.

			frameworks. • Improving data and evidence on what works		provincia l governme nt		
9.	Legal awareness and advocacy at local level	Inclusive, democratic, accountable and transparent institutions are strengthened to ensure the rule of law, social justice and human rights for all, especially the vulnerable.	<ul style="list-style-type: none"> • 11 people have obtained citizenship in Bajura and Bajhang districts, while 10 people have registered their births during the project implementation period. • There has been a change in the community where people had to endure incidents of caste violence and gender violence in the past. Community victims can easily express their problems and complain to the relevant authorities. • Increased the significant registration cases in the community. 	Women-3381 Men-2350 Total- 5731	Constitution s of Nepal- 2072	<ul style="list-style-type: none"> • The number of marginalized communities receiving legal aid services has increased. In Bajura and Bajhang districts, 11 people were assisted and facilitated to get citizenship and 10 people registered their children's birth through the project. • 587 people from the work area have received legal awareness and services. Because of this, it has become easier for them to seek legal treatment. • Legal aid support units have been established in 5 wards of 4 municipalities in Bajura and Bajhang districts. As a result, it has become easier for the conciliators to facilitate the cases/incidents in the ward. • 4 advocacy groups have been formed at the 4 municipality to assist in legal awareness and personal incident registration. As a result, it has become easy to advocate various types of violence in the community. 	Legal awareness and legal aid

Monitoring/ Reporting and Accountability:

- I. Monitoring of events is overseen by the project head.
- II. Executive committee members & senior staff lead quarterly field monitoring activities.

- III. Annual collaborative monitoring sessions with stakeholders to enhance transparency.
- IV. Field staff submits regular event reports to facilitate adaptive project management.
- V. Monthly or project-based reporting is provided to partners.
- VI. Compilation of comprehensive annual project and organization reports.
- VII. Conducting on-the-spot public audits of events.
- VIII. Performing annual organizational social audits.
- IX. Undertaking internal and external audits for accountability and financial integrity.
- X. Establishing internal audit committees focusing on controls and governance.
- XI. Collaborating with external audit partners to scrutinize financial statements and ensure regulatory compliance.
- XII. Operating toll-free number-16609754000, such as Child Helpline 1098, for stakeholder engagement.
- XIII. Establishing monitoring guidelines and reporting formats.
- XIV. Securing endorsement of all monitoring reports during executive committee meetings.
- XV. Implementing a system for tracking project progress.
- XVI. Integrating quantitative and qualitative data in periodic reports.
- XVII. Adopting participatory approaches in project management.
- XVIII. Encouraging community involvement in decision-making processes.
- XIX. Adhering to accountability principles throughout project implementation.
- XX. Systematically managing beneficiary feedback and addressing complaints.
- XXI. Prioritizing transparency and responsibility in all project activities.
- XXII. Maintaining a structured and accountable framework for project operations.
- XXIII. Conducting social audits to assess program impact.
- XXIV. Sharing findings with stakeholders to ensure open communication and collaboration.

Human Resource Management:

PeaceWin has a Human Resource Development and Mobilization Policy 1998. The major provision of this policy is the open and transparent, competitive process for hiring staffs. For privileging the GESI it has a special provision to consider an inclusive approach through 2 marks grace for women and 1 mark grace for Dalit candidates during an interview, less duration of probation period for women staffs, different raining and exposure for capacity enhancement of the staffs on GESI. In the annual performance assessment, PeaceWin focuses on changing one's (staffs) behavior and in households of related staffs too. PeaceWin gives priority to make promotions to women staffs in leading positions. The GESI focal person observes all the processes of the organization during the year including the implementation of its GESI policy and guidelines, and code of conduct.

Gender and Social Inclusion/ Safeguarding:

PeaceWin has a dedicated Gender Equality and Social Inclusion (GESI) policy that extends its commitment to social inclusion in both organizational structures and program implementation. The organization grants special privileges to women during the annual general assembly membership and staff selection processes. The internal and programmatic impact of GESI is measured through indicators such as communication and behavioral changes. PeaceWin emphasizes equal participation of men and women in its programs, including considerations like seating arrangements in group settings, regardless of whether members are scattered or in isolation. The organization actively promotes the mixing of members in groups and practices data segregation in monitoring, evaluation, and reporting. With a focus on fostering diversity and equal opportunities, PeaceWin implements inclusive hiring practices, ensuring bias-free recruitment processes, and actively encouraging applications from individuals of all genders and social backgrounds. Training programs address gender and social inclusion issues, accompanied by capacity-building initiatives to sensitize staff to GESI principles. Workplace policies are developed and enforced to create a safe and inclusive environment, addressing gender-based discrimination and harassment. In program implementation, a gender-sensitive approach begins with thorough needs assessments to uncover challenges faced by different groups. Social inclusion considerations are integrated into program design, ensuring accessibility for all, particularly vulnerable and marginalized groups. Targeted strategies are implemented to reach underrepresented populations, and community input is actively sought in decision-making processes to address social norms and inclusion barriers. The third pillar involves monitoring, reporting, and evaluation, where data collection and analysis are conducted with a GESI lens, utilizing disaggregated data based on gender, age, and other social indicators. Gender-sensitive feedback mechanisms capture diverse stakeholder perspectives, facilitating regular program adjustments, and evaluation frameworks incorporate GESI criteria to assess

the effectiveness of interventions, ensuring a comprehensive understanding of the differential impact on various social groups.

List of the organizational Major policies:

S. No.	Name of the policies	Last updated on
1	Human Resource Development and Management Policy-1998	2022
2	Financial Policy-1998	2022
3	Procurement Policy-1998	2022
4	Financial Guideline for Programme-2009	2022
5	Integrated Safeguarding and Accountability Policy-2023	2023
6	Monitoring and Evaluation Guideline	2023
7	Long-Term Strategic Plan 2023-2027	2023