



2012

Annual Report

FROM CHAIRPERSON'S DESK

It gives me immense pleasure to present the Annual Report of KIRDARC Nepal for the year 2011/12. The report documents accounts of progresses and interventions in brief.

Since its establishment in 1999, KIRDARC Nepal has been working for the development of people living in mid west region of Nepal. Through these years, KIRDARC has expanded its focal areas of intervention and developed its stature as a lead organization in rural development in diversified issues/sectors with invaluable support from the communities, the local government bodies and development partners.

I would like to take this opportunity to express my sincere appreciation to our development partners: government bodies, donor agencies, communities and the individuals for their continued supports and cooperation to bring the desired changes in the lives and livelihoods of rural people in Midwest Region.

Kusendra Mahat
Chairperson

FROM DIRECTOR'S DESK

This Annual report gives a abstract of the significant highlights of the activities and achievements of KIRDARC Nepal. Like the past years, year 2011/12 has been prolific for our organization.

Our successful interventions beyond Karnali zone has provided us with invaluable experience and confident to extend our contributions in the development of the people in Midwest region.

I would like to extend our heartfelt thanks towards the staffs of KIRDARC Nepal working at field, district and regional and at the central level for their hard works and making things happen as per plans working with communities, local government bodies and development partners.

I am very grateful towards all the stakeholders for their contributions for having trust and patience in achieving the goals and objectives of the institution.

Min Bahadur Shahi
Executive Director

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INTRODUCTION

KIRDARC has formulated its Strategic Operation Plan (StOP) based on its five years Strategic Plan (2009-13). Strategic partnership with DanidaHUGOU, Concern Worldwide Nepal, Practical Action Nepal, Peace Direct, CCO/Canada Fund, Action Aid Nepal, Mission East and Save the Children has been made to implement the StOP. Concern Worldwide Nepal was phased out from Nepal in 2010, however, KIRDARC has been trying to get support from headquarter of Concern Worldwide in Dublin. Strategic Partners declared their continued commitment to KIRDARC's mission and respect for its institutional values. KIRDARC and the Strategic Partners considered the "Strategic Operational Plan" of KIRDARC as the basis for the partnership, which is founded on an open dialogue and progress based on respect, trust, transparency and the recognition of KIRDARC as the owner of the process.

Based on StOP, KIRDARC has been implementing its "Annual Work-Plan and Budget (AWAB)" since 2009/10 making compatible timing with government fiscal year. AWAB has been under implementation with support of strategic partners, other development partners, donors and government agencies. During the two years period of AWAB implementation, Joint Annual Review (JAR) from the team of strategic partners and KIRDARC led by independent consultant were conducted twice, that provided strategic inputs for its effective implementation.

This is annual progress report of AWAB 2011-12 covering period of 16th July 2011–15th July 2012 and presents major achievements, challenges and lessons learned during the implementation of AWAB

2011-12 at all level. It presents the achievement at output level, outcome level and also at objective level based on indicators defined in StOP. This report is prepared based on review and reflection conducted at VDCs, districts, regional and national level among key stakeholders including funding partners along with the project specific reports.

The report is an outcome of wide range of interactions, review and reflections of the progress, issues and challenges faced in the course of implementing the project at all levels including regular thematic support, monitoring and documentation at different level. The local community and networks like DHRN, HRPGs, human rights defenders, including the concerned KIRDARC staff at all levels were the major sources of information whose inputs and feedback have been useful while preparing the report. Each of the programme focal persons/programme officers in districts prepared the report and submitted to the district coordinator. District Coordinator conducted meetings with staffs and provided necessary input, the reports then sent to the KIRDARC's Coordination Office Kathmandu.

This report will be shared with all key stakeholders (primarily in District Project Advisory Committee – (DPAC) in the project area including the strategic partners in terms of progress it made over the period, differences it made in the lives of the people and lessons learned with respect to protecting and promoting human rights and peace building at the community level.

RESULTS & ACHIEVEMENTS

IMPACT: Capacity of the people built in Karnali to exercise their fundamental human rights, including their right to decision making about all issues affecting their lives. Human rights situation of the Karnali people improved in relation to civil, political, economic, social and cultural rights. 161 of trained and informed community elders, youths and human rights defenders engaged in human rights and peace promoting initiatives, including community development project

Output 1: Human rights situation in Karnali region monitored documented and disseminated

Communities are empowered and are raising their voices against structural violence. Women and Dalits have begun to speak up against any form of discriminations both at family and societal level.

In total 59 cases of human rights violation noticed in the region and 33 cases were documented. In this process 5 DHRN and 350 community groups of child, youth, women and others were mobilized. In addition to this, 5 districts revitalized the district level monitoring and evaluation committee that chaired by Chief District Officer and backed up by good governance act article no 28. Throughout the region 57 complaints in the service delivery process were filed in the offices of concerned service delivery agencies and out of them 23 complaints were responded and others are under consideration. Likewise status papers on the accountability situation of five districts were published in which the service delivery status of the districts were explored and analyzed. GESI

Case Story

Dhansara Shahi, 29 a single mother with 5 children of Lalu, is on medication to cure her mental trauma she suffered at the hands of police's torture during Maoist insurgency 2005-55 and recently her husband who also suffered mental illness demised leaving the family in hunger and poverty. The family doesn't have sufficient land to provide supplies for more than 3 months. And the health situation of Shahi looked deteriorating each day. KIRDARC Nepal along with community was able to manage funds and support the family to hospitalize her for the treatment. Kirdarc Nepal aligned with VDC, community media and appealed supports from the local level. KIRDARC Nepal shared Dhanasara's case with CIVICT Nepal which committed to provide her with necessary medicine and supports for one year. Shahi's health is gradually improving – with tears in her eyes she thanked KIRDARC, her neighbors, and every individual who directly and indirectly support in the movement.



Output 2: Access to quality school education promoted, and youths empowered and engaged in income generating schemes locally

People have gradually begun to have trust in community school. There are evidences that parents are now withdrawing their children out of board/private school and admitting them in community schools. KIRDARC is in the process of verifying and conducting a research on this trend.

ECD has been resulting multiple impacts. It has helped mothers to get extra time to seek alternative livelihoods and increased performance of the child. Community people when involved in School Management Committee have given them new found confidence as they feel comfortable in planning. They have also begun to take keen interest in the education of their children.

In Karnali, there are 2172 schools in total. 305 schools have developed a Code of Conduct to make schooling systematic and child-friendly and out of them 237 have schools have implemented or the code of conduct is functional. The participation of children in schools has been increased and Gross Enrollment Rate (GER), Net Enrollment Rate (NER) is 119.93 and 92.8 respectively and the Dropout Rate is 7.94.

Under corporate social responsibility various organizations has supported in education sector improvement in Karnali viz. The Katipur publication house four classrooms, NCELL eight classroom and 5 girls scholarship for higher education, Yeti Airline four classroom with teaching materials.

KIRDARC continued its technical assistance to infrastructure development support under School Sector Reform Programme in two districts of Karnali Kalikot and Mugu like before years. This year supported new classroom construction both regular and community managed (38), classroom rehabilitation (47), fencing and play ground (47), girls toilet construction (41), CA member financed four roomed building in Kalikot (8) and building maintenance (13).

In coordination and co-funding with VDC office, 9 ECD centers has been constructed including classroom flooring and carpeting.

KIRDARC facilitated the teacher trainings like Alternative Teaching Learning (ATL) to 62 teachers, Parental Education to 32 people in cooperation with District Education Officers. Likewise, a national level ATL training was also organized in Kathmandu to the 25 school teachers.

25 welcome to school and 7 birth registration campaigns have been completed during the enrollment campaigns in the region.

158 youths received life skill training with the content viz. adolescents issues related to health, growth, risks, friendship, setting goal of life, protection and presentation and so on. Likewise 150 youth received vocational training like computer, house wearing, green vegetable farming, sewing, and carpentry and so on. Out of trained youths on vocational training, 88 youths engaged in local employment and occupations.



Case Story

Bhawani Primary School, Jarmi Tatopani is lies on the south part of the village. Now it has running grade three. This school got approval from DEO in 2009 with Rahat quota and other three teachers from Per Child Fund (PCF).

Now they are applying ATL method using material which has provided by KIRDARC after the launching of Access to education Programme in this VDC and teacher got training about Active Teaching Learning. All of the teacher from this school got ATL training by KIRDARC and actively applying in the class room.

The community declared 100% free and compulsory basic primary education VDC in this year. The flow of students in school is unbearable. It would be helpful for maintain quality education said school chairperson Rudra singh Malla.

Output 3: Advocacy and campaigns launched at all levels to establish economic, social and cultural rights as fundamental entitlements, and to promote people's access to basic services, such as safe drinking water, health, sanitation, employment and livelihood opportunities, as their human rights in order to improve the overall condition of the people of Karnali.

Community people are being vocal on demanding their rights, raising issues of governance and inclusion. District Human Rights Networks are actively engaged in rights claiming campaign. FEDWASUN, a network organization of drinking water supply and sanitation users', is actively engaging is advocating for appropriate allocations of budget for WASH sector. District Development Committees prepared the comprehensive strategy and operation plan for WASH sector development and is under implementation.

Complaint Hearing Mechanism is functional in all five districts of Karnali zone to collect, compile, respond and monitor the complaints received from community people on different public service delivery organizations.

13 advocacy and lobby programme has been organized in the issue of Karnali in district level. They are in particular focused on right to education, right to health, right to basic rights and development. The situation of health and hygienic behavior of the region has been improved through No Open Defecation (NOD) campaigns. This year, 15 additional VDCs have been declared (NOD) in the region. Over the last three years 49 out of 135 VDCs have been declared NOD in Karnali region. It has contributed to increase the people to access to safe drinking water. There are more than 1600 household with access to safe drinking water in the region. Likewise more than 200 campaigns organized on the awareness of human rights.

The region has 565 skilled human resources (AMN, CMA, HA) working in the health centers. The public consultation in the health centers has been increasing due to the increasing awareness and number of health centers and human resources.

Improved preconditions for sustained schemes and services of drinking water supply in Karnali. KIRDARC completed 88 water supply and sanitation schemes in Karnali where the effort of the organization is to provide especial effort to ensure functionality by considering four dimensions of sustainability namely: technical, social/environmental, financial and institutional.

A total 50 schemes constructed through user committee to promote access to basic services. They are 14 irrigation canal rehabilitation, 16 Drinking Water Supply constructions, 18 community pond constructions, a community demonstration garden (apple farming) and a landslide control scheme. From this, 4112 household has been benefitted directly.

Case Story

Hark Bahadur Nepali, a dalit earns living for himself and feed 10 other bellies in the family – by sewing clothes for the villagers. Life was tough before he changed the profession. The family used to rely on the scrap offered by fellow villagers. Their land hardly provides food for 3 months and for rest of the year they have to depend on the wages earned by working for some well-off families in the village. Yet, the life was tough for the Hark's family, until he received two months tailoring training and started his own business. The training was organized by KIRDARC/ Care Nepal with the support from DFID. Hark's tailoring is very popular in the village now a days, he shares – "the villagers queue for their turn, I hav to work for 12 hours. The earning is very satisfying so I am happy to work as much as I can..." According to him, he earns Rs 10-12 thousands and saves Rs 3000 a month. Besides that he has earned people's admiration as well. He recalls his past days when he used to get drunk and roam around the village – people used to treat him with disgust. He is sewing and living a good life.



Output 4: Community institutions and groups strengthened to promote democratic practices at the local level

People have been holding local duty bearers into account by organizing social audits and public hearings. This has made duty bearers more cautious of utilizing government resources and has been dealing with communities more respectfully, particularly marginalized groups. Trend of social audits is started in which organizations before starting any new venture go through social audits.

The democratic practices are promoted through conducting public hearing and social audits, increased community level initiatives, increased participation of women, dalits and people with disabilities. A total 76 public hearing, 102 social audits, 95 community level initiatives conducted in the region and 445 women, 233 dalits, and 101 Janajati are involved in decision making level position in School Management Committee (SMC), Water Sanitation and User's Committee (WSUC), and Forest User's Committee (FUC).



Case Story

Wamgaun is a whole day walk away from Gamgadhi. Situated beneath the Chankheli hill, the main occupation of the village is agriculture, thus people had no time or enthusiasm for any other activities. A meeting was called – orientation and to conduct the first social audit in the village – none of the attending locals had a single clue why they were there. As the session went on, Dhan Bd. Budha, an elderly shared his dismay, 'Last year, Education office while planning for a school building was also mentioning the social audit, however nothing really happened – who, what, where. Nobody knows.' Everyone agreed with him – the users' committee members were being stared as the corrupted criminals. The facilitator cleared the doubts – as the orientation wore on, the villagers became clear about the roles and responsibilities of the various members of committee and sub-committees – such as procurement process, storing materials etc. Social audit took place and the locals were shared about the financial handling process. The locals got opportunity to get involved in planning the It helped the committees to gain trust and keenness from the villagers along with the ownership of the project. Hansa Vaduwā, local school principal shares, "When we saw every single penny being used for our own welfare, we could not reject to offer support from our side."



Output 5: Plural media (print and electronic) strengthened to secure freedom of expression and promote right to information

FMs have been able to inform and create awareness among local people. It has been able to act as means of resources for civil society to act as a watch-dog. It has given voice to the marginalized groups and hold duty bearers accountable. A Bulletin /Status Paper on the work carried out by the local duty bearers have been started by KIRDARC in its working district which again has made duty bearers more accountable and transparent in their ways of working.

KIRDARC has been continuously running two local FM in Jumla and Kalikot to secure freedom of expression and promote right to information. This year also KIRDARC provided training of media professional to new 21 local youths and out of them 14 engaged as a media worker at local level. More than 20 issues of Karnali has been published national newspaper. Some reflected challenging issues and some potentialities of developments. At local level several pro-public radio programmes were produced and broadcasted and increased outreach of radio programme to more than 10 districts and around 300 million people.



Case Story

Rughu Simkhada from Sipkahana VDC says, 'We listen to radio. It is entertaining and informative too.' Common issues of women: Eliminating Chhaupadi system is a radio programme broadcasted every Wednesday morning by Radio Naya Karnali. Like Rughu, her family also listens to the programme. They have now understood the importance of proper care, cleanliness and nutrition required during such periods. Chhaupadi system is an old social evil – the radio programme intends to support KIRDARC's goal in eliminating such social problems

Rughu shares that she now stays home during her menstruation period - not in cattle sheds. Her husband and children looks after her well, yet they have not faced the wrath of deities for letting traditionally so-called impure person in their home. Rughu discourages her daughter and in-laws to shelter in cow-sheds. 'It is not safe to stay in the cattle sheds; untimely death due to snake bites, diseases, physical harassment etc are few which can occur' alerts Rughu.

Women of Sipkhana listen to the radio whenever they have time – and while gathering fire wood, fodders, fetching water they talk and share the messages jingled by the radio.

Output 6: Communities and local level institutions strengthened to enhance resilience of communities to natural disasters and climate change impacts

District Disaster Preparedness Plan prepared in Humla, Kalikot, Mugu and Dolpa as a result of KIRDARC's initiative involving all stakeholders and vulnerable communities.

KIRDARC strengthened 15 local NGOs and government institutions to enhance resilience of communities to natural disasters and climate change adaptation. In this process, 16 risk and vulnerability assessment report of VDC prepared, emergency preparedness plan in place districts and VDCs, and 7 trainings organized on disaster risk management to community groups and district stakeholders. 267 disaster victims were assisted and rehabilitated with immediate response in coordination with other organization in Mugu district.



Case Story

Nepalgunj Declaration on Climate Change Adaptation and Disaster Risk Reduction

Civil society organizations working in Karnali region, Red Cross and the stakeholders of Mugu, Humla and Kalikot districts reached the common consensus and signed the Nepalgunj Declaration. The declaration highly prioritized the actions to raise awareness on the negative impacts of climate change to sensitize concerned stakeholders and common people and committed to pay full efforts to increase adaptive capacity of climate change and disasters vulnerable community including consigning to advocate for climate justice at national and international level by realising that the crisis of climate change is brought by the actions of developed and industrialized countries. The declaration is a milestone in Advocacy and Mainstreaming Climate Change and Disaster Risk Reduction into local development planning in Karnali region.



MOVEMENT TOWARDS OUTCOMES

The key achievement of the KIRDARC's intervention is that rights holders are aware and claiming their rights while duty bearers becomes more responsive and accountable. KARNALI has been focus of all development actors including national government. The policy makers have realized the need of Karnali friendly policies for development of Karnali. The diversities and adversities of Karnali region should be considered during formulation of policies otherwise the policies formulated in blanket approach will drag down the Karnali in development aspects.

The positive impact has been that social evils that existed before has been challenged and in most cases done away with. Child marriages a usual phenomenon has reduced significantly as child and youth clubs have challenged the practice by creating awareness among local people and pressurizing the duty bearers to take action against it. In some areas KIRDARC's partners have been able to provide women have with equal wages. As a result women have been able to spend their income on educating their children which otherwise was not possible. Birth Registration of 80,000 children have ensured their identity. Communities have been empowered to raise their voice against structural violence. Women and Dalits have begun to speak up against any form of discrimination both at family and societal level.

People have gradually begun to have faith in community school. There are evidences that parents are now withdrawing their children out of board/private school and admitting them in community schools. KIRDARC is in the process of verifying and doing a research on this trend.

ECD has been having multiple impacts. It has helped mothers to get extra time to seek alternative livelihoods and increased performance of the child. Community people when involved in School Management Committee have given them new found confidence as they feel comfortable in planning. They have also begun to take keen interest in the education of their children.

Kalikot district with local level advocacy by KIRDARC and its local partners have now a Women cell to deal cases relating to women and children.

KIRDARC's effort to make villages into ODF, influencing local duty bearers, has resulted in saving lives of people. In the past these areas were in the forefront of news in which people died as a result of water borne diseases but now not a single case has been reported from these areas of such diseases.

People have been holding into account local duty bearers by organizing social audits and public hearing. This has made duty bearers more cautious of utilizing government resources and is treating communities

more respectfully, particularly marginalized groups. Trends have started in which organizations before starting any new venture go through social audits.

FM's have been able to inform and create awareness among local people. It has been able to act as a watch dog. It has given voice to the marginalized groups and hold duty bearers accountable. A Bulletin /Status Paper on the work carried out by the local duty bearers have been started by KIRDARC in its working district which again has made duty bearers more accountable and transparent in their ways of working.

District Disaster Preparedness Plan prepared in Humla, Kalikot, Mugu and Dolpa as a result of KIRDARC's initiation involving all stakeholders including vulnerable communities.



MAJOR CHALLENGES

Major challenges faced during the periods are as follows:

- There is increasing frustration among common population about delay in ongoing peace and constitution making process
- Deteriorating efficiency of service delivery mechanism of government and reluctant attitude of duty bearers because of transitional political situation and unstable government.
- Facing threats to local activists due to increase impunity and deteriorating the security situation.
- Absence of elected bodies at local level (VDC/DCC) resulting to less accountability/ poor governance at VDC level
- Shortage of local labor in the infrastructure development due to temporary labor migration in winter and yarchagumba collection in summer.

FINANCIAL ADMINISTRATION AND MANAGEMENT

Based on the recommendation of management, board of KIRDARC has decided to revise/update the administration and finance policies, developed procurement and logistic guidelines.

KIRDARC has successfully updated the FAMAS and started to get system generated Integrated Account Reports however there are certain limitations linked with budget projection and revision.

KIRDARC able to upgrade FAMAS through which the integrated system generates report can be obtained. Although, power back-up systems are installed in districts, due to long load shedding, it has been difficult to utilize it fully.



QUALITY ASSURANCE

Progress against JAR Recommendations

JAR Recommendation	Progress Status
If all the processes are documented methodically KIRDARC can generate a lot of lessons for others to replicate.	KIRDARC has been paying specific and focused attention to process documentation and lessons from the interventions. Information and Documentation together with PME coordinator is leading the process. KIRDARC has made compulsory to develop Activity Completion Report and Project Completion Report (with process) for each intervention.
KIRDARC must also include DCs in the capacity building and exposure visits initiatives.	In order to capacitate the DCs in terms of better management performance at district level, series of different trainings were organized. Some of them are: <ul style="list-style-type: none"> • 5 days Strategic Leadership and Management Training in Dhulikhel • 5 days Education Planning and aligning to SSRP in Surkhet • 5 days DRR/CCA Advocacy and mainstreaming Training • Promoting Social Accountability Training in Kathmandu • Quarterly Review and Planning Workshops • Management meetings
The review team recommends that the process of finalizing the draft for Gender and Social Inclusion policy is expedited and shared with all the staff.	KIRDARC has finalized GESI policy. In order to make it more user friendly, KIRDARC has developed HANDBOOK for GESI in Nepali language. This Handbook clearly guided to measure the GESI situation within programme and organization.
It must be ensured by senior managers that theme leaders devise and report on measurable objectives and actions relating to the gender equality and social inclusion.	KIRDARC has been practicing reporting on GESI issues in each and every programme. Theme Leaders are key responsible for ensuring such reporting.
KIRDARC has to reflect on where it wants to go from here as an organization: whether it wants to become a provider who implements projects like any other NGO or wants to play a more strategic role of being a facilitator working closely with communities and local duty bearers by building capacities and playing a constructive role of a via media between the right holders and the duty bearers.	<p>Having its management expertise, capacity and thematic expertise, KIRDARC is now supporting local organizations especially NGOs/CBOs/CSOs and government service providers/duty bearers to act as facilitator to bridge existing gap in effective service delivery.</p> <p>With SNV Nepal, KIRDARC has been working as Local Capacity Builder on WASH sector to build the service delivery capacity of both local government agencies and civil society organization. In addition, KIRDARC has been implementing complimentary programme leading to effective and efficient utilization of government budget to right target groups. Slowly, it is in process of becoming a resource organization.</p> <p>However, the existing gaps of immediate services at community level should also be addressed timely.</p>
Senior managers and Board members should to be visiting the field more often	KIRDARC has been paying special attention to visits from senior management and board. In order to encourage district staff and maintain relationship with key stakeholders, this year significant number of visits has been done from senior management and board.
KIRDARC must engage itself in sufficient dialogue with policy makers on the issues confronting Karnali.	KIRDARC has been engaging in dialogue with political policy makers frequently. However, in recent years, the frequency is decreased because of transitional political scenario of country and political agenda dominated the development agenda during this time. KIRDARC will functionalize the Karnali Kachahari in quarterly basis which will increase the frequency of dialogue.
It has been found that the staff turnover is high in KIRDARC. This is not new to the organization as it has been facing the challenge from almost its inception. KIRDARC must now think of ways to alleviate this issue.	KIRDARC has been analyzing the reasons for turnover and will address it as soon as the recommendations of assessment. However, for the time being, it has revised its human resource policy to make it friendlier and motivating to human resources.

INSTITUTIONAL DEVELOPMENT

KIRDARC successfully completed its 12th Annual General Assembly Meeting (AGM) in February 2012 in Surkhet.

KIRDARC has organised different staff development workshops, seminars, internal reviews and capacity building exposure visits. In This year, leadership and management capacity of managers is focussed. All the district coordinators and thematic leaders/project coordinators are engaged in such events at national level.

In addition, Executive Director, Programme Manager and SABAL Project Coordinator participated in learning workshop organised by Stromme Foundation in Sri-Lanka. Programme Coordinator, Mr. Gobinda Shahi participated in 3 weeks long Human Rights Based Development training in Denmark. Some of the key trainings,

- 5 days Strategic Leadership and Management Training in Dhulikhel
- 5 days Education Planning and aligning to SSR P in Surkhet
- 5 days DRR/CCA Advocacy and mainstreaming Training
- Promoting Social Accountability Training in Kathmandu

- Quarterly Review and Planning Workshops, Management meetings

KIRDARC has revised its finance and human resource policy in 2012. In addition, it formulated separate procurement policy. All these policies are under implementation.

With support of different funding partners, KIRDARC has been able to equip district offices with minimal IT facilities such as computers, internet/email, FAMAS software and other equipments. However due to power shortage and load shedding, the use of such facilities in site offices is challenging.

KIRDARC has been advocating for good governance and public accountability of all service providers. With its initiation, Monitoring and Evaluation Committee provisioned under good governance act of GON has been revitalised as Complaint Hearing Committee in district level.

KIRDARC has developed Community Based Education Management Information System (CEMIS) software and its new website is in the developing process.



BUDGET

The annual approved budget for 2010-11 is NPR 186,869,486 while expenditure till this reporting period is NPR 158,442,886 which is 85% of the total approved annual budget. However, actual fund received from different funding partners during the period is less than expected. Some of the fund is transferred to next AWAB period.

The summary of planned and actual expenditure is presented as below:

Budget in NPR

Output	Approved Budget	Utilization	% Utilization	Remarks
A. Programme				
Output 1	3,400,031	2,089,298	61%	Transferred to next AWAB period
Output 2	49,982,864	39,789,237	80%	Transferred to next AWAB period
Output 3	93,989,985	79,240,741	84%	Fund not received from funding partner
Output 4	7,395,385	5,253,428	71%	Transferred to next AWAB period
Output 5	379,820	446,161	117%	Additional support provided to establishment of Radio Dolpa
Output 6	3,572,198	2,457,801	69%	Transferred to next AWAB period
B. Administration and Management				
Monitoring, Evaluation and Audit	1,665,975	1,736,411	104%	
Travel Cost	2,552,119	3,445,719	135%	Due to increased air fare to districts
Staff Cost	12,428,346	12,517,388	101%	
Office Running Cost	7,769,427	7,579,062	98%	
Capital Cost	894,845	1,185,029	132%	
Other Non-Programmatic Cost	2,838,490	2,702,611	95%	
Total	186,869,486	158,442,886	85%	
Total Fund Received	NPR	139,698,755.09		
Total Utilization	NPR	158,442,886		

DETAIL OF PROJECTS IMPLEMENTED DURING 2011-12

Name of Project : Access to Education for Vulnerable and Marginalized Groups in Karnali

Project Districts: Jumla, Humla, Mugu, Dolpa, Kalikot

Project Duration in current F/Y: July 2011 – June 2012

Funding Partner: European Commission

Project Budget: NPR 189,829,48.83

Major Achievements during reporting period

- Increased access to formal education for poor and vulnerable children in 5 districts - 9 VDCs declared 100% enrolment of all school age children, 81% out of children enrolled in the school of remaining 16 VDCs
- Capacity of the local teachers developed through various teachers trainings
- Supported to improve the school environment through infrastructure supports and training on child friendly environment as 4.73% (8 schools) declared as zone of peace and 64.69% (229) AEP (????) graduates were enrolled in formal education.
- Overall improved the school governance of 128 schools of 25 VDCs
- Established Community Based Management Information System in 25 districts
- Improved quality of education - Finding of the ASER test conducted with 110 students of grade 2 and 129 of grade 4 of 10 different schools showed that compared to national level standard education effectiveness of Karnali region is nearly on par –



Name of Project : Community Support Programme II

Project Districts: Jumla, Humla, Mugu, Dolpa, Kalikot

Project Duration in current F/Y: July 2011 – June 2012

Funding Partner: Care Nepal / DFID

Project Budget: NPR 15,093,613.93

Major Achievements during reporting period

- Improved basic service infrastructure and increased access to communities - health facilities- 2, and water systems supported- 1 beffiting 214 HHs, foot trail improvement 236 M, rural road and community building.
- construction of 236 meters of Food trail improved the access to market directly benefited 281 HHs of which 18 are dalit HHs
- Completed 3 schools building construction as the result increased access of children to education with higher girls' enrollment as well as disadvantaged Janajati the schools were provided with furnitures and teaching materials along with well functioning water supply systems and toilet facilities A total of 6,673 male and 4,519 female students including 1,295 Dalit male, 1,100 female and 77 disadvantaged groups male and 70 female have been directly benefited from the school infrastructure support in Karnali zone.
- Supported 3 projects under Health sector support Program - birthing centre material, x-ray machine support and birthing centre material support
- 24 mothers delivered children safely and 168 mothers received regular health check-up
- Strengthened capacity of poor and excluded people to generate sustained income
- Integrated learning and practices of CSP into VDC/DDC planning and monitoring processes for transitioning to LGCDP
- Enhanced capacity of poor and excluded communities to lead social action to claim their rights

Name of Project : Education for Income Generation (EIG)

Project Districts: Jumla, Humla, Mugu, Dolpa, Kalikot

Project Duration in current F/Y: July 2011 – Sept 2012

Funding Partner: WINROCK / USAID

Project Budget: NPR 3,990,528.17



Major Achievements during reporting period

- 2124 disadvantaged and conflict affected youth received education on income generation, enterprise development, Life skills, literacy, HIV/ AIDS and peace building (88.32 percents were women and 20.53 and 2.92 were Dalits and Janajati.)
- Increased engagement of youth in small enterprises – 443 trained youth secured employment in non-agricultural trades like retail shop, vegetable shop, driving, plumber, mobile and computer repairs etc) earning very good income
- Reduced in migration for earning, family bonding strengthened among spouse and children and increased social harmony.
- Increased awareness on HIV/ AIDS
- Empowered in Rights and duties - demand the services and allocated medicine with health authorities, basic needs, women rights, fight against cast discrimination and well accessibility of government services
- Increased in awareness for children education
- Capacitated and empowered the school teachers through teachers training
- Increased in youth groups' access to finance

Name of Project : Empowering Communities and Development Workers in High Himalayas

Project Districts: Humla and Dolpa

Project Duration in current F/Y: April 2009 – March 2011

Funding Partner: PRAGYA

Project Budget: 1,808,480.00

Major Achievements during reporting period

- Change in attitude of government and local stakeholders through meetings and orientations with the district level stakeholders, likeminded agencies conducted in both district, Humla and Dolpa. The participants in the sharing meeting were District Project Advisory Committee (DPAC) members CDO, LDO, DEO, DFO, DADO, WSDO, and DHO which is already exist in each KIRDARC working districts and the representatives of other NGOs and political parties along with the representatives of social leaders
- Regular coordination formally and informally for the common voice/effort
- Established coordination and collaboration linkage with VDC level stakeholders.



Name of Project : Poverty Alleviation through Social Mobilization

Project Districts: Mugu

Project Duration in current F/Y: May 2009 - Oct 2012

Funding Partner: PAF Nepal

Project Budget: 4,079,156.00

Major Achievements during reporting period

- Identification of communities' problems using various tools like social survey, household survey, questionnaire and personal meeting or interaction etc.
- Social mobilization process is being a magic stick to solve problems.
- Training on account keeping, micro-enterprises development, Goat and Yak raising training, Awareness training, Leadership development training
- Environment management, Rural Appreciative Training was provided to capacitate the project officers.



Name of Project : Sustainable Hygiene and Sanitation for All in Karnali

Project Districts: Jumla, Humla, Mugu, Dolpa, Kalikot

Project Duration in current F/Y: July 2011-December 2011

Funding Partner: SNV Nepal

Project Budget: NPR 8,383,500.00



Major Achievements during reporting period

- District level Joint Planning Meeting based on District Sanitation Strategy Plan (activities and targets)
- District level workshops for district govt.officials, WASH coordination committee, VDCs to plan to allocate 10% budget for WaSH sector
- Training on CLTS/SLTS promotion for development actors (NGOs, youth club members, WSUC members, VDC secretary, FCHV, DHRN members, HRP members, FEDWASUN representative)
- Encourage public hearings at district level: KIRDARC has been supporting DHRN for public hearings at district level.
- Meetings with local authorities, private sector (District FNCCI), local entrepreneur, cooperatives
- Meeting with FEDWASUN district chapters, district water resource committee and WSUCs: Discuss and identify the issues that need to be advocate at district level (including public hearings).
- Produce and Broadcast radio programme on sanitation and hygiene promotion (once in a week): KIRDARC established partnership with Radio Karnali FM Jumla and Radio Naya Karnali.

Name of Project : Community Led Accountability Initiatives in Mid-West (CLAIM)**Project Districts:** Jumla, Humla, Mugu, Dolpa, Kalikot**Project Duration in current F/Y:** Nov 2011- Sept 2012**Funding Partner:** CECI/World Bank**Project Budget:** NPR 3,474,713.00**Major Achievements during reporting period**

- 45 energetic, capable and trained DHRN and HRPB members are engaging in accountability promotion initiatives
- 160,000 people received the information about their rights entitled
- 19 local volunteer (one in each VDC) is working to disseminate the information based on Citizen Charter, collect complaints for CHSC
- 500 copies of guidebook to use CHM tool is published in English while Nepali version of the guidebook is printed and shared to each field staff and local stakeholders
- 5 Complaint Hearing Committee (CHC) are functional with average 68% of the complaints responded
- Out of 112 complaints received, 76 (68%) complaints are responded out of which 67 (88%) are enacted by the service delivery agencies
- 3 issues of stats paper published with support of complaint registration, documentation and dissemination by local volunteers
- Guidebook is published in English and computer printer version is distributed to local stakeholders for practical guidance on CHM tool.
- District and VDC level social audits and public hearing conducted on different issues especially on VDC services, education office services.
- The quarterly status paper helped to disseminate the information in wider public to create unseen and moral pressure to service providers to address the peoples' concern in short span.

**Name of Project : Supporting Adolescents for Better Access to Livelihoods (SABAL)****Project Districts:** Surkhet**Project Duration in current F/Y:** April-2011 - Dec-2012 (Ongoing)**Funding Partner:** Stromme Foundation**Project Budget:** NPR 10,278,262.00**Major Achievements during reporting period**

- 18 SAMBAD centers are functional in 3 VDCs of Surkhet district to empower adolescent girls in life skill and income generation - 32 of adolescent girls demonstrate improved life skills and good practices, 15% of adolescents report confidence in protecting themselves from trafficking, 10% of participants provided their opinion in decision making process in the family, 50% reduction of early child marriages in the target community, 5 of families report reduction in social issues at household level
- 36 Self Help Groups (SHGs) are engaging in various activities like saving credits, right claiming campaigns and social issues - 15 of SHGs are registered at local level, 570 of SHG members participated in group savings and credit schemes, 277 of adolescent girls involve in saving & credit activities & their savings improved by 10% (from their first saving), 45 of families involved in SHGs has increased their group savings by 25%.
- Strengthened SMC and PTAs of 9 schools through trainings to teachers on Active Teaching learning and vulnerable children are continue in their education



Name of Project : School Support Programme**Project Districts:** Humla**Project Duration in current F/Y:****Funding Partner:** NCELL**Project Budget:** NPR 1,519,196.00**Major Achievements during reporting period**

- Constructed a School Kailash Lower secondary school
- Increased in school enrollment - total 259 students
- Trained SMC on building linkage, coordination and school management and maintenance.
- School management committee prepared action plan to manage school belongings – premises, furniture, toilet and drinking water supply.

**Name of Project : Adaptive Livelihoods in Action (ALA)****Project Districts:** Humla, Mugu, Kalikot**Project Duration in current F/Y:** Nov 2011 - June 2013 (Ongoing)**Funding Partner:** Danish Mission Council Development Department (DMCDD)**Project Budget:** NPR 2,332,656.84**Major Achievements during reporting period**

- Increased climate resilience and disaster preparedness in 3 districts of Karnali
- Increased capacity of local bodies and advocacy capacity of civil society organizations on mainstreaming CCA and DRR
- 13 local disaster management committees at VDC level formulated and implemented
- 15 local NGOs and CBOs capacitated in to advocate for CCA and DRR
- CCA and DRR mainstreaming tool kit updated
- Nepalgunj declaration signed by local government and civil society at act on DRR-CCA as integral part of development

Name of Project : I have a Voice: Women Advocating for Development in Nepal**Project Districts:** Humla, Mugu**Project Duration in current F/Y:** Sep 2011 – Aug 2014 (Ongoing)**Funding Partner:** Mission East**Project Budget:** NPR 17,923,669.00**Major Achievements during reporting period**

- Strengthened the inclusion of women and marginalised groups (dalits and people with disabilities) in community development decision making and action
- Capacitated the existing community groups through trainings and capacity building on Basic Rights Package, Gender Awareness and training in development process and access to community level government development funding



Name of Project : Social Safety Net Project on Improving food Security, Livelihood and Nutrition in Karnali

Project Districts: Humla, Mugu

Project Duration in current F/Y: Nov 2011 – Jun 2012

Funding Partner: Save the Children International

Project Budget: NPR 40,926,686.25



Major Achievements during reporting period

- Strengthened the inclusion of women and marginalised groups (dalits and people with disabilities) in community development decision making and action
- Capacitated the existing community groups through trainings and capacity building on Basic Rights Package, Gender Awareness and training in development process and access to community level government development funding

Name of Project : Informally released Children Associated with Armed forces and Armed Groups and Verified Minors and Late Recruited support program and documentation and provision of comprehensive services to women and girls survivors from sexual violence of (CAAFAG/VLMR)

Project Districts: Kalikot

Project Duration in current F/Y: May 2011 – May 2012

Funding Partner: Save the Children International

Project Budget: NPR 921,000.00

Major Achievements during reporting period

- Training on peace building to other youth /child club member;
- Linking referral mechanism to community based organization;
- Distributing Education support to CAAFAG/CAAC and VMLR



Name of Project : Economic Growth for Social Justice: supporting Non-timber Forest Product (NTFP) trade and business development in Karnali

Project Districts: Humla, Jumla, Mugu

Project Duration in current F/Y: Apr 2012 - March 2015 (Ongoing)

Funding Partner: Mission East

Project Budget: NPR 10,740,352.00

Major Achievements during reporting period

- Identification of the vulnerable and marginalized groups in the CFUG in Mugu, Jumla and Humla
- Identification of issues on NTFP for lobby and advocacy through Karnali Kachahari a dialogue for social change



Name of Project : Access to Opportunity Project (ACESS)

Project Districts: Kalikot

Project Duration in current F/Y: Feb 2007 – Jan 2012

Funding Partner: Practical Action Nepal

Project Budget: NPR 155,009,000.00

Major Achievements during reporting period

- Established access to market and other opportunity – through alternative transportation
- Improved agriculture system and increased in production due to presence small irrigation and installation of micro irrigation technologies
- Capacitated community members on account keeping, operation and maintenance of water harvesting tanks, micro irrigation system, management and operating users members.
- Increased awareness on the value of local product in wide market which helped to change the people's attitude towards local occupations and increased employment opportunity.
- Establishment of Community resource centre and audio tower.
- Visual documentary of Gravity ropeway and improved tuin.



Name of Project : Safe Drinking water, Improved Sanitation and Hygiene Behavior in Remote areas of Karnali Mid-west Nepal (ECHO-3)

Project Districts: Kalikot

Project Duration in current F/Y: Nov 2010 - Oct 2011

Funding Partner: Mission East

Project Budget: NPR 155,009,000.00



Major Achievements during reporting period

- 6700 beneficiaries have access to potable water of quantity and quality in line with SPHERE standards
- 1218 beneficiaries continue to have access to potable water of quantity and quality in line with SPHERE
- 100% of villages with improved water supply have in place mechanisms for operating and maintaining appropriate water supply systems (Water Users Committees)
- Water schemes are located in low risk area and are protected from natural disaster with mitigation works where necessary
- 70 % of adult beneficiaries apply new hygiene knowledge (hand washing at 5 critical times, food hygiene, proper disposal of garbage and waste water) within daily life
- 70% of school children practice appropriate hygiene knowledge and skills
- 70% HHs in the target 4 VDCs are appropriately using and maintaining basic hygiene products (maintaining hygienic water storage vessels, using ash / soap alternatives)
- 80% of FCHV and Health Post staff know how to detect early outbreak of epidemic and report to District Level
- 970 latrines for hh and 24 for schools are constructed at no more than 50 m from homes and are protected against risk of natural disaster
- 100% of villages in target area have access to local persons trained on latrine building and maintenance
-of target villages are declared NOD

Name of Project : Food Security Initiative (FSI)**Project Districts:** Humla, Mugu**Project Duration in current F/Y:** Jan 2010 – Sep 2011**Funding Partner:** Mission East/Save the Children**Project Budget:** 28,804,000.00**Major Achievements during reporting period**

- The project supported construction and rehabilitation of 21 irrigation systems, 3 collection centers, capacitated 60 farmers groups, seeds production systems, enhanced access to social safety nets provisions of government.
- The project also facilitated the networking among food security stakeholders at district level for enhanced knowledge sharing and management.

**Name of Project : Helping to Enhance Local Productivity for Food Security (HELP)****Project Districts:** Kalikot**Project Duration in current F/Y:** Jan 2010 – Oct 2011**Funding Partner:** Practical Action Nepal**Project Budget:** 50,380,910.00**Major Achievements during reporting period**

- The project supported construction and rehabilitation of 21 irrigation systems, 3 collection centers, capacitated 60 farmers groups, seeds production systems, enhanced access to social safety nets provisions of government.
- The project also facilitated the networking among food security stakeholders at district level for enhanced knowledge sharing and management.

Name of Project : Providing Complementary Service in Karnali**Project Districts:** Humla, Jumla, Kalikot, Dolpa, Mugu**Project Duration in current F/Y:** Mar 2010 – Dec 2012 (Ongoing)**Funding Partner:** UNICEF**Project Budget:** NPR 30,202,413.00**Major Achievements during reporting period**

- 11 out of targeted 20 intensive VDCs have been declared as Universal Birth Registration (UBR) of children under 18 years of age,
- Complete collection and verification of total data of all U5 children in 20 VDCs and maintained the name-list in registers (hard copy) as well as in simple formats in soft copy; which have been handed over to DDCs and VDCs,
- Regular meetings of the VDC-level Child Grant Monitoring Committee (VCGMC) conducted with the objectives of establishing functional BR database management and monitoring mechanism,
- VDC level overall awareness campaigns related to child grant, birth registration and child nutrition conducted in 105 non-intensive VDCs among 114 such VDCs of Karnali
- Enhanced understanding level of parents on improved nutrition in 20 intensive VDCs through the conduction of 23 street dramas in 2 districts and continuous broadcasting of information and PSAs through local FMs in 3 other districts.



Name of Project : School Building Construction Support Programme

Project Districts: Mugu

Project Duration in current F/Y:

Funding Partner: YETI Airlines

Project Budget: NPR 381,163.8

Major Achievements during reporting period

- Renovated Nepal Rastriya Secondary School building at Mumra
- Sitting arrangement in the class room is well managed reducing the abuse to the girls.
- Instated proper studying enviroment with well furnished rooms.
- Reduced drop out rate of the students by 15%
- 235 students are enrolled in the school - Girls 109 and Boys 120
- Establishment of community harmony and feeling of solidarity instated amongst the people.



Name of Project : Karnali Quality Education Programme (KQEP) and Operation Day Work (ODW)

Project Districts: Jumla, Humla, Mugu, Dolpa and Kalikot

Project Duration in current F/Y: Jan 2010- Dec 2010

Funding Partner: Save the Children

Project Budget: NPR 28,100,006.00



Major Achievements during reporting period

- Established and Improved quality of ECD in SC working areas by training ECD facilitators
- Trained teachers to improve quality of primary and basic education in SC working areas
- Updated CEMIS
- Birth registration and resourcing from VDC for schools and ECD
- Conducted trainings, interactions on S/CZOP, child friendly schools and case handling mechanism, current educational and child protection issues

Name of Project : Sustainable Water Supply, Hygiene and Health Improvements for Highly Vulnerable Communities in Humla and Kalikot Districts, Mid western-Nepal

Project Districts: Humla and Kalikot

Project Duration in current F/Y: Jan 2009 – Dec 2011

Funding Partner: Mission East

Project Budget: NPR 33,536,700.00

Major Achievements during reporting period

- Constructed new 18 water supply and sanitation systems and provided follow up support for 12 old WSS.
- Registered 30 WSS in district drinking water supply.
- Declared the 1 VDCs Open Defecation Free and
- Increased the capacity of FCHVs and Traditional healers of 12 VDCs of humla district.
- Contributed the development of District Sanitation Strategy plan and VDC strategy plan.



STATEMENT OF FINANCIAL POSITION

Karnali Integrated Rural Development and Research Center (KIRDARC Nepal)

Mahat VDC, Jumla, Karnali, Nepal Statement of Financial Position

As at 31 Ashad, 2069 (15 July, 2012)

Amount in Rs.

S.N	Assets	Sch	Current Year	Previous Year
1	Non Current Assets:		8,418,488.24	9,154,772.32
	Properties, Plant and Equipment	1	8,418,488.24	9,154,772.32
2	Investment:	2	-	-
3	Current Assets:		23,382,850.32	33,520,378.02
3.1	Advances & Receivables	3	12,689,038.23	23,072,602.14
3.2	Inventory	4	-	-
3.3	Cash and Bank Balances	5	10,693,812.09	10,447,775.88
	Total Assets		31,801,338.56	42,675,150.34
	Liabilities	Sch	Current Year	Previous Year
1	Surplus, Reserves an Funds:		11,011,169.69	12,684,928.98
1.1	Surplus 3,598,964.66			4,256,162.33
	Previous Year Adjustment 105,000.00			
1.2	Addition during the year (857,903.21)			(657,197.67)
	Total Surplus 2,846,061.45			3,598,964.66
1.4	Capital Reserves (Project Assets Fund) 2,956,631.48	6.1		3,742,572.48
1.5	Capital Reserves (Basket Assets Fund) 492,402.92	6.2		219,595.00
1.3	Capital Reserves (Program Assets Fund) 4,716,073.84	6.3		5,123,796.84
2	Funds (donors fund):		10,403,644.20	20,238,244.18
2.1	Restricted Fund 5,595,323.58	6.4		9,340,974.73
2.2	Basket Fund Balance 4,808,320.62	6.5		10,897,269.45
2.3	Land and Building Reserve Fund		-	-
3	Current Liabilities & Provisions		10,386,524.67	9,751,977.18
3.1	Current Liabilities, Payables and Provisions	7	10,386,524.67	9,751,977.18
	Total Liabilities		31,801,338.56	42,675,150.34

Notes to Financial Statements

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Schedules 1-7 and 11 form integral part of Financial Statements

Bhairab Bahadur Mahat
Treasurer

Kushendra Mahat
Chairperson

Sulochana Acharya
Finance Coordinator

Min Bahadur Shahi
Executive Director



As per our report of
even date

CA Prabin D. Joshi
Prabin Joshi & Co.
Chartered Accountants

Coordination Office, Kathmandu

S.N.	Employees' Name	Designation
1	Min Bahadur Shahi	Executive Director
2	Madhav Raj Neupane	Program Manager
3	Raja Ram Shrestha	Theme Leader, Education
4	Gobinda Bahadur Shahi	Program Co-ordinator
5	Neela Shrestha	Administration & Human Resource Coordinator
6	Ramesh Pokharel	Fin. & Admin. Coordinator
7	Sulochana Acharya	Finance Coordinator
8	Gyanendra Karki	Project Co-ordinator
9	Man Bahadur Lama	PME Coordinator
10	Purnananda Sharma	Sr. Finance. & Administration Officer
11	Ratna Bahadur Shahi	Sr. Administration Officer
12	Rabin Maharjan	Information & Documentation Associate
13	Rita Maharjan	Finance & Administrator
14	Ran Bahadur Chaudhary	Administration Assistant
15	Rajendra Dongol	Driver
16	Sunita Basnet (Thapa)	Office Assistant
17	Bed Kumari Karki	Office Helper
18	Usha Pulamimagar	Office Helper

Programme Support Office, Nepalgunj

S.N.	Employees' Name	Designation
1	Nabin Kumar Shahi	Project Co-ordinator
2	Dhan Bahadur Gautam	Program Co-ordinator
3	Sandip Chaudhary	Project Co-ordinator
4	Bikash Adhikari	Project Co-ordinator (WASH)
5	Tirtha Raj Panthi	Project Co-ordinator (Food Security)
6	Purna Puri	Project Co-ordinator
7	Deepak K.C.	Wash Theme Leader
8	RameshworBhattarai	Advocacy & Campaign Coordinator
9	Siddhartha Bishwokarma	Planning, Monitoring & Evaluation (PME) Officer
10	Anup Nepali	Sr. Project Officer
11	Santosh Shrestha	Finance & Administration Officer
12	Dipa Raj Neupane	Finance & Administration Officer
13	Gam Bahadur Adhikari	Logistic Officer
14	Buddhi Ram Chaudhary	Office Assistant
15	Kista Bahadur Budha	Driver
16	Alina Shrestha	Receptionist
17	Kanchan Rai	It Associate
18	Patiram Chamar	Officer Ranner
19	Santosh Chaudhary	Office Helper
20	Rajendra Bahadur Malla	Office Helper

District Office, Dolpa

S.N.	Employees' Name	Designation
1	Surendra Dhakal	Acting District Coordinator
2	Bir Bahadur Rawal	Project Officer
3	Gauri Pd Neupane	Project Officer
4	Birendra Chand	Wash Officer
5	Lila Balabha Chapagain	Finance & Administrator
6	Tika Datta Neupane	Education Supervisor
7	Guru Man Thapa	Project Supervisor
8	Om Bahadur Chand	Project Supervisor
9	Mohan Bahadur Budha	Social Technician
10	Naba Raj Bohara	Social Technician
11	Hikmat Bahadur Budha	Jr. Engineer
12	Chandra Bahadur Budha	Sub-Overseer
13	Griban Budha	Community Facilitator
14	Indra Bahadur Budha	Social Mobilizer
15	Hari Prasad Rokay	Social Mobilizer

District Office, Humla

S.N.	Employees' Name	Designation
1	Raj Bahadur Rokaya	District Co-ordinator
2	Debendra Bahadur Shah	Wash Co-ordinator
3	Manoj Singh Bhandari	Education Officer
4	Durga Gethara	Project Officer
5	Prem Bahadur Budha	Project Officer
6	Nabaraj Mahatara	Project Officer
7	Gokul Budha	Project Officer
8	Om Prakash Joshi	Health Officer
9	Susan Paudel	Health Officer
10	Dil Bahadur Shahi (SC)	Cluster Head
11	Kul Bahadur Lama	Finance & Administration Officer
12	Dil Bahadur Shahi (EC)	Education Supervisor
13	Tsering Paldan Lama	Project Supervisor
14	Sunam Aidi	Jr. Engineer
15	Dev Bhandari	Social Technician
16	Harkadhan Budha	Social Technician
17	Raj Bahadur Shahi	Social Technician
18	Mahadev Joshi	Social Technician
19	Gorkha Bahadur Bam	Sub-Overseer
20	Aguwa Rokaya	J.T.A.
21	Raj Bahadur Mahatara	J.T.A.
22	Gyanu Aryal	Health & Hygiene Motivator
23	Karna Bahadur Rokaya	Health & Hygiene Motivator
24	Nara Prasad Chaulagain	Health & Hygiene Motivator
25	Chameli Rawat	Community Facilitator
26	Tara Chand	Community Facilitator
27	Kendra Raj Shahi	Community Facilitator
28	Manju Bumi	Community Facilitator
29	Nita Bohara (Rokay)	Social Mobilizer
30	Khinjor Lama	Social Mobilizer
31	Mim Singh Nepali	Social Mobilizer
32	Nanda Bahadur Budha	Office Assistant
33	Chhatta Bahadur Rokaya	Office Helper
34	Danta Bahadur Shahi	Office Helper
35	Hira Budha	Office Helper

District Office, Jumla

S.N.	Employees' Name	Designation
1	Megh Raj Neupane	District Co-ordinator
2	Dhan Bahadur Shahi	Project Co-ordinator
3	Sudip Kunwar	Wash Coordinator
4	Nawa Raj Rawal	Growth Monitoring Coordinator
5	Krishna Bahadur Shahi (1)	Project Officer
6	Min Bahadur Mahat	Human Right Officer
7	Resham Bahadur Shahi	Education Officer
8	Santosh Bikram Shahi	Education Supervisor
9	Saligram Timalsina	Finance & Administration Officer
10	Padam Bahadur Kathayat	Finance & Administration Assistant
11	Sulosh Chandra Mahat	Social Technician
12	Ajit Bahadur Thapa	Social Technician
13	Datta Bahadur Nepali	Social Mobilizer
14	Juna Budha	Social Mobilizer
15	Padam Bhattarai	Social Mobilizer
16	Som Raj Lama	Social Mobilizer
17	Raj Bahadur Mahat	Office Helper
18	Karna Bahadur Khadka	Office Helper
19	Birendra Chaulagain	Office Helper

District Office, Kalikot

S.N.	Employees' Name	Designation
1	Tula Ram Pandey	District Co-ordinator
2	Birendra Bahadur Shahi	WASH Co-ordinator
3	Mohan Raj Subedi	Project Co-ordinator
4	Umesh Adhikari	Field Co-ordinator
5	Binay Kumar Chauhan	Project Coordinator (Technical Officer)
6	Lila Ram Neupane	Acting Project Co-ordinator
7	Hari Bahadur Singh	Project Officer
8	Jagdishori Shahi (Mall)	Project Officer
9	Krishna Bahadur Shahi	Education Officer
10	Pramod Neupane	Education Officer
11	Santosh Kumar Bohara	Program Officer
12	Bale Bishwakarma	Child Protection Officer
13	Kumar Paudyal	Psychosocial Counselor
14	Umesh Jang Thapa	Finance & Administrator
15	Ramesh Kumar Syangtan	Finance & Administrator
16	Deepak Sunar	Finance & Administrator
17	Dhani Ram Neupane	Program Supervisor
18	Chankha Bahadur Sahakari	Education Supervisor
19	Netra Bahadur Shahi	Transport & Handling Supervisor
20	Ram Chandra Rawal	Program In Charge
21	Opendra Kunwar	Jr. Engineer
22	Sher Bahadur Giri	Jr. Engineer
23	Kammar Bahadur Bam	Jr. Engineer
24	Krishna Bahadur Mahat	Jr. Engineer
25	Lokendra Shahi	Social Technician
26	Mohan Sharma	Social Technician
27	Akkal Bahadur Shahi	Social Technician
28	Dev Raj Neupane	Social Technician
29	Dinesh Chandra Pandey	Social Technician
30	Jogmal Shahi	Social Technician
31	Kopila Kumari Sanjyal	Social Technician
32	Lal Bahadur Budha	Social Technician
33	Laxman Prashad Pandey	Social Technician
34	Netra Pd. Acharya	Social Technician
35	Ramesh Bahadur Bom	Social Technician
36	Susila Sanjyal	Social Technician
37	Yaka Raj Chaulagain	Social Technician
38	Dharma Raj Singh	J.T.A.
39	Mahesh Kumar Bista	J.T.A.
40	Man Bahadur Bam	J.T.A.
41	Ratna Pd Chaulagain	J.T.A.
42	Tek Raj Giri	J.T.A.
43	Rajendra Dhakal	Overseer
44	Dharma Raj Shahi	Sub-Overseer
45	Dip Bahadur Shahi	Sub-Overseer
46	Dip Bahadur Shahi	Sub-Overseer
47	Bikram Bahadur Shahi	EDP Assistant
48	Gaurishankar Gautam	Logistic Assistant
49	Bimal Shahi	Project Assistant
50	Saraswoti Sanjyal	Project Assistant
51	Janaki Kumari Bom	Health Motivator
52	Kar Singh Thapa	Health Motivator
53	Ragu Chan Upadhayay	Health & Hygiene Motivator
54	Basu Dev Neupane	Social Mobilizer
55	Chintan Nepali	Social Mobilizer
56	Gauri Kumari Shahi	Social Mobilizer
57	Hasta Bahadur Rokaya	Social Mobilizer
58	Jagat Kumari Shahi	Social Mobilizer
59	Jaya Kala Shahi	Social Mobilizer
60	Jayananda Adhikari	Social Mobilizer

61	Katak Bahadur Shahi	Social Mobilizer
62	Netra Raj Shahi	Social Mobilizer
63	Ramesh Nepali	Social Mobilizer
64	Sharada Shahi	Social Mobilizer
65	Padma Kumari Chulagain	Social Mobilizer
66	Kamal Bahadur Shahi	Food Distributor
67	Suman Kumar Bom	Office Helper
68	Ram Prasad Pandey	Office Helper
69	Manahara B.K.	Helper
70	Naba Raj Majhi	Guard
71	Puri Pandey	Guard
72	Dhana Krishna Pandey	EDP Guard
73	Ramesh Shahi	EDP Guard

District Office, Mugu

S.N.	Employees' Name	Designation
1	Ubjan Bahadur Shahi	District Co-ordinator
2	Abun Pandey	Project Co-ordinator
3	Debendra Prasad Yadav	Wash Co-ordinator
4	Santosh kr. Baidhya (Tamang)	Project Co-ordinator
5	Padam Bahadur Malla	Project Co-ordinator
6	Bhadra Rajbhandari	Cluster Head
7	Harihar Neupane	Project Officer
8	Janak Singh Ukhada	Project Officer
9	Lalit Jung Shahi	Project officer
10	Jarman Nepali	Project Officer
11	Tek Bahadur Shahi	Project Officer
12	Jagat Bahadur Bham	Education Officer
13	Santosh Kumar chaudhary	Protection Officer
14	Nara Bahadur Rawal	Child Protection Officer
15	Anil K.C.	Finance & Administration Officer
16	Binod Kumar Shahi	Focal Person
17	Nanda Bahadur Bitalu	Project Supervisor
18	Bakhat Bahadur Malla	Project Supervisor
19	Dabal Bahadur Rokaya	Project Supervisor
20	Dan Singh Pariyar	Education Supervisor
21	Suresh Bahadur Shahi	Social Superviosr
22	Pratap Malla	Project Assistant
23	Dipendra Bahadur Malla	Administration & Logistic Assistant
24	Jiban Pandey	Social Technician
25	Daljeet B.K.	Social Technician
26	Bikram Budha	Social Technician
27	Govinda Sejuwal	Social Technician
28	Dinesh Kumar Malla	J.T.A.
29	Nanda Bahadur Nepali (Damai)	J.T.A.
30	Neta Prasad Chaulagain	Jr.Engineer
31	Rabindra Lohani	Jr. Engineer
32	Ain Bahadur Malla	Sub-Overseer
33	Surendra Bahadur Malla	Sub-Overseer
34	Sarjan Shahi	Sub-Overseer
35	Puspa Kumari Gharti Magar	Community Facilitator
36	Sukuma Karki	Community Facilitator
37	Shanti Shahi	Community Facilitator
38	Apsara Shrestha	Social Mobilizer
39	Bastola Shahi	Social Mobilizer
40	Dasharath Rawal	Social Mobilizer
41	Dil Devi Budha	Social Mobilizer
42	Garatasi Lama	Social Mobilizer
43	Hira Bahadur Bham	Social Mobilizer
44	Jiban Sejuwal	Social Mobilizer
45	Nanda Laxmi Shahi (Mall)	Social Mobilizer
46	Tilak Bahadur Shahi	Social Mobilizer

47	Shiva Lal Budha	Social Mobilizer
48	Saran Bahadur Bom	Mentor
49	Jangasur Bham	Office Helper
50	Shiva Nath Yogi	Office Helper
51	Chhetra Bahadur Khadka	Office Guard

District Office, Surkhet

S.N.	Employees' Name	Designation
1	Hari Prasad Laudari	District Co-ordinator
2	Ganesh Bahadur Rawat	Project Co-ordinator
3	Bharat Bahadur Shahi	Finance & Adminstrator
4	Shree Bahadur Bhandari	Program Supervisor
5	Pabitra Thapa	Project Supervisor
6	Purna Kumari Rai	Project Supervisor
7	Gagan Bahadur Gurung	Project Supervisor
8	Ganga Kumari Gyawali	Social Mobilizer
9	Dila Kumari Bhattarai	Social Mobilizer
10	Dila Kumari Shahi	Social Mobilizer
11	Durga K.C.	Social Mobilizer
12	Mahendra Rawal	Social Mobilizer

Radio Karnali FM, Jumla

S.N.	Employees' Name	Designation
1	Gorkha Bahadur Thapa	Station Manager
2	Tufan Neupane	Program Co-ordinator
3	Krishna Maya upadhaya	Presenter & Reporter
4	Nawarati Nepali	Presenter & Reporter
5	Shiva Shahi	Presenter & Reporter
6	Dan Bahadur Mahatara	Presenter & Reporter
7	Dhan Bahadur Budha	Presenter & Reporter
8	Geeta Shahi	Technician
9	Narendra Rokaya	Assistant Technician
10	Ratna Bahadur Mahat	Officer Ranner

Radio Naya Karnali FM, Kalikot

S.N.	Employees' Name	Designation
1	Krishna Raj Dhamala	Acting Station Manager
2	Bharat Raj Bista	Program Producer & Presenter
3	Pabitra Shahi	Reporter & Program Producer
4	Jiban Kumar Shahi	Sr.Technician
5	Radhika Baral	Technician
6	Nara Jang Tamag	Office Helper



KIRDARC

Karnali Integrated Rural Development and Research Centre (KIRDARC) is an NGO registered at the District Administration Office, Jumla under the Society Registration Act, 1978, and is affiliated to the Social Welfare Council in Kathmandu. It has been in operation in Karnali Zone since 1999 with its district offices in Jumla, Kalikot, Humla, Mugu, Dolpa and Surkhet, a Program Support Office at Nepalgunj and a Coordination Office in Kathmandu

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