

A Report on National Monitoring of the Sustainable Development
Goals and Development Justice in Nepal
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Access Planet Organization is led by young women with disabilities in Nepal. It is working to promote rights, empowerment, and inclusion of girls and women with disabilities. “Access Planet envisions economically empowered women and youths with disabilities living dignified lives through the availability and use of accessible technology. This research was carried out by Access Planet Organization as part of a six country project on monitoring and review of the SDGs with the Asia Pacific Forum on Women, Law and Development.

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Access Planet Organization is led by young women with disabilities in Nepal. It is working to promote rights, empowerment, and inclusion of women and girls with disabilities. It was established in September 2015 to mainstream girls and young women with disabilities in Nepal through technology and capacity building, with a focus on promoting quality education, access to economic justice, wellbeing, and leadership capabilities of these women.

It is our immense pleasure to undertake a research study and bring forward a report on national monitoring of the sustainable development goals and development justice in Nepal. We believe that this report will be a useful tool for right holders, organization of persons with disabilities, decision-makers and advocates in their ongoing efforts to design evidence-based policies/programs on employment and self-employment of persons with disabilities in general and women with disabilities in specific.

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Laxmi Nepal
Executive Director
Access Planet Organization

LIST OF ACRONYMS

APPFSD	Asia-Pacific Peoples Forum on Sustainable Development
APWLD:	Asia Pacific Forum on Women, Law and Development
ARPD:	Act relating to rights of persons with disabilities
BIMSTEC:	Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation
CBS:	Central Bureau of Statistics
CEDAW:	Convention on Elimination of All forms of Discrimination against Women
CSE:	Comprehensive Sexuality Education
CSI:	Current Status Index
CSO:	Civil Society Organization
CSW	United Nations Commission on the Status of Women
CTEVT:	Council for Technical Education and Vocational Training
DJ:	Development Justice
DRR:	Disaster Risk Reduction
FGD:	Focus Group Discussion
FNCCI:	Federation of Nepalese Chambers of Commerce and Industry
GBV:	Gender-Based Violence
GDP:	Gross Development Product
GoN:	Government of Nepal
HLPF:	High-Level Political Forum
ICCPR:	International Covenant on Civil and Political Rights
ICESCR:	International Covenant on Economic, Social, and Cultural Rights
ILO:	International Labor Organization
I/NGOs:	International/Non-Governmental Organization
KII:	Key Informant Interview
MFN:	Most Favored Nation
MOFA:	Ministry of Foreign Affairs
MoWCSC:	Ministry of Women Children and Senior Citizens
NDWA:	Nepal Disabled Women Association
NFDN:	National Federation of the Disabled Nepal
NFN:	NGO Federation of Nepal
NPC:	National Planning Commission
NWC:	National Women Commission
OPD:	Organizations of persons with disabilities
OPMCM:	Office of the Prime Minister and Council of Ministers
SAARC:	South Asian Association for Regional Cooperation
SAFTA:	South Asian Free Trade Area
SDGs:	Sustainable Development Goals
SRHR:	Sexual and Reproductive Health Rights
UDHR:	Universal Declaration of Human Rights
UHC:	Universal Health Coverage
UN:	United Nations

UNCRPD: United Nations Convention on the Rights of Persons with Disabilities
UNESCO: The United Nations Educational, Scientific and Cultural Organization
UNFPA: The United Nations Population Fund
UNGA: United Nations General Assembly
VAW: Violence against Women
VNR: Voluntary National Review
WHO: World Health Organization
WTO: World Trade Organization

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1. National Context and Introduction

Nepal is a landlocked Himalayan country situated between mountainous China in the North and India plains in the South, making it geo-strategically important. Nepal is an extremely diverse country with over 142 ethnic groups and castes and 3 distinct ecological zones (Mountains, Hills, and Terai (or plains)). Nepal comprises 7 provinces and 753 local government units.

Nepal is one of the 48 Least Developed Countries (LDCs). However, The United Nations General Assembly has approved a proposal to upgrade Nepal from an underdeveloped country to a middle-income developing country by 2026. This decision was endorsed by United Nations General Assembly (UNGA) through its 40th Plenary meeting . Nepal's graduation to Developing Country depends on its ability to meet set criteria which includes addressing existing social inequalities. This also includes addressing various forms of inequalities and barriers faced by persons with disabilities. In the fiscal year 2021/22, the Gross Domestic Product (GDP) estimated to be at 4.85 trillion Nepali rupees. According to CBS projection, Nepal's economy is estimated to grow by 5.84% (annual growth rate of GDP at purchaser's prices) in the fiscal year 2021/22. Nepal's economy is dominated by the tertiary sector, which is estimated to contribute 61.8% to the current fiscal year's GDP followed by the primary sector (24.5%) and the remaining 13.7% by the secondary sector. In fiscal year 2022/23, Nepal has allocated Rs. 1.79 trillion budget to implement policies and programs. Of the total allocation, Rs. 753.40 billion (42%) budget is allocated for recurrent expenditure, Rs. 380.38 billion (21.2%) for capital expenditure, Rs. 230.22 billion (12.8%) for financing and Rs. 429.83 billion (24%) for fiscal to provinces and local levels.

Nepal is highly prone to a range of natural hazards, particularly floods, landslides, and earthquakes. It ranks 11th and 16th globally in terms of vulnerability to earthquakes and multi-hazards respectively.

The total population of Nepal :
29,164,578 (48.98% Male and 51.02% Female)- CBS 2021

GDP Per capita:
1,208.22 USD in 2021

Human Development Index (HDI) value :
0.602 (2021)

The Gender Gap Index(GDI) :
0.692 (2022)

Global Gender Gap Index :
96th (2022)

Government Budget Expenditure :

Military Expenditure:
NPR 53,767.30 Million

Health Expenditure :
NPR 123,255.10 Million

Education Expenditure :
NPR 196,893.10 Million

Total External :
NPR 52,932.50 Million

Source: Budget Speech of Nepal Government for FY 2022/23 by Ministry of Finance

¹https://www.mof.gov.np/uploads/document/file/1674635120_Economic_Survey_2022.pdf

²UNGA adopts resolution on Nepal's graduation from LDC category | Nepal

³<https://myrepublica.nagariknetwork.com/news/major-highlights-of-budget-for-fiscal-year-2022-23-with-full-text/>

2. Nepal's progress in implementation of the SDGs

The SDGs have been integrated into Nepal's national development frameworks. Nepal has developed the SDGs Status and Roadmap 2016-2030, SDGs Needs Assessment, Costing and Financing Strategy, and SDGs Localization Guidelines that spell out baselines, targets and implementation and financing strategies for each SDG. Necessary institutional setups are also in place for effective implementation. However, there is a gaps in the implementation of the SDGs due to substantial gaps in the localization of the SDGs, a lack of political commitment, and instability in the political leadership in the country.

The pandemic had a significant impact in Nepal's economy, leading to a negative growth of 2.4 percent in fiscal year 2019-20, the year of the pandemic. In the subsequent fiscal years 2020-21 and 2021-22, the economy grew by just 4.3 percent and 5.8 percent respectively, according to the statistics office.

The pandemic has brought widespread impact on health, agriculture, manufacturing, construction, wholesale and retail trade, transport, tourism, and education, as well as general economic activities, remittances, and employment. The pandemic may not only undermine the present achievements; lockdowns and disruptions in economic activities, social distancing, and other restrictions imposed can have long-term impacts on the lives and livelihoods of the people and the socioeconomic situation of the country. The resource gap is also a major challenge seen in the implementation of the SDGs. The average investment requirement for the governance sector would be Rs 54.8 billion per year during 2023-25, and Rs 59.2 billion per year during 2026-30. Most of the investment (46.6 percent) will go towards peace and security, 27 percent for service

delivery improvement, while 20 percent will go for capacity development for SDG-based planning, budgeting, implementation, data generation for SDG monitoring, and M&E. Domestic financing (revenue and borrowing) could finance only about 62% of the public sector SDG investment requirement and will provide another 20% of the financial gap. The annual average financing gap would be about 21% of the public sector SDG financing requirement. The investment requirement for the entire period of 2016-30 is 48 percent of the GDP on an average.

3. Systemic Barriers

Unjust Trade and Investment Agreement

Nepal has ratified the Agreement on South Asian Free Trade Area (SAFTA) under South Asian Association for Regional Cooperation (SAARC). Under SAFTA, the eight SAARC nations (Nepal, Bhutan, India, Bangladesh, Pakistan, Sri Lanka, Maldives, and Afghanistan) have pledged to cut tariff rates on a product-by-product basis, and more than 5,000 items are entitled to preferential duty treatment in the participating countries. Nepal became the 147th member of the World Trade Organization (WTO) in April 2004. Nepal has signed treaties and bilateral trade agreements with seventeen nations. The Effectively Applied Tariff Weighted Average (customs duty) for Nepal is 14.22% and the Most Favored Nation (MFN) Weighted Average tariff is 15.43%. The trade growth is 6.30% compared to a world growth of -1.78%. GDP of Nepal is 33,657,175,561.33 in current US\$. Nepal services export is 904,037,081.72 in BoP, current US\$ and services import is 1,087,936,946.92 in BOP, current US\$. The percentage of GDP of Nepal exporting the goods and services is 6.76% and that of import 33.89%. In February 2004, Nepal became a member of the Bay of Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation (BIMSTEC). BIMSTEC aims to create a more complete free-trade zone by expanding service sector coverage and establishing an open and competitive investment regime.

There may be some benefits to being a part of free trade agreements. However, it has a direct negative influence on the lives of local residents and small businesses. Small enterprises and farmers who rely on traditional economies are unable to compete with subsidized agri-businesses

in rich countries. As a result, they lose their farms and must look for work in the cities. This aggravates unemployment, crime, and poverty. Free trade leads to the depletion of timber, minerals, and other natural resources. Deforestation and strip mining reduce their jungles and fields to wastelands. As development moves into isolated areas, indigenous cultures can be destroyed. Local peoples are uprooted. Without sufficient labor protections, multinational corporations may outsource jobs to emerging market countries. These regulations do not foster an intersectional approach to workforce diversity, do not protect the business of marginalized women including women with disabilities. As a result, marginalized communities are often subjected to grueling factory jobs in substandard conditions.

Corporate Capture

Nepal's development framework has been reliant on foreign aid and private sector investment. Foreign aid has historically played a significant role in Nepal's development efforts, particularly in infrastructure development, education, healthcare, and poverty alleviation programs. Many bilateral and multilateral agencies have been actively involved in providing aid and technical assistance to Nepal.

Moreover, the private sector has been increasingly recognized as a crucial engine for economic growth and development in Nepal. The government has been implementing policies to attract foreign investment and promote domestic entrepreneurship. Industries such as tourism, hydropower, agriculture, and manufacturing have been identified as key sectors for private sector growth and

investment. However, it's important to note that over-reliance on foreign aid can have its downsides, including dependency syndrome and potential lack of sustainability in development efforts. Therefore, there have been efforts to promote domestic resource mobilization and enhance the capacity of local institutions to drive sustainable development.

Similarly, over-reliance on private sector investment for the major economic activities of the country may lead to various undesired consequences in the community like lack of economic opportunities for unskilled laborers, exploitation of labors with very low wages and hazardous working environment, gender based disparity on job opportunity, no special provision for economic empowerment of women with disabilities. Large Corporations may create political pressure to change economic policies of the country in their favor which can result in the concentration of wealth and power in the hands of a few, while the majority of the population struggles to access basic necessities and opportunities for socioeconomic advancement.

Land and Resource Grabbing

Large-scale corporate projects, such as infrastructure development and natural resource extraction, can lead to the displacement of communities from their lands and livelihoods. In Nepal, there are growing cases of land grabbing from local community people in due course of construction of large size development projects like hydropower, irrigation and road projects.

Multiple development projects (Express Highway/fast track, Outer Ring Road, Bagmati Corridor, Satellite City, and a high-tension power) are set to be operated in Khokana of Lalitpur District that likely to create adverse impact on indigenous local people to livelihoods, Identity, cultural

heritage etc. The projects are causing displacement (physical and economic) of these Indigenous Peoples and other local communities.

The Kathmandu Metropolitan City (KMC) is trying to remove the landless squatters living alongside the river. 34,096 families have been residing on the banks of the Bagmati river for several years. Squatters living on the banks of Bagmati river in Thapathali faced forced eviction by the Kathmandu Metropolitan City at the end of November last year. People have been living on the river bank for 30 years. However, the Nepal government has grand plans to revitalize the Bagmati river which flows through the Kathmandu valley and skirts the Pashupatinath temple, a UNESCO world heritage site.

Militarism and Conflict

The government of Nepal has allocated Rs. 252.5 billion budget for the security sectors under the Ministry of Home Affairs and Ministry of Defence for fiscal year 2023-24. This is 14 percent of the total budget (Rs. 1.75 trillion). The government had allocated Rs. 241.25 billion budget for the security sectors in the previous fiscal year (2022/23 as well). While Nepal is part of Least Developed Countries, it is more imperative to prioritize basic social services rather than military spending.

Climate Crisis

Nepal's annual minimum temperature trend is also positive (0.002oC/yr) but it is insignificant. The effects of greenhouse gases (GHGs) on both drought and flooding events have been found, including severe winter drought and excessive monsoon flooding. Climate variability is impacting the Nepali economy through lower agricultural productivity, road damage, and high-energy imports during the dry season, among

other impacts. Floods and landslides have been the most frequent hazards over the past 40 years; these events are expected to increase as climate change accelerates.

The most vulnerable communities often live in the most extreme environments that are subject to climate impacts and lack social protection programs. Women, indigenous people, persons with disabilities especially girls and women with disabilities and other marginalized communities are disproportionately affected. Nepal has begun to put in place the necessary policy frameworks, such as the 2019 National Climate Change Policy, the 2022 Solid Waste Management Policy, the 2022 Forest Regulation, and the 2022 Land Use Regulation. However, implementation of this reform agenda and prioritization of investments is incipient. Furthermore, Disaster Risk Reduction (DRR) policies and mechanisms have been developed at the local level but women with disabilities were not consulted throughout the policy formulation process and their representation on local-level DRR committees is significantly low. As a result, the DRR process fails to address the sectoral difficulties faced by girls and women with disabilities.

Patriarchy and Fundamentalism

In the context of Nepal, patriarchy is ingrained in the mindset of the people including political leadership. The patriarchal thinking and denial of rights and freedom have led to the subjugation of women in almost all spheres of Nepali society. Women are confined to their traditional roles and are expected to behave in a way considered correct or appropriate by society. Despite many constitutional provisions being progressive, rights to citizenship provision; women in Nepal are still under-privileged. Many official documents do not recognize the women's self-identity as in official documents, the

father's name bears more significance. In the context of women with disabilities, there have been found cases where family members refuse to support these women to access these documents so that they will not claim for parental property.

In Nepal, the legal paradigm has shifted drastically after the promulgation of the latest constitution in 2015. The constitution has defined a wide range of human rights as fundamental rights for every citizen of the country. Though Nepal has succeeded in eliminating de jure discrimination against women in many areas, de facto discrimination still remains. The government continues to utilize a blanket approach, with no action plans to address the differential needs of women with disabilities. Women with disabilities have to face intersectional marginalization with regards to their gender, disability, caste, class, ethnicity, and geography, excluding them from meaningful participation in socio-economic activities and decision-making. They have led them being targeted in the violence with the belief that they cannot report the cases due to their disabilities and the perpetrators will not be punished.

According to the census of 2021, 23.8 percent of households have had their land and house in women's name, a 1.1 percent surge as compared to the census, 2011. In order to secure women's land and property rights in Nepal, the government has included a 25% to 50% tax exemption on registration when land is owned by a woman and persons with disabilities; a 35% tax exemption for single women (Financial Bill 2072, Ministry of Finance); and joint registration of land in the names of husbands and wives with a fee of Rs. 100 (or less than \$1). In case of women with disabilities, Due to intersectional marginalization, further, prevailing laws and practices require guardianship to own land for persons with disabilities, and access and control over land ownership are very limited for women with disabilities. As a

result, women with disabilities encounter difficulties in starting entrepreneurship, as they cannot get loans easily. Banks and financial institutions provide loans based on collateral security and returning capacity, and it is very hard for women with disabilities to convince financial institutions and banks that they will be able to repay the loans.

Patriarchal Authoritarian Governance

In the 2022 local election, 14,402 women were elected to local units. The number of women in chief posts including mayors and chair of municipalities and rural municipalities respectively has also slightly increased with 25 women elected as chiefs. The number was 18 in the 2017 elections. However, the number of women deputies has decreased with 564 women elected to the posts in 2022. This number was 700 in the 2017 elections. Similarly, Women, who make up 50.02 percent of the country's population, have only 33.09 percent representation in federal parliament and 36.36 percent in Provincial Assemblies (PA). The representation of persons with disabilities is significantly less as only three parliamentarians at the federal level are persons with disabilities. Representation of women with disabilities in the political mechanism is even lower. According to the records of National Federation of Disabled - Nepal, there are 5 women with disabilities elected in the local government and one woman with disability under the provincial government. However, there is no representation of women with disabilities in the federal government. The country fell short of achieving the target of 50 percent women representatives at the local level. Political parties lack the power of tolerance towards their opponents and power of patience for legitimate political opportunities. The constitutional and judicial appointment system is highly politicized for petty political interests. Most of the public institutions are therefore losing public confidence and faith.

Constitutionalism and rule of law are often disregarded as they tend to frequently exercise 'ordinance making

power' bypassing the accountability to the parliament. The parliament is being converted as one of the figurative institutions given the partition politics. Corruption remains pervasive at all three levels – political, bureaucratic, and corporate sectors. Nepal is ranked 110th of 180 countries according to the 2022 Corruption Perceptions Index.

According to the National Census (2021), there are 2.2% persons with disabilities in Nepal out of the total population, a figure which is estimated to be higher by experts as Nepal still uses a medical model of data collection during the census. Despite this, Nepal is the member state to various conventions and treaties like UNCRPD, CEDAW, etc; Persons with disabilities are one of the most marginalized and excluded groups in Nepal. Girls and women with disabilities experience further challenges, being a woman in a country with patriarchal ideologies and practices. Limited research on women with disabilities in Nepal show these women are behind men in all aspects. Studies show that more than half of women with disabilities in Nepal (58%) experience different forms of violence in public and private spaces (CREA, 2012). Initial years of both women and disability movements in Nepal were insensitive towards the issues of women with disabilities, due to which the issues and concerns of these girls and women were not included in development interventions and programs. After women with disabilities and their organizations have challenged these notions, inclusion of women with disabilities in the debates, discourses, programs and policies on gender equality are now more acceptable and visible in Nepal, however the meaningful participation is still far-fetched. Often, issues and concerns of women with disabilities are included in form of token participation, in the name of inclusion, still largely excluding them from active participation and decision-making opportunities.

4. Priority Issues

There is a lack of clear provisions on employment and self-employment for women with disabilities. Furthermore, women with disabilities are facing challenges in self-employment/employment opportunities due to the lack of accessibility to vocational, technical, and capacity-building training opportunities demanded by the current job market.

The study conducted by Access Planet Organization in 2021 shows 81% of young women with disabilities from 21-30 are unemployed and even those who are employed are working with less pay. Study by NFDN and SINTEF 2015 shows the employment opportunities are less not only for persons with disabilities but also less for their family members.

Nepal's Constitution guarantees equality for all including persons with disabilities. Nepal is the member party to UNCPRD where article 27 makes the state party obligated to promote equality and equity in employment opportunities for persons with disabilities. The Civil service Commission Act has reserved 5% out of 45% in total for persons with disabilities. However, persons with severe disabilities, marginalized and women yet have challenges in accessing the opportunity.

5. Assessment on SDGs Commitments and Means of Implementation

The National Planning Commission (NPC) is a lead agency for SDGs monitoring in Nepal. NPC has set up a National SDG platform to enable tracking of Nepal's progress towards achieving the SDGs by 2030 and other national development plans. In order to facilitate SDGs implementations, four layers of high-level committees formed in Government, which are as below:

- i) A parliamentarian committee to monitor & guide on "SDG and Governance"
- ii) A SDG Steering Committee chaired by the Prime Minister;
- iii) A SDG Coordination Committee chaired by the vice chairperson of the NPC, and
- iv) Eight SDG thematic committees, each is headed by a NPC Member

Similarly, nine thematic committees are headed by NPC Members. These nine committees focus on Economic Development; Industrial Development; Urban Development; Social Development; Employment Management; Agriculture Climate and Environment; Physical Infrastructure; Energy Development; Peace, Justice, and Inclusive Institutions. Members of the nine thematic groups come from relevant ministries, private sector, civil society and senior officials of the National Planning Commission Secretariat.

These High-Level Official Committees do not contain any provision for assuring institutional representation of Civil Society Organizations. These High-Level Committees consist of Government Officials and have institutional representation of the private sector alone. These committees do not have much efforts to ensure the participation of diverse social and marginalized groups such as dalit persons, persons with disabilities, and CSOs working at the community level during the

process in terms of access to focal ministry and NPC.

Since the adoption of the SDGs on September 25th 2015, the SDGs have been well-integrated into Nepal's national development frameworks. Nepal is among the countries taking an early lead in launching the national SDGs road map and adapting the global targets in the country context. The roadmap identifies priorities with respect to the goals, outlines broad policy instruments for intervention, project investment requirements, and lays down the institutional infrastructures required for implementation. Tentative targets by indicators were set for the phase-wise achievement of the SDGs for the years 2019, 2022, 2025 and 2030.

In 2017, the NPC prepared the Needs Assessment, Costing, and Financing Strategy for Sustainable Development Goals. The document identified specific interventions required for SDG target implementation, estimated budgetary requirements in key SDG areas, outlined an SDG funding strategy, and identified policies and institutions needed for SDG target implementation. For purposes of costing, the SDGs were grouped into 13 clusters (poverty; agriculture; health; education; gender water/sanitation; electricity; labour and tourism; transport, industry, information & communication technology; urban infrastructure; climate change, forest, and governance system) that broadly coincided with the operational sectoral agencies of the government aligned with specific SDG targets and indicators.

The Constitution of Nepal enshrines several SDGs as fundamental rights of citizens or as directive principles of state policies. Several constitutional rights fall under

the jurisdictions of provincial and local governments as their exclusive domain or as concurrent responsibilities of federal, provincial, and local governments. SDGs also provide a framework for planning within the different levels of government. This makes localization of SDGs at province and local levels of fundamental and critical importance for universal, equitable and inclusive outcomes to ensure that no one is left behind. However, the implementation of the SDGs is weak due to a lack of coordination among governments at all three levels, stakeholders, and civil society and lack of awareness about the SDGs and its target among stakeholders and local and provincial level.

The Government of Nepal has internalized the Sustainable Development Goals (SDGs) in its central and local plans for instance, through the state's 15-year plan strategy and its sporadic provincial targets. Despite the government's commitment to SDGs enthusiastically by giving priority, Nepal seems to be falling behind in achieving Sustainable Development Goals (SDGs) as the progress is not satisfactory. According to the NGO Federation of Nepal's (NFN) Nepal Civil Society Report on SDGs-2023, Nepal has achieved 7% of the targets, 2% are progressing, and 39% are making some progress as the deadline for meeting the SDGs approaches in 2030. However, 18% of the goals are regressing, 26% have limited values, and 36% have missing values. Nepal boasts a score of 66.5 and ranks 99 out of 166 countries on the comparative basis of its progress.

According to a report published in a national newspaper in August 2023, the country seems to achieve only 59.7 percent progress in 17 sectors by 2030. The NPC estimates that the government alone will need to invest Rs 1.1 trillion per year from 2016 to 2030 to meet the targets of the

SDGs. However, Nepal faces an annual gap of approximately Rs 585 billion in order to make critical investments. The government has allocated only Rs 400 billion under the headings of SDGs for the fiscal year 2023/24, while NPC's records indicate that Nepal will face inadequacy of over Rs 1 trillion annually in five years' period during 2026-2030. The required funding must come from various sources: 54.8% from the public sector, 36.5% from the private sector, 4.4% from households, and 4.3% from cooperatives and non-governmental sectors, all of which are currently lacking.

The COVID-19 pandemic has brought an unprecedented situation in the country's socio-economic front challenging the achievements of SDGs. According to the statistics office, the pandemic hit Nepal's economy hard, leading to a negative growth of 2.4 percent in fiscal year 2019-20, the year of the pandemic. In the subsequent fiscal years 2020-21 and 2021-22, the economy grew by just 4.3 percent and 5.8 percent respectively. Nepal witnessed a 0.8 percent growth in the first quarter of the current fiscal year, suggesting a sluggish economic performance this year (2022-23) too. The crisis caused by the depletion of foreign exchange reserves and a liquidity crunch in the previous fiscal year, as well as the revenue shortfall in the current fiscal year, revealed Nepal's economy's vulnerability.

Nepal has been grappling with economic challenges since the pandemic began and still facing a negative impact in economic growth, which also have a negative impact in most of the SDGs particularly SDG 1 (ending poverty), SDG 2 (zero hunger), SDG 8 (decent work and economic growth), SDG 10 (reduce inequalities), SDG 13 (climate action) and SDG 17 (partnership for goals).

⁴ <https://english.khabarhub.com/2023/29/320299/>

⁵ <https://dashboards.sdgindex.org/profiles/nepal>

⁶ <https://myrepublica.nagariknetwork.com/news/nepal-is-likely-to-fall-behind-achieving-the-targets-set-in-the-sdgs-in-stipulated-time/>

6. FDJ Monitoring Plan

A. Profile of communities

Women with disabilities from Banke and Bhaktapur districts and Kathmandu Metropolitan city (Lumbini and Bagmati provinces).

B. Impact Objectives

Women with disabilities of Banke district, Bhaktapur and Kathmandu Metropolitan city (Lumbini and Bagmati provinces) are organized and mobilized to demand for access to employment and self-employment opportunities.

C. Goals

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 5: Achieve gender equality and empower all women and girls.

D. Target

Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 5.1 End all forms of discrimination against all women and girls everywhere.

Target 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

E. SDG/National/Development Justice Indicators

Percentage of local/ municipal government budgets dedicated to improving technical or vocational skills for women with disabilities.

Available government's measures to promote inclusion in employment and self-employment of women with disabilities.

F. Research Topic

Women with Disabilities face barriers in accessing employment and self-employment opportunities.

G. Key Research Question

- What are the obstacles Women with Disabilities of Nepalgunj-submetropolitan city (Lumbini province) and Bhaktapur district and Kathmandu Metropolitan city-Bagmati provinces facing in getting employment and self-employment opportunities?
- What are the policy level gaps and challenges in accessing employment/ self-employment opportunities?
- What is the way forward to address the challenges and barriers that Women with Disabilities face in accessing employment/ self-employment opportunities??
- * What should be changed in existing policies?
- * How Women with Disabilities can have access to employment/self-employment opportunities?
- * What would be interventions to increase employment/self-employment opportunities?
- * What mechanisms/measures should be put in place to promote employment/ self-employment opportunities for Women with Disabilities?

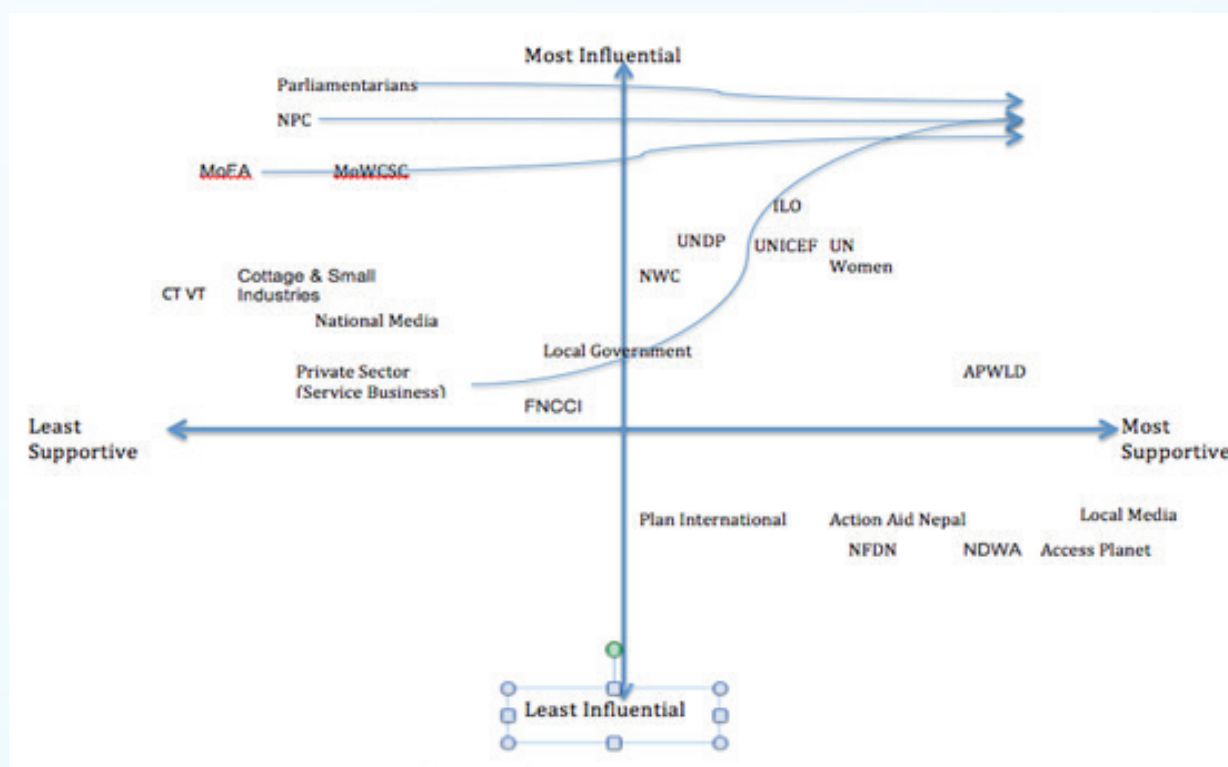
⁷<https://nepaleconomicforum.org/navigating-the-road-to-2030/#:~:text=Despite%20this%2C%20Nepal%20faces%20an,the%20goals%20within%20the%20timeframe.>

⁸<https://www.undp.org/sites/g/files/zskgke326/files/migration/np/UNDP-NP-SDG-Progress-Review.pdf>

H. Methodologies

The literature on national policies and plans, as well as their implementation in accordance with specific goals and targets, was studied for review and monitoring. A total of 6 Focus Group Discussions (FGDs) with employed and self-employed women with disabilities and unemployed group of women with disabilities, 8 In-depth interviews (IDI) with employed women with disabilities, 6 Key Informant Interviews (KII) with representatives of the municipality, joint secretary of the Ministry of Labour, Employment and Social Security (MoLESS), International Labor Organization (ILO) and organizations of persons with disabilities (OPDs) in Banke, Bhaktapur, and Kathmandu districts and two storytelling workshops with 18 participants were conducted.

I. Power Mapping



- MOFA-Ministry of Foreign Affairs
- MoWCSC-Ministry of Women Children and Senior Citizen
- CTEVT -Council for Technical Education and Vocational Training
- FNCCI- Federation of Nepalese Chambers of Commerce and Industry
- NFDN- National Federation of the Disabled Nepal
- NDWA- Nepal Disabled Women Association
- NWC-National Women Commission

J. Critical Pathway

Impact Objective

Women with disabilities of Banke district, Bhaktapur and Kathmandu Metropolitan city (Lumbini and Bagmati provinces) are organized and mobilized to demand for access to employment and self-employment opportunities.

Steps to reach the Impact Objective

- Women with Disabilities are empowered with capacity-building trainings.
- Women with Disabilities have access to learning platforms for vocational and technical skills.
- Women with Disabilities are empowered to raise their voices for job opportunities.
- Employers in both the private and public sectors are sensitized about disabilities.
- Government and non-government stakeholders are sensitized and are accountable for achieving the commitments made under SDG 8.
- Coalition and networking is built amongst the diverse stakeholders for amplifying voice for joint advocacy to ensure employment opportunities for women with disabilities, as well as explicit provisions on employment and self-employment including affirmative actions for women with disabilities.
- Society has promoted a positive attitude towards Women with Disabilities through awareness and social sensitization.
- Women with disabilities are fully equipped with employment skills and live dignified lives with economic empowerment opportunities.

Ground Zero

the ground issue of the young women with disabilities in relation to the employment and self-employment

a) Intersectionality: Women with disabilities endure multiple forms of discrimination and marginalization based on their disability, gender, caste, ethnicity, and other factors. This further exacerbates the challenges they face and limits their ability to participate in self-employment/employment opportunities.

b) Economic barrier: Access to credit, training, and entrepreneurship opportunities. Women with disabilities do not have access to adequate support and services, including assistive devices, and employment-related training programs.

c) Lack of Accessibility: self-employment/employment opportunities are not friendly for women with disabilities and the workplace is not accessible to them.

Women with disabilities do not have easy access to employment-related information, and there is a huge gap between employers and job seekers.

d) Adequate Support and Services: government interventions for economic empowerment of women with disabilities are inadequate or non-existent. Furthermore, reservations for employment opportunities for persons with disabilities are not inclusive. There is low opportunities in vocational, technical, and capacity-building training as demanded by the current job market

e) Negative Attitudes and Stereotypes: various myths and negative concepts associated with disability. Women with disabilities are often stigmatized and discriminated against due to negative attitudes and stereotypes and their abilities and potentials are not recognized.

K. Theory of Change (Outcomes)

Capacity building : As part of the capacity building, a storytelling workshop was held in Banke district and Kathmandu, with participants from Bhaktapur and Kathmandu districts. The two days storytelling workshop made participants aware of the concept of the storytelling and the importance of documenting their own personal stories. This two day workshop also aimed to raise participants' awareness of their rights through interactions among each other and enable them to internalize how they have faced/ or facing different forms of obstacles/challenges and recognise the strategies they used to address the challenges and obstacles of their lives. All together, 17 women with disabilities were able to draft their stories and empower other women with disabilities by sharing their own experiences through storytelling. Furthermore, the workshop also helped participants understand how to use the personal testimony for the advocacy.

Women with disabilities took part in different activities organized by Access Planet, where 22 youths with disabilities were sensitized about the services provided by the government through presentations and sharing from the representatives at

Banke, Nepalgunj of the government in stakeholder consultation. Similarly, they built the confidence to speak for their rights as in the stakeholder consultation, job-seekers with disabilities shared their issues and spoke for their rights.

Staff and board members of the organization also have an opportunity to build a deeper understanding of the ground realities of women with disabilities through participating in different capacity building activities and research processes including training conducted by APWLD.

Through FGDs, consultations, and IDI, 71 women with disabilities were gathered and information was shared among them, which empowered them to speak up for their rights.

Knowledge and Tools: As part of this research, the existing policies, action plans of the government, gaps and barriers on accessing Economic Rights for women and girls with disabilities in Nepal were analyzed and a policy brief document has been prepared. Furthermore, FDJ country briefer has also been prepared and the stories of the 17 women with disabilities have been documented through the storytelling workshop. This document will be used for advocacy at local and global levels to raise awareness and inspire other women with disabilities to pursue economic empowerment and justice.

Advocacy Opportunities: Meetings with government stakeholders including National Planning Commission (NPC), Ministry of Women, Children and Senior Citizens (MoWCSC), Ministry of Federal Affairs (MoFA), Ministry Of Labour, Employment and Social Security (MoLESS), local governments, UN agencies, and various OPDs have occurred at different levels. Board members and staff of the Access planet have raised/highlighted the issues in different global national and international platforms, such as the Women's Summit in 2022, CSW in 2024, Asia Peoples Pacific Forum in Sustainable Development (APPFSD) in 2024, etc.

In the district level consultation program organized at Banke, employers from a

variety of stakeholders and local-level representatives were made aware of the situation and difficulties experienced by persons with disabilities in accessing job and self-employment opportunities. Employers committed to offering job services to qualified individuals with disabilities and showed optimism about their skills.

Key informant interviews with the stakeholders was beneficial in strengthening coordination with the government officials who are working in the fields of persons with disabilities and employment. During the process of KII, the gaps in the policy and services focusing on women with disabilities were identified, which helped in drawing stakeholders' attention to the issues and developing effective action plans to address the issues.

Movement Building: Community awareness programs were held for the family, parents and guardians of women with disabilities, as well as other stakeholders.

Women with disabilities have been united in Banke, Bhaktapur and Kathmandu districts and are raising their collective voices for economic rights being part of the different advocacy initiatives.

The partnership with like-minded young feminist organizations is also strengthened, as the organizations collaborate to provide joint and united voices in many advocacy forums. This year, organizations working in the field of women and disabilities jointly organized the 1st National Conference of Women with Disabilities in Nepal with the slogan 'Count me with you: My voice has meaning'. Access Planet is one of the organizing members.

Networking with diverse stakeholders including CSOs, organizations of persons with disabilities (OPD), and focal persons of government stakeholders working in the areas of persons with disabilities and employment.

Urging global stakeholders to work on disability rights and inclusion via international advocacy platforms including APFSD, Thailand, March, 2023, Women's Conference on Economic Transition, Indonesia, November, 2023 Commission

on the Status of Women, New York, 2023, Asia Pro Bono Conference, Philippines, 2023, 1st Congress of Women with disabilities, Thailand, December, 2023, CSW 2024, APPFSD 2024.

In these advocacy platforms, the Organization is able to connect and collaborate with women and disability rights organizations, lawyers, and other individual activists. Since the organization built good relationships with lawyers who provide Pro Bono services, the organization intends to work with their support to effect policy change and raise awareness among stakeholders about banking accessibility, health and medical insurance, related policy gaps, and policy implementations in regard to women with disabilities.

7. Thematic Analysis - Women's Priorities

CHAPTER 1 : EXECUTIVE SUMMARY

The 17 Sustainable Development Goals (SDGs) call for global prosperity focusing on peace and prosperity for all human kind and nature. On September 27, 2015, the United Nations General Assembly (UNGA) adopted the 2030 Agenda “Transforming Our World” for Sustainable Development (A/RES/70/1) as an agreed framework for international development.

The SDGs make a strong commitment to leaving no one behind. This promise can only be realized with everyone's full participation, including persons with disabilities. Despite the international community's strong commitment to inclusive and sustainable development, women with disabilities continue to face significant barriers to full participation in society, and they lag far behind in exercising their fundamental human rights with their choice and freedom. Despite the progress made in recent years, women with disabilities continue to face numerous barriers to their full inclusion and participation everywhere.

Objective: The main objective of this research is to review and assess the implementation status of SDGs in Nepal through monitoring the specific goals 5 and 8 from the development justice framework, as well as to advocate for removing barriers and empowering women with disabilities by holding the government accountable to ensure rights to employment and self-employment for women with disabilities. This report could be a useful tool for decision-makers and advocates in their ongoing efforts to design evidence-based policies/programs on employment and self-employment that leave no one behind.

Methodology: The literature on national policies and plans, as well as their implementation in accordance with specific goals and targets, was studied for review and monitoring. A total of 6 Focus Group Discussions (FGDs) with employed and self-employed women with disabilities

and unemployed group of women with disabilities with total 46 participants, 8 In-depth interviews (IDI) with employed women with disabilities, 6 Key Informant Interviews (KII) with representatives of the municipality, joint secretary of the Ministry of Labour, Employment and Social Security (MoLESS), representative of International Labor Organization (ILO) and representatives of organizations of persons with disabilities (OPDs) in Banke, Bhaktapur, and Kathmandu districts and two storytelling workshops with 18 participants were conducted.

Findings: The government of Nepal is putting efforts to achieve SDGs by 2030. Over the last two decades, Nepal has made significant strides in human development and poverty reduction. According to the Nepal Living Standard Surveys, poverty has decreased by 17 percent in 15 years, from 41.76 percent in 1995/96 to 30.55 percent in 2003/04 and 25.16 percent in 2010/11. According to the Economic Survey Report 2022/23, 15.1 percent of the population lives below the national poverty line; the majority live in rural areas and are members of minority and marginalized communities.

End hunger and ensure that all people, particularly the poor and those in vulnerable situations, have year-round access to safe, nutritious, and sufficient food, as well as an end to all forms of malnutrition. The goal can be reached when and if food security is secured for persons with disabilities everywhere and nutritious food is available by removing barriers and obstacles that women with disabilities face in accessing and fully benefiting from social protection on an equal basis with others, as well as improving access to and accessibility to financial services.

Nepal's Health Policy 2019 and Nepal Health Sector Strategic Plan (2023-2030) emphasize multi-sector engagement and partnerships for better health outcomes. There is also a clear focus on advancing Universal Health Coverage (UHC) and

localization of the health-related SDGs. However, the implementation is still slow, with limited progress. Maternal Mortality Ratio (MMR) is still very high (151 per 100,000 live births). Access to healthcare services continues to be a problem for persons with disabilities, who are more than three times more likely to be unable to obtain it when they need it. There is provision of free medical examination in government hospitals, hospital bed reservations, and free distribution of 70 types of medicine for those with disabilities. However, persons with disabilities do not profit from this provision because only the examination fee is waived for “severely disabled” people, but lab tests, ultrasounds, and procedures are charged in full. Certain NOG-run hospitals only provide free or low-cost surgery, therapy, and rehabilitation services. In rural and remote areas, Women with disabilities have limited access to comprehensive health and rehabilitation services, particularly sexual and reproductive health services, maternal and child health centers, and psychosocial services. Almost all health facilities in Nepal lack basic physical infrastructure accessible to persons with disabilities like stairs and narrow doorways in delivery rooms and toilets as well as inaccessible equipment including hospital beds.

Complete free, equitable, and quality education, access to quality early childhood development, and access to affordable quality technical, vocational, and literacy education are the key goals to be achieved by 2030. The goal can be met when all levels of education provide inclusive, accessible, and quality education for children and persons with disabilities, resulting in relevant and successful learning results. In the context of Nepal, inclusive and accessible school infrastructure, inclusive teaching and learning environments, and the availability of methods of communication such as sign language and braille, negative attitudes, and discriminatory behavior are seen as major hindrances to achieving this goal. Likewise, the Education Policy 2074 has provisioned for an inclusive education and evaluation system that ensures the right to education of persons with disabilities. Despite these provisions, there is a serious

lack of sufficient support and training for administrative and teaching staff with regard to inclusive education; lack of accessibility and reasonable accommodation for students with disabilities in mainstream schools; lack of awareness in school to promote education for persons with disability. The infrastructure of the school buildings, lack of relief aids, lack of trained teachers, textbooks, teaching methods, appropriate evaluation system, and lack of family support are the main barriers for the enjoyment of the right to education for children with disabilities.

Nepal has barely reached 14.29% of the SDG 5 objective and has regressed to 19.05%, according to the Current Status Index (CSI) developed for the SDGs acceleration workshop. The Anticipated Progress Index (API) on the Dashboard highlighted a need for speed. Besides the CSI, the SDG Report 2023 shows that the SDG 5 in Nepal is moderately increasing. Nepal ranked 99th and received a score of 66.5 on the SDG index. The Global Gender Gap Report 2023 places Nepal at the 116th position among 146 countries with 0.659 scores in 2022, it was ranked 96 with 0.692 scores. According to a study conducted by the World Bank in 2019, women with disabilities in Nepal have lower education levels, less access to healthcare, and are less likely to participate in the labor force. This results in lower income and higher dependency on family members or social welfare schemes. In addition, women with disabilities are at a higher risk of violence, abuse, and neglect. According to a Human Rights Watch report, women and girls with disabilities endure a variety of forms of violence in Nepal, including sexual abuse, physical violence, and forced sterilization. These violations are often overlooked, and the survivors are not provided with adequate support and redress. Women make up 53.91 percent of the country’s population, but there are only 91 women in parliament out of the total 275 merely making up the constitutionally mandated 33% which has remained stagnant since 2008. According to the Election Commission of Nepal, a total of 2,526 candidates have filed their candidacies under the first-past-the-post (FPTP) category for the 2022 elections of federal and provincial parliament. Out

of them, 2291 are males while only 235 (just 10.25 percent) are females. Women have been denied the right to run for major positions as men won 98 percent of main roles such as mayors and chairpersons. In these circumstances, the representation of women and girls with disabilities is dismal at best as only three assembly members are from persons with disabilities. Despite the fact that the Nepal Constitution (2015) provides for representation in political parties and reservations for members of the National Assembly, these rights are not guaranteed by other policies. Results of 2017 and 2022 local elections have brought persons with disability as elected representatives without reservation. Local Election Act (2017) needs to be amended to introduce reservation for persons with disabilities and women with disabilities to protect the right of political participation.

In SDG 8, which is to promote sustainable and inclusive economic growth, full and productive employment, and decent work for all, and aims to promote development-oriented policies that create employment, decent job opportunities, entrepreneurship, and access to financial services, we recommend that the goal can be achieved when there is expansion of anti-discriminatory provisions in labor and labor-related laws. Accessible workstations, non-discriminatory behaviors and realization for reasonable accommodation are the

key pre-conditions to be fulfilled to reduce the barriers that hinder the access of persons with disabilities to the job market. The Constitution of Nepal (article-33) guarantees every citizen the right to employment as provided by law. Women with disabilities suffer great challenges in finding work, and even when they do, they are paid less and get only part time jobs. The Nepal government has also reserved a 5% quota in civil service jobs (public service). This provision has supported many persons with disabilities to get into government jobs each year. However, the reservation itself is questionable from the perspective of inclusion within disability. Unfortunately, the number of persons with disabilities employed in civil service, particularly women, is relatively low.

Challenges: Unavailability of disaggregated data that shows the real situation of the women with disabilities on the specific targets and goals created difficulty with the analysis of the implementation of SDGs. The government lacks expertise, commitment and a clear plan to create economic opportunities for women with disabilities.

Keywords: Sustainable Development Goals, Development Justice, Gender equality, Women with disabilities, Employment / Self-employment Opportunities, Decent Work

⁹ SDGs Nepal Acceleration Workshop Dashboard

¹⁰ <https://dashboards.sdgindex.org/>

¹¹ https://www3.weforum.org/docs/WEF_GGGR_2023.pdf?_gl=1*kcvnz9*_up*MQ..&gclid=CjwKCAjwloynBhBbEiwAGY25dF7I29T9J-X8sQOAwE2LRnXn5MLHVPMf2UV-RMdXoDJLDFNokBac_hoCLeQAvD_BwE

CHAPTER 2: INTRODUCTION

2.1 Background

In the Universal Declaration of Human Rights (UDHR) and International Covenants on Human Rights, it has been proclaimed and agreed that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind.

The international human rights accountability mechanism has guaranteed fundamental freedoms and the need for persons with disabilities for their full enjoyment without discrimination as principles of universality, indivisibility, interdependence and interrelatedness of all human rights.

Promoting gender equality and empowerment of women is essential to the achievement of internationally agreed development goals, including sustainable development goals. “Leaving No One Behind” adopted in 2015 grants a new opportunity with a commitment to include the voices and concerns of women with disabilities.

Nepal is a party to the seven out of nine major human rights treaties including the Convention on the Rights of Persons with Disabilities (CRPD) and its optional protocol to the convention on the rights of persons with disabilities. It serves as a shield against violation of rights, including the rights of persons with disabilities.

The Constitution of Nepal has guaranteed rights of the citizens including persons with disabilities. The constitution has laid down a comprehensive list of fundamental rights as well as protection mechanisms in case of violation. The directive principles and state policies of the constitution have provisioned for positive discrimination, reservations, and other special support for the vulnerable and marginalized groups in relation to education, health, housing, employment and protection, development, and empowerment. Furthermore, the constitution of Nepal has provision of non-discrimination on the basis of disability

and such discriminations are punishable. Similarly, this constitution has also provision to ensure representation of persons with disabilities in the various bodies of the state on the basis of the principle of inclusion, representation of persons with disabilities in the proportional representation system for the House of Representatives and Provincial Assemblies Chapter IV of the constitution contains state’s explicit commitment for the protection and promotion of human rights. Article-1 of the constitution has ensured constitutional supremacy articulating that Supreme Court can declare null and void from the date of decision to any legal provisions to the extent contradiction. Supreme Court of Nepal has declared ultra vires many legal provisions relating to inequality and discrimination. Importantly, the legislature parliament of Nepal has enacted act relating to rights of persons with disabilities (ARPD)-2074 in line with CRPD for the promotion and protection of their rights.

Government of Nepal (GoN) has established various national human rights institutions- National Human Rights Commission (NHRC), National Women Commission (NWC), National Inclusion Commission to give effect to the international human rights treaties including the CRPD. The duty of NHRC is to ensure respect for, protection, and promotion of, and effective implementation of human rights. The role of NWC is to protect and promote the rights and interests of women, including their effective inclusion in the development mainstream. The protection and promotion of the rights and interests of the communities including persons with disabilities and economically indigent class and the empowerment of such communities are the key role of the national inclusion commission.

A number of government institutions are also in place to give effect to human rights treaties at the domestic level. The Office of the Prime Minister and Council of Ministers (OPMCM) is a lead government agency responsible for the promotion of human rights-related activities including governance reform and effective implementation of relevant human rights treaties.

The Ministry of Women, Children and Social Welfare (MOWCSW) is responsible for the formulation, implementation, monitoring and evaluation of policies, plans and programs on women, children, senior citizens and persons with disabilities. Similarly, the Ministry of Foreign Affairs, Ministry of Law, Justice, Constituent Assembly and Parliamentary Affairs, Ministry of Home Affairs, Ministry of Health and Population, and Ministry of Education are other important institutions to deal with human rights-related activities within their respective spheres.

World Health Organization (WHO) (2023) estimates 1.3 billion i.e. 16% of the world's population lives with significant disabilities. Disability prevalence rate in the female population of 18 years and older is 19.2 percent, in comparison to 12 percent for males. This data shows that about 1 in 5 women have disabilities. Nepal's census 2021 reports 2.2% i.e. 654782 people have disabilities. Amongst the disability population, 45.8% are female and 54.2% are male. The disability figure in Nepal is estimated high by the experts as Nepal collects the disability data on the basis of impairments rather than the functional limitation. A comprehensive data on disability from the model survey based on functionality in Sudurpashchim province, Nepal carried out by The United Nations Population Fund (UNFPA) (2021) estimated the prevalence of disabilities among individuals 18 years or older at 10.1%, closer to the global prevalence estimates.

Persons with disabilities are one of the most marginalized and vulnerable communities globally. WHO estimated 1.3 billion people experience significant disability. This represents 16% of the world's population, or 1 in 6 of us. 80% of persons with disabilities live in developing countries like Nepal. This shows that persons with disabilities are one of the most vulnerable and marginalized groups, who are among the world's poorest and most susceptible to violence, disaster and health challenges. Persons with disability in Nepal are deprived from many opportunities: approximately 68.2% persons with disabilities have no access to education, 85% have no access

to health care facilities, and 77.8% have no employment to earn their living.

2.2 Social and economic context for women with disabilities

National and international human rights mechanisms recognize that discrimination against any people on the basis of disability is a violation of the inherent dignity and worth of the human people.

In recognition of the fact that women and girls with disabilities are subject to multiple discriminations, the Government of Nepal has adopted various policies, legal and institutional measures to ensure the full and equal enjoyment of all human rights and fundamental freedoms set out in the CRPD for women and girls with disabilities. In order to enable women and girls with disabilities to exercise and enjoy these rights and freedoms, such measures strive to ensure the full development, advancement, and empowerment of women.

Despite having international mandates and constitutional provisions of equality and non-discrimination, women with disabilities are discriminated against and humiliated in various walks of life and face multifold discriminatory practices.

Women with disabilities have equal rights to enjoy every right that has been ensured by the constitution of Nepal for the citizens of the country. However, structural discrimination exists in our society, and in perception, women with disabilities are not treated as equal human beings. Women with disabilities are socially and economically deprived. Society has always considered this population as weak, incapable, and dependent, even as a burden. They face significantly more difficulties – in both public and private spheres in order to get access to adequate housing, health, education, vocational training, employment and for their participation in the decision-making level.

The World Programme of Action concerning disabled people states that the consequences of deficiencies and disablement are particularly serious for women. Generally, women are subjected to social, cultural, and economic

disadvantages, making it more difficult for them to take part in community life.

The Convention on the Rights of Persons with Disabilities recognizes that women and girls with disabilities are often at greater risk of violence, injury or abuse, neglect or negligent treatment, maltreatment, or exploitation, both inside and outside the home. To address this issue, the CRPD has also adopted a track approach for promoting gender equality and the empowerment of women with disabilities.

The Beijing Platform for Action (BPfA) was adopted by the Fourth World Conference on Women: Action for Equality, Development and Peace, Beijing, 15 September 1995, and the outcome of the twenty-third special session on further actions and initiatives to implement the Beijing Declaration and Platform for action recognizes that women with disabilities face additional barriers to achieving gender equality, and call for action at all levels to address and take into consideration their concerns.

The Government of Nepal (GoN) has passed the Act Relating to Rights of Persons with Disabilities (ARPD) in 2017 which classifies disability into 10 types. Furthermore, the GoN has issued four types of color-coded disability identity (ID) cards to persons with disabilities on the basis of severity of disability i.e. (1) Red-colored card for Profound, (2) Blue-colored card for Severe, (3) Yellow-colored card for Moderate, and (4) White-colored card for Mild level of disability. Disability ID Card Distribution Directives, 2008 has included a list of documents and procedures to apply and obtain disability ID card. The CRPD Committee has raised concerns regarding classification of disability, which excludes certain groups of persons with disabilities who do not fall into any of its categories, such as those who are hard of hearing. The Committee is also concerned with the issue that persons with disabilities from rural areas and indigenous backgrounds face barriers in gaining access to disability identity cards. Thus, the committee has recommended GoN to adopt a human rights model of disability, which stresses the human dignity of persons with disabilities and conditions arising from interaction with

various barriers that may hinder their full and effective participation in society on an equal basis with others.

The systematic marginalization, attitudinal and environmental barriers, lack of effective participation and leadership of women with disabilities, and lack of implementation of the laws lead to an increased risk of discrimination, stigma, barriers to access to education, health service, access in a public building, transportation, and public services and justice as well. Women with disabilities face significant challenges from family and society in every sphere of their life including marriage, pregnancy, childbirth and motherhood. Misconception attitudes and behavior treat Women with disabilities as burdens rather than contributors to families and society. There are a range of laws and policies addressing the needs and rights of persons with disabilities, however, women with disabilities still experience discrimination, denial of their rights and unequal access to basic services.

Women with disabilities in Nepal face intersecting forms of discrimination based on their gender and disability, which often leads to marginalization and exclusion from society. The ground issue of women with disabilities in relation to employment and self-employment, Women with disabilities endure multiple forms of discrimination and marginalization based on their disability, gender, caste, ethnicity, and other factors. This further exacerbates the challenges they face and limits their ability to participate in self-employment/employment opportunities.

Women with disabilities do not have access to adequate support and services, including assistive devices, and employment-related training programs. They often experience discrimination and prejudice in the workplace, which limits their economic independence. The lack of inclusive policies and supportive programs further hampers their ability to secure sustainable livelihoods.

Self-employment/employment opportunities are not friendly for women with disabilities and the workplace is not accessible to them. These women do not

have easy access to employment-related information, and there is a huge gap between employers and job seekers.

Government interventions for economic empowerment of women with disabilities are inadequate or non-existent. Furthermore, reservation for employment opportunities for persons with disabilities is not inclusive. There is low opportunities in vocational, technical, and capacity-building training as demanded by the current job market.

Various myths and negative concepts are associated with disability. Women with disabilities are often stigmatized and discriminated against due to negative attitudes and stereotypes and their abilities

and potentials are not recognized. Which can result in isolation, low self-esteem, and limited social interactions. Negative attitudes, misconceptions, and cultural beliefs can lead to exclusion from community activities and denial of their rights, further perpetuating their marginalization.

While Nepal has made progress in recognizing the rights of persons with disabilities; there is still a gap between policy and implementation. Women with disabilities may face challenges in accessing justice, protection from violence, and equal participation in decision-making processes. Ensuring legal safeguards and effective implementation of disability rights legislation is crucial.

¹² Article 1 of the Constitution provisioned that 'Constitution is the supreme law of the land. Any law contradicting with constitutional provisions shall be null and void to the extent contradiction. It is the duty of every people to adhere this constitution.

¹³<https://www.who.int/news-room/fact-sheets/detail/disability-and-health>

¹⁴<https://www.unwomen.org/en/digital-library/publications/2018/12/the-empowerment-of-women-and-girls-with-disabilities>

¹⁵<https://censusnepal.cbs.gov.np/results/population>

¹⁶ <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>

¹⁷ UNESCO (2020), beyond the barriers of disability

¹⁸ UNDP (2014) Disability and Vulnerability Report

¹⁹ <https://doi.org/10.4236/jbm.2017.52002>

²⁰ The World Programme of Action (WPA) is a global strategy to enhance disability prevention, rehabilitation and equalization of opportunities, which pertains to full participation of persons with disabilities in social life and national development.

²¹ Concluding observations on the initial report of Nepal, CRPD Committee-16 April 2018

CHAPTER 3 : FINDINGS AND PRIORITIES FROM DEVELOPMENT JUSTICE PERSPECTIVES

SDG Goal 5 calls for the elimination of all forms of discrimination and violence against all women and girls, including those with disabilities. It also stresses the importance of their full and effective participation and equal opportunities in political, economic and public life. There are 9 targets and 14 indicators in SDG 5.

Goal 8 calls for promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The section provides an overview of the status of participation of persons with disabilities in employment and self employment sectors, as well as conclusion and recommendations.

There are a total of 30 indicators of SDG 8, of which 17 are global and 13 are additional indicators adopted by Nepal. However, data is available for 17 indicators only.

Targets	National Indicators	Development Justice Indicators
<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>8.5a (Revised) Average hourly earnings of female and male employees, by occupation, age and persons with disabilities to achieve 100 by 2030</p> <p>8.5b Underemployment rate (15-59 y) (%) to reduce to 10% by 2030</p>	<p>8.5.1 Average annual earnings from all sources by sex</p> <p>8.5.1 Percentage of workers receiving a living wage (disaggregated by gender, migration status, age, etc)</p> <p>8.5.1 Percentage of sectors and/or enterprises with collective bargaining agreements;</p> <p>8.5.1 Percentage of workers covered by the national labour code (disaggregated by gender, migration status, etc)</p> <p>8.5.1 Enactment in national legislation of the eight ILO fundamental Conventions and other key instruments, including provisions for equality of treatment in respect of employment (in particular wages, social security benefits and skills recognition.</p> <p>8.5.2 Percentage of workers receiving a living wage (disaggregated by gender, migration status, disability, age, etc)</p>

The Government of Nepal has developed two far-reaching national indicators that indicate that the average hourly earnings of female and male employees, by occupation, age and persons with disabilities to achieve 100 by 2030 and underemployment rate (15-59 y) will be reduced to 10% by 2030. According to the National Planning Commission (NPC), there are 900,000 jobless people in the country. The NPC has aimed to reduce the number to 300,000 by 2029. It indicates that the government targets to provide jobs to 600,000 people at present along with the newly emerged human resource in the next six years. But the serious problem is that the government neither has data on the unemployment rate of women with disabilities nor has a concrete plan to generate the notable number of employment opportunities for women with disabilities. According to the study conducted by Access Planet in 2021, Almost 81% of young women with disabilities who are between 20 to 30 years old are unemployed.

The Constitution of Nepal guarantees every citizen the right to employment as provided by law. Despite this fundamental assurance, Nepal is facing a serious problem of unemployment. Though Nepal lacks data on the unemployment ratio of women with disabilities, with our working experience, we can easily say that among the unemployment ratio, a large number of women with disabilities are underemployed.

ARPD chapter 6 (24) has ensured the clear provision regarding the Skill Development and Employment :

The Government of Nepal shall provide vocational training in order to develop professionalism and create self employment by enhancing the skills of the persons with disabilities.

Chapter 6, 24(2) has guaranteed the adequate environment for the disbursement of provisional loans.

Chapter 6, 24(3) has provision of non-discrimination with regard to employment and any matter related thereto.

The Act Relating to the Rights of Persons with Disabilities 2017 ensures non discrimination at work and employment. Chapter-4 of ARPD entitled “Additional Rights of Women and Children with Disabilities” recognizes the rights of girls/ women with disabilities :

“ARPD Chapter-4 Additional Rights of Women and Children with Disabilities (19): Rights of Women with Disabilities: (1) The Government of Nepal shall make necessary provisions as prescribed to protect the rights of women with disabilities and to create an environment that is conducive to the maximum use of their knowledge, skill and potential.”

Despite this important progression on increasing visibility of Women with Disabilities within Disability specific policies, there is a visible gap on representation of Women with Disabilities in mainstream gender policies and sectoral policies. Recent policy review based study undertaken by Blind Women Association of Nepal (BWAN) shows that Women with disabilities are largely invisible and silenced within mainstream gender and sectoral policies.

The Labor Act, 2074, Secion-2, article-6(1): clearly mentions no employer shall discriminate against any labour on the ground of religion, colour, sex, caste, tribe, origin, language, ideological conviction or other similar ground. However, this article excludes persons with disabilities and women and girls with disabilities in definition that may be constraints to required affirmative policy formation.

Article 6(c) states that to give preference to a labour with physical disability for such a job. This article Overlooks on circumstances of persons with disabilities and women and girls with disabilities, It ignores the intersectionality within disabilities that may pose barriers in employment sectors.

²²<https://accessplanet.org.np/wp-content/uploads/2022/01/Employment-Status-of-Young-Women-with-Disabilities-in-Nepal-ENG.pdf>

Local governments have intended to include women with disabilities in various types of skill-based training opportunities, but unfortunately, those plans are not properly tailored for women with disabilities in the long run.

The Prime Minister Employment Program has been launched to facilitate employment creation and no one will be jobless. The program has provision to include persons with disabilities. However, due to lack of the special measures made to consider them as primary stakeholders and lack of provision to provide competitive skill development programs, relatively less number of the women with disabilities are benefited from this scheme. Even many of the women with disabilities are uninformed about this scheme. Among the participants of this study more than 70% unemployed women were not informed about this scheme.

Similarly, The Civil Service Act, in Section 7, provides that forty-five per cent of the posts to be fulfilled by open competition are to be set aside and filled up by separate competition only between women, indigenous peoples, Madhesi, Dalit, persons with disabilities, and candidates from the backward area. And only 5% out of total reservation is reserved for people with disabilities. The number is quite low, and this provision has ignored the diversity between the disabilities.

Participants of the IDI and FGDs under this study clearly revealed that women with disabilities face difficulties in participating in the labour market. Gaps remain in the employment of women with disabilities in the mainstream labour market and those who are employed are more likely to be in vulnerable employment and to earn lower wages compared to persons without disabilities. Participants during the FGDs also shared that some of them were provided with skill based training such as tailoring and doll making, but that was not sufficient to start their own small business

in a competitive market. Participants of the FGDs stressed that skill training is not enough to become self-employed and financially independent in a sustainable way. In addition to skills training, they need financial support and financial literacy to start a business. The vocational training provided to women with disabilities is often traditional and doesn't provide the necessary skills so that they can integrate into the mainstream labour market. This is because these training packages are designed without doing necessary market assessments. During the focus group discussions in Banke districts, almost 40% of the participants stated that they had obtained more than three vocations training, such as cooking, pickle making, doll making, tailoring, and incense stick making, but none of them have started any business.

Women with disabilities claim that there is a significant opportunity gap for employment because jobs are not specifically targeted for persons with disabilities. Second, they only have limited access to knowledge and have no notion how to find employment. They also agreed that it is difficult for them to acquire employment prospects due to a lack of skills and accessibility.

More than 80 percent of the respondents of the IDI, FGDs and storytelling workshops who are currently unemployed are searching jobs or other economic opportunities. The majority of them are financially dependent on family members. Even respondents with a good education and having skills in some areas are unable to find a job, despite applying for multiple jobs and making great efforts.

Women with disabilities continue to have limited access to the labour market. Participants from FGDs and IDIs shared the various barriers and obstacles they face in terms of getting jobs. Lack of information, stereotypical thinking and attitudes regarding the disabilities, biases in the hiring process, lack of accessibilities

²³ <https://www.lawcommission.gov.np/en/wp-content/uploads/2019/07/The-Act-Relating-to-Rights-of-Persons-with-Disabilities-2074-2017.pdf>

in public places and workplaces. More than 70% of participants of the FGDs stated that their workplace has not been accessible at all. The Constitution of Nepal, has prohibited discrimination of any kind because of one's disability. This is applied in the employment sector also.

Act Relating to Rights of Persons with Disabilities 2017 also has provisions that ensures non-discrimination on work and employment.

Siwa (name changed) has a voice and speech related disabilities- a participant in the storytelling workshop, stated that biases in the recruiting process prevent women with disabilities from getting jobs. Sharing her own story she mentioned there is a tendency to take a more pessimistic view of the work abilities of candidates with disabilities, regardless of the candidate's qualifications. She passed the written test in many places, but when it came to the interview, she was not selected and she is still looking for a job.

Likewise, Siwa-another participant of IDI who is currently working in an NGO, shared that she had endured biases during the hiring process. She has albinism and Low vision, she applied in different places and passed the written test but when it came to the interview, she was not selected in many of them. That, she believes, is direct discrimination. “कानुनमा त विभेद छैन भनिन्छ, तर भोग्नेलाई मात्र थाहा हुन्छ कसरी सिधै भेदभाव गरिन्छ भनेर । जुन म र म जस्ता अरू साथीहरू अनुभव गरे का छौं ।” on in the law, but only those who experience it know how direct discrimination is done. Which I and other friends like me have experienced.)

Participants of the IDI and FGDs who are currently employed in both governmental and non-governmental sectors shared, they also experience different forms of biases and discrimination in their workplaces. The Agenda 2030 includes a specific goal that aims at making cities and communities inclusive and sustainable for persons in vulnerable situations and with disabilities (SDG 11). However, due

to the lack of an accessible workplace and public transportation, they suffered many challenges.

“I worked in a government office. I have low vision. Due to my disability, my office colleagues do not trust that I could work as they do. They show me sympathy and do not allow me to do the work based on my capacity. It will definitely impact my promotion. Many times I have already talked with my supervisors but they told me that “you don't need to be worried, continue the work that you are doing”. - Pragati (name changed)- who is currently working in civil service-IDI participant

Similar to Pragati, “Uma, who is currently employed as a teacher. She stated that her school is not disability friendly, thus she faced several difficulties in the beginning, including entering the classroom and going to the restroom. She can now handle it, and students also provide support to her. She stressed that because of her visual impairment, her school sometimes denies her participation in various capacity building programs, and she believes she is losing her potential to accomplish more and better. The majority of school-related information is posted on the notice board and is not communicated via electronic means, so she also lacks the important information.” Uma (name changed)-IDI participant

Like Pragati and Uma, other participants of the FGDs added that public transportation are not accessible to persons with disabilities, making it difficult for them to reach their workplace.

“I work as a singer and perform in different restaurants. My performance is compared to other performers but only a few restaurants used to hire me to perform. As someone who could support me, I was required to be present with me. I need assistance in arranging the sound system. So, from many places they are reluctant to hire me and if they do agree to recruit me, they offer me

a very low remuneration.” -Gitanjali, (name changed)-Visual impairment-participant of FGD

Disabled Protection and Welfare Act (1982) had provision that every private company with more than 25 employees must recruit at least one person with a disability for every 25 employees. However, this act is replaced by ARPD and current law does not have any mandatory provision.

According to the study conducted by Access Planet in October-2021, the lowest ratio of employment opportunities (11.43%) came from a private firm/company. Government sectors provided 42.86% of job opportunities. Participants of the FGDs, have proposed that the government develop the strategies that will require private sectors to provide employment opportunities for women with disabilities.

Women with disabilities do not have access to adequate support and services, including assistive devices, and employment-related training programs that could increase entrepreneurship opportunities. Government interventions for economic empowerment of women with disabilities are inadequate or non-existent. There are low opportunities in vocational, technical, and capacity-building training as demanded by the current job market. Various myths and negative concepts associated with disability. Women with disabilities are often stigmatized and discriminated against due to negative attitudes and stereotypes and their abilities and potentials are not recognized.

Participants in the FGDs of the unemployed groups expressed that some of them have skills and wish to start a small business, but due to lack of the investment, they are unable to do so and because they have not practiced the skills for a long time, they have begun to forget the abilities.

Nepal Rastriya Bank’s provision on credit and facility arrangements seems to exclude women and girls with disabilities from the opportunity of obtaining loans services from financial institutions. The affirmative provisions order to provide financial credit for real-estate, including home loan is not inclusive to women and girls with disabilities. The Sub-Article-4-(b-iii) of Article-11 has provisions for the financial institutions which require a specified group of people a reliable source of income except home-rents. This is relevant only to those who have access to and active in prevalent mode of employment. It overlooks the socioeconomic realities women and girls with disabilities experience as they have less preference in the labor market. Such policy arrangement may promote gender-biased employment practice and stereotypes social attitude towards women and girls with disabilities.

During the KII, the representatives of Nepalgunj Sub-Metropolitan city shared that It is very crucial to incorporate the specific programs with the budget for persons with disabilities. Otherwise, they would not be able to benefit from the overall programs of local governments. He stated that no one from the community, women with disabilities, have come to the metropolitan city with a demand for any form of program until now.

²⁴ https://www.nrb.org.np/contents/uploads/2020/01/nepal_rastra_bank_act_2002_english.pdf

²⁵ https://www.nrb.org.np/contents/uploads/2020/01/nepal_rastra_bank_act_2002_english.pdf

Mr. Hari Ram Tharu, who works as Apagta Paramarsakarta (provides counseling to persons with disabilities), stressed that local governments should allocate a specific budget for persons with disabilities. The fund for providing skills based and vocation training could be beneficial for the persons with disabilities to promote them for self-employment. He shared that some local governments in Banke district allocated targeted funds for persons with disabilities. From this budget, persons with disabilities can start small businesses. Those who began the business are also invited to the quarterly sharing meeting, so these initiatives not only encouraged self-employment opportunities for persons with disabilities, but also supported them in becoming empowered.

Mr. Chiranjivi Sharma , representative of employment-based project called FOUND and Mr. Bhabhuk Jung Thapa, representatives of the OPD emphasized the importance of private-sector collaboration in promoting employment and self-employment for women with disabilities. “There is an absence of collaboration with private sectors, therefore particular strategies for public-private partnerships in terms of job creation and retention should be devised.” - Mr. Chiranjivi Sharma.

Ms Bina Kunwar Thapa, representative of the ILO stated that within the UN agency also there is need of clear guidelines on disability inclusion with clear reporting indicators and dedicated projects and programs. She suggested that employment policy and labor act should have specific provisions to increase participation in employment sectors for women with disabilities.

Mr. Dandu Raj Ghimire, joint secretary of the Ministry of Labor, Employment and Social Security stated that the government intends to reform the labor act in accordance with the inspiration of the constitution’s employment provision.

Similarly, the Foreign Employment Act and the Trade Union Act should be amended to include special provisions for women with disabilities. He stated, “We should have provisions to identify the level of skills, and if anyone is unable to find jobs due to lack of skills, skills development support should be provided based on the person’s interest and ability.” Many steps are required to create job opportunities in the country. We must abandon the traditional method of designing our programs and plans.”

8. Common Ground Analysis for the Themes of HLPF 2023 and HLPF 2024

Theme of 2023 : “Accelerating the recovery from the coronavirus disease (COVID-19) and the full implementation of the 2030 Agenda for Sustainable Development at all levels ”.

Theme of 2024: “Reinforcing the 2030 Agenda and eradicating poverty in times of multiple crises: the effective delivery of sustainable, resilient and innovative solutions”.

The pandemic COVID-19 has resulted in human casualties and has significantly harmed the country’s economy. In Nepal, the COVID 19 pandemic is having a huge economic and health impact. The Nepalese economy is also dealing with the major public health issue caused by the Covid19. Nepal has historically had the largest agricultural, remittance unemployment, and GDP decrease. The impact of COVID-19 has pushed back development efforts by years if not decades, battering the livelihoods and economies, especially in the Least Developed Countries, which are on the bottom rung of development. More than 11,000 lives were lost in Nepal due to the pandemic. Economic sectors and services like tourism, education, health, and transportation were hit the hardest by the pandemic.

Some steps implemented by the Nepal government include vaccination, economic support packages such as loan repayment deadline extensions, refinance facilities, and targeted lending in productive sectors at low interest rates. Nepal government is still lacking to create the employment and self-employment opportunity within the country to sustain the economic growth. Nepal’s

government is yet to provide employment and self-employment opportunities within the country in order to sustain economic growth.

In this regard, we see the High Level Political Forum as a space to converse further genuine recovery in countries like Nepal. While we continue to struggle against the multiple crisis, we see HLPF as an opportunity to bring forward issues and demands of women with disabilities, especially their struggle for decent work, living wage and access to basic services.

9. CONCLUSION AND RECOMMENDATIONS

The biggest triggering factors that keep women with disabilities from having access to economic opportunities are the government's lack of commitment and the absence of policies.

Unavailability of disaggregated data that shows the real situation of women with disabilities on the specific targets and goals created difficulty with the analysis of the implementation of SDGs. National data disaggregated by disability remain scarce, but available data reveal that the proportion of women with disabilities is at a disadvantage in comparison to those without disabilities. To meet the SDGs by 2030, the government of Nepal's development programs will need to prioritize inclusive development. This comprises concrete actions and political commitment that make persons with disabilities and their situations visible in policymaking and to build just and inclusive societies. To address the gaps and challenges, following are the key recommendations :

1. The profiles of each person with disabilities should be generated at each local government unit with the clear details on skills acquired by individuals, interests, the training needed, the required assistive equipment and so on so that their employment and self-employment can be promoted at the local level.

2. The fundamental and structural barriers that causes the exclusion of women with disabilities must be addressed immediately: discriminatory laws and policies; lack of accessibility in both physical and virtual environments; negative attitudes, stigma and discrimination; lack of access to assistive technology and to rehabilitation; and lack of measures to promote the independent living of women with disabilities.

3. Mainstreaming disability in the implementation of the SDGs: participation of women with disabilities in all aspects of society, development and in decision-making processes at all levels, including in politics, governance, and civil society. Progress in these areas can catalyse progress across all SDGs.

4. Establish a comprehensive and inclusive disaggregated data management system: The lack of disaggregated data constraints to assess the situation of persons with disabilities and the challenges they face. Disaggregated data should be collected and analyzed to determine who is being excluded or discriminated against and to ensure that the goal of 'leaving no one behind' is achieved.

5. Social security systems must be streamlined to guarantee that the most vulnerable population is covered and has access to services and facilities, including women with disabilities.

6. Build the capacity of policymakers as well as other decision makers at the community and national levels to enhance their knowledge on disability inclusion. Furthermore, ensure that national legislation protects persons with disabilities from discrimination on the basis of disability in all matters of employment.

7. Mainstream entrepreneurship development training and microfinance systems should include persons with disabilities and provide accessible, relevant and quality skill training to women with disabilities.

8. The labor force survey, which generates official national statistics for monitoring and planning purposes, should include

indicators to track the participation of women with disabilities in the labor force, employment, and unemployment, and data collection should adhere to the Washington Group

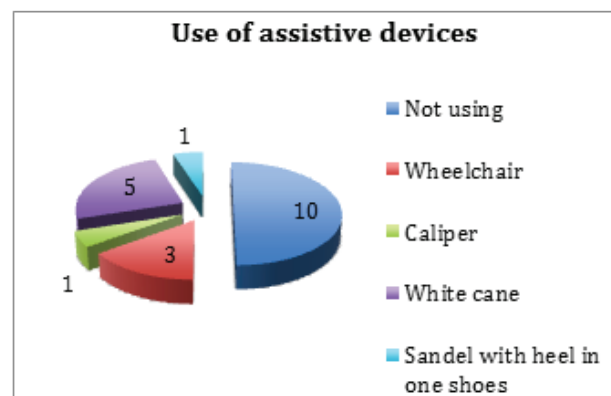
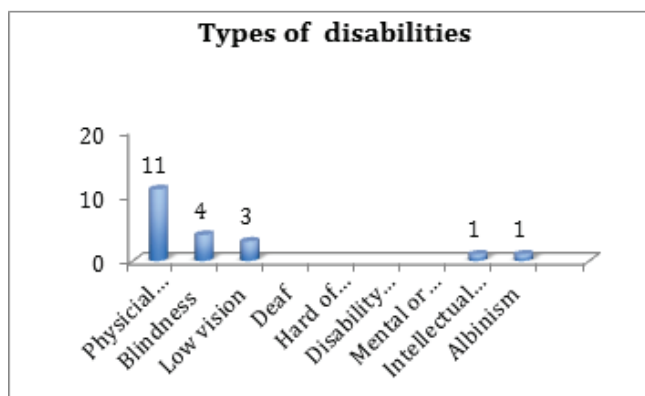
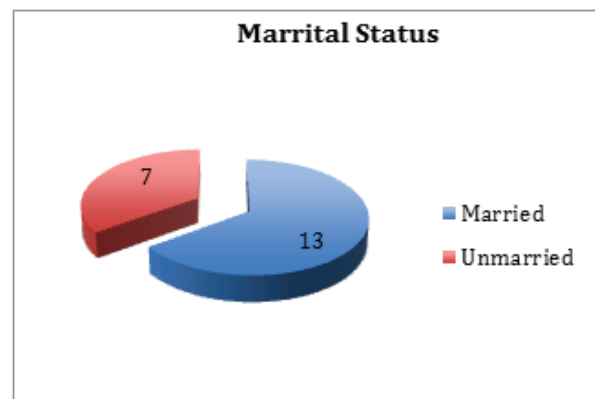
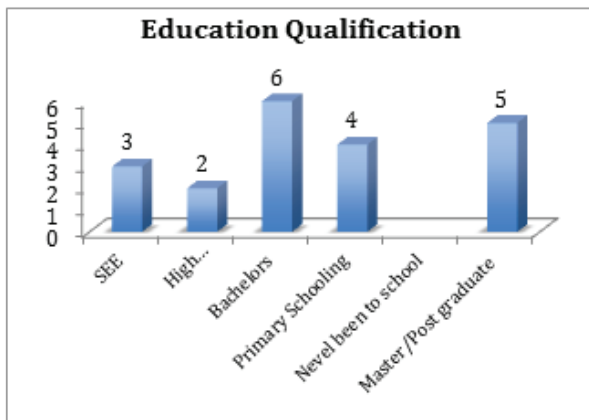
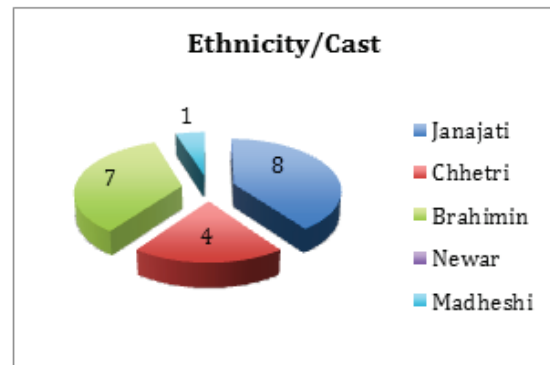
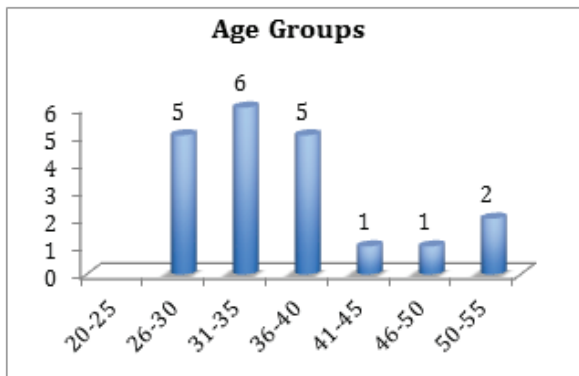
9. The Labour Act (2074) 2017 and The Right to Employment Act, 2075 (2018) need to be amended to safeguard the economic rights of persons with disabilities protected by ARPD.

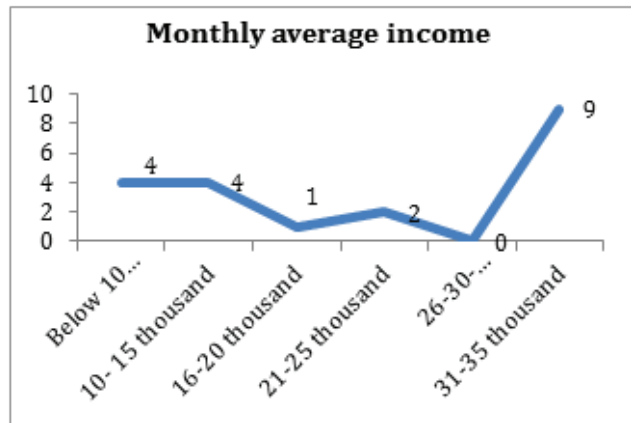
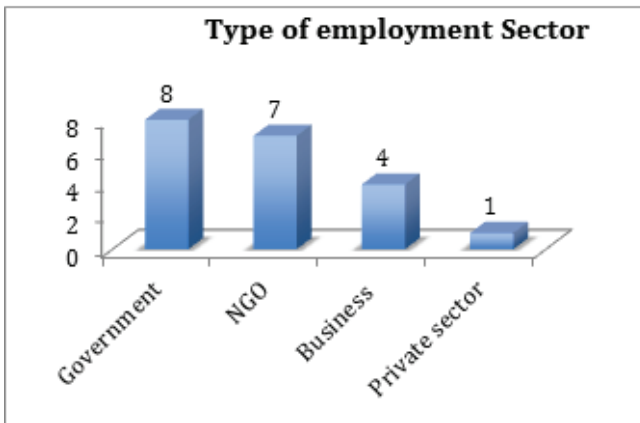
10. UN agencies should have clear guidelines on disability inclusion with dedicated projects and programs. The ILO, in particular, should adopt a clear strategy to promote employment opportunities for women with disabilities.

10. Annex

Annex 1 :

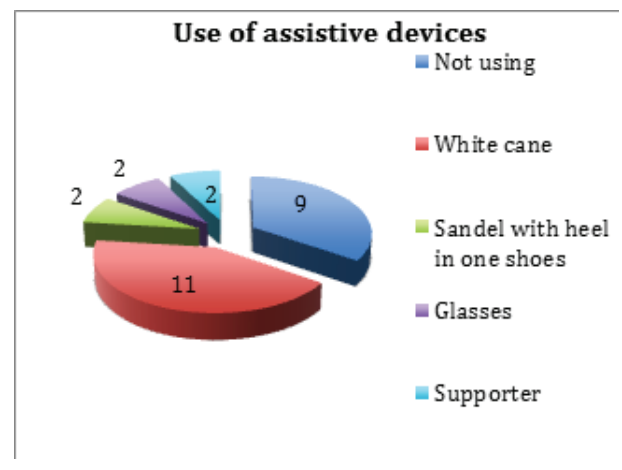
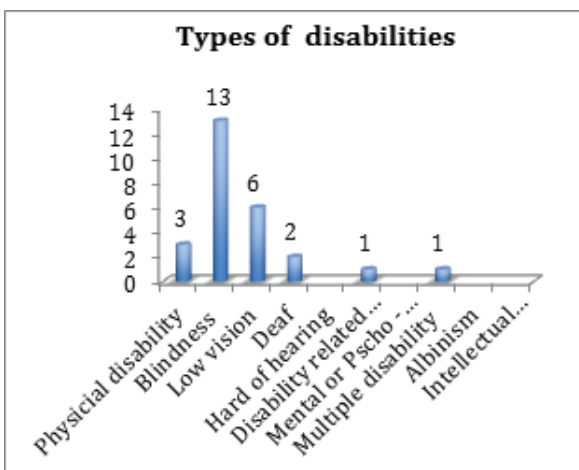
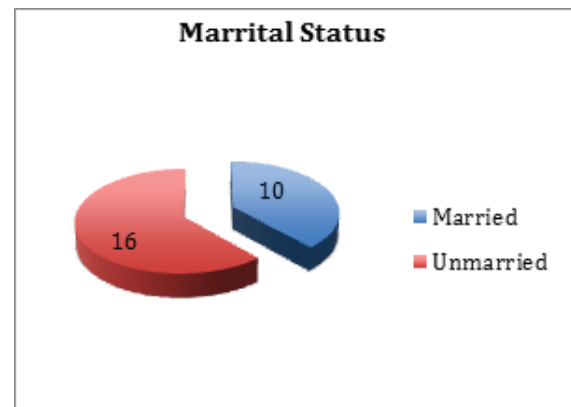
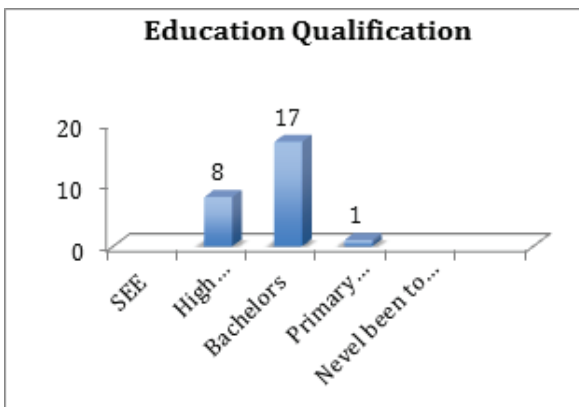
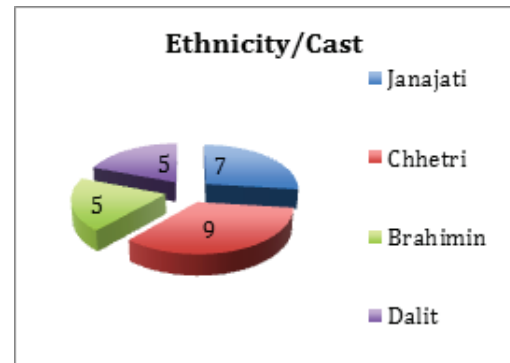
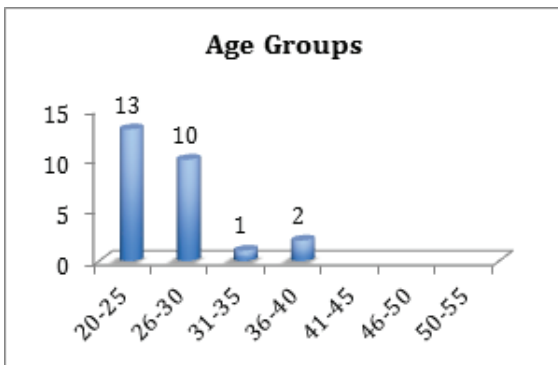
Participants' backgrounds in a focus group discussion with employed groups





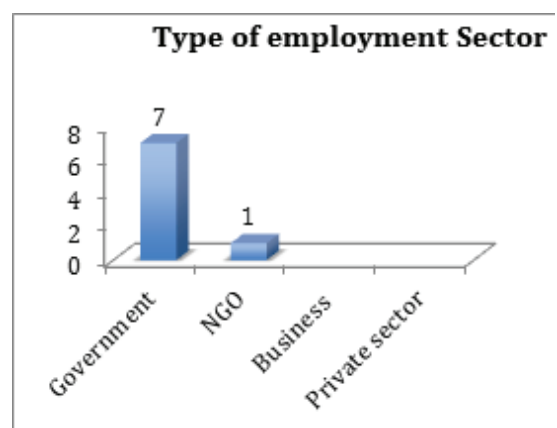
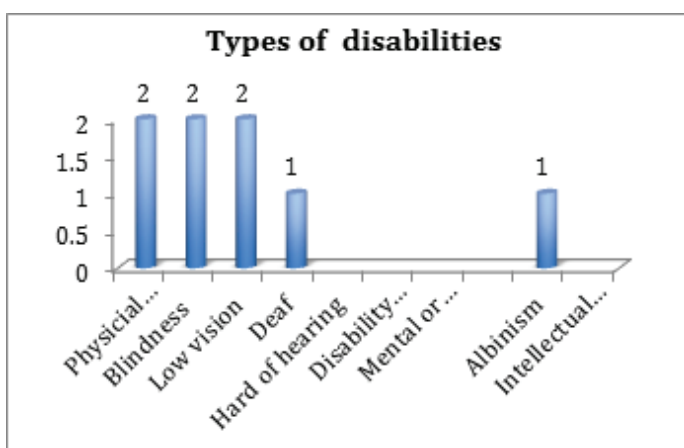
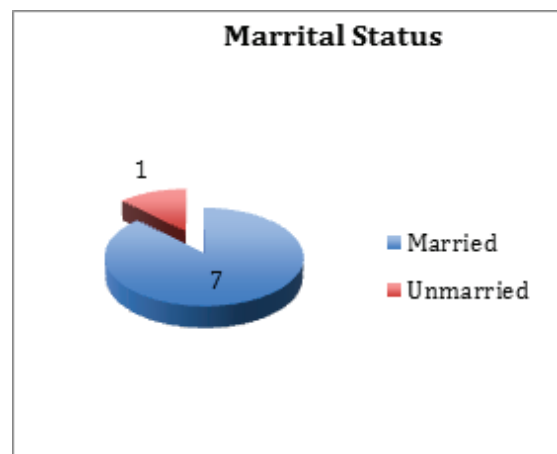
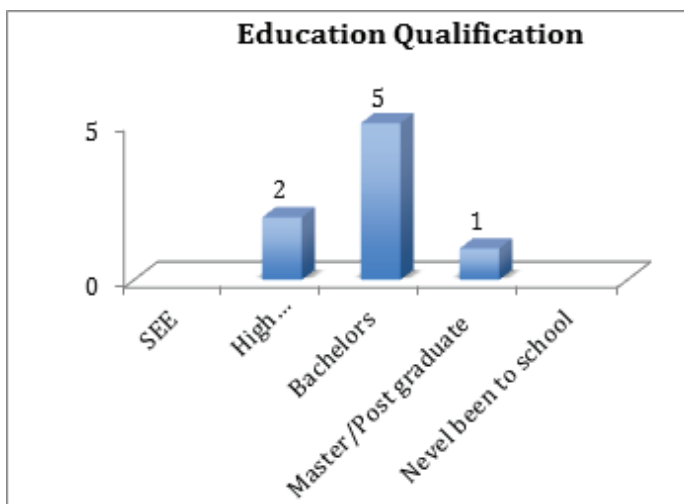
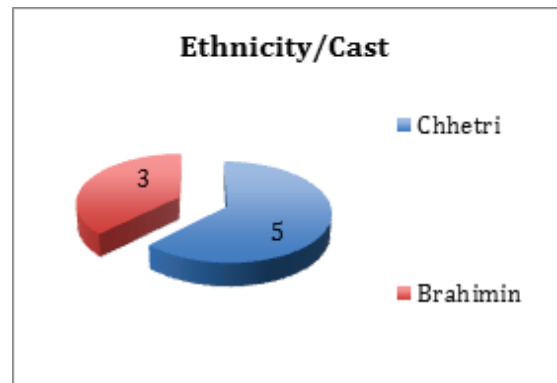
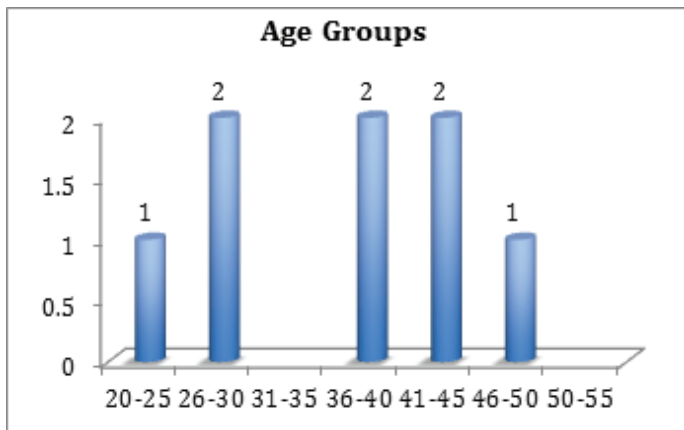
Annex 2 :

Participants' backgrounds in a focus group discussion with unemployed groups



Annex 3 :

Participants' backgrounds in In-depth Interview (IDI)



Annex 4 :

List of KII

S.No	Name	Organization	Position
1	Danduraj Ghimire	Ministry of Labor, Employment and social security	Joint-Secretary
2	Bina Kunwar Thapa	International Labor Organization	Senior Programme Officer
3	Chiranjibi Sharma	Found Project	Director
4	Bhabhuk Jung Thapa	Banke Association of Blind	Secretary
5	Krishna Prasad Joshi	Social Development Branch, Nepalgunj sub-metropolitan city	Social Development Officer
6	Hari Ram Tharu	Kohalpur Municipality, Banke	Disability Counseling Assistant

Annex 5 :
Photos



