

**Leading Capacity Strengthening Support Programs for Women MPs and MPs
from Marginalized Groups in Sudurpaschim Province**



The completion report of the Consultancy

(20th July – 31st October 2023)

Submitted to:

Parliament Support Program (PSP)/UNDP



Submitted By:



Forum for Awareness and Youth Activity Nepal (FAYA Nepal)

FAYA Marga-Dhangadhi 1, Kailali

Date: November 1, 2023

1. Brief Introduction

1. Country Where Goods Will be Delivered and/or Services Will be Provided: Nepal	
2. This Contract is a result of UNDP: Direct Contracting Number and Date:	
3. Contract Reference (e.g. Contract Award Number): 10077970	
4. Long Term Agreement? No	
5. Subject Matter of the Contract: Services	
6. Summary Description of Goods and/or Services: Consultancy for Leading Capacity Strengthening Support Programs for Women MPs and MPs from Marginalized Groups in Sudurpaschim Provincial Assembly	
7. Contract Starting Date: 20-Jul-2023	8. Contract Ending Date: 31-Oct-2023
9. Total Contract Amount: 829,800.00 Nepalese Rupee	
10. Total Value of Goods and/or Services: Below US\$50,000 (Services only) – UNDP General Terms and Conditions for Institutional (de minimis) Contracts apply	
11. Payment Method: Fixed Price	
12. Contractor's Name: FORUM FOR AWARENESS AND YOUTH ACTIVITY NEPAL Address: Dhangadhi 1, FAYA Marg, Kailali, SHUDURPASHCHIM, NEPAL Country of incorporation: NPL Email: fayanepal@hotmail.com Website: www.fayanepal.org	
13. Contractor's Contact Person's Name: Sachchidananda Joshi Title: Capacity Strengthening Coordinator Address: Dhangadhi 1 FAYA Marg, Kailali, SHUDURPASHCHIM Mobile number: 9858423060 Email: lomo1910@gmail.com	

2. Background:

The Sudurpaschim province operates under the federal system of governance, which aims to distribute power and decision-making authority between the central government and the provincial governments. This system allows for the localization of governance and the addressing of regional issues specific to Sudurpaschim. The provincial assembly plays a significant role in this system, as it is responsible for law-making, oversight, and representation of the people.

Sudurpaschim province is characterized by diverse socio-economic and cultural conditions. It is home to various marginalized groups, including Adibasi Janjati and Dalits, who have historically faced discrimination and exclusion. Despite the efforts made towards social inclusion and gender equality, these groups still experience social, economic, and political disparities, limiting their representation and participation in decision-making processes.

Within the Sudurpaschim Provincial Assembly, there are a growing number of women representatives from marginalized groups. While this is a positive development, it is important to recognize that many of these women are newly elected and have limited experience in parliamentary processes. Additionally, being elected through the Proportional Representation system has created feelings of low self-esteem and inferiority complex, affecting their confidence and performance as parliamentarians.

With 53 members in the Sudurpaschim PA, there are 18 women MPs and 11 MPs (both men and women) from marginalized groups (Adibasi Janjati, Dalits,). All together the number of women MPs and MPs from marginalized groups is 25. These MPs require support in areas such as legislative drafting, policy analysis, public speaking, negotiation skills, and understanding parliamentary procedures. This contract is designed for strengthening their capacity to ensure their effective participation and contribution. This contract has designed the capacity strengthening initiatives to empower these MPs, build their confidence, enhance their knowledge and skills, and provide them with the necessary tools. It is expected that, by providing targeted support and addressing their specific needs, these MPs can become effective agents of change, leading to more inclusive and equitable governance in the province.

3. Objectives and the specific goals

The objective of the contract is to lead capacity-strengthening programs for women MPs and MPs from marginalized groups in Sudurpaschim PA.

1. Creating a platform for former and current MPs to discuss their experiences.
2. Providing skill-based training for women MPs and MPs from marginalized groups.
3. Implementing mentoring programs to address specific capacity needs of selected MPs.

Under each objective, the specific goals are:

- Experience Sharing:
 - a. Facilitating discussions on experiences, lessons learned, and challenges faced by women MPs and MPs from marginalized groups.
 - b. Identifying barriers to leadership for women and marginalized groups in parliaments.
 - c. Promoting dialogue and networking among women MPs and MPs from marginalized groups.

- d. Motivating new MPs through the experiences of former MPs.
- Capacity strengthening:
 - a. Providing leadership and personality development training, including media handling and public speaking.
 - b. Orienting MPs on representing women and marginalized groups' issues in parliamentary committees and the parliament.
- Mentoring:
 - a. Strengthening the confidence of mentees by enhancing their capacity and skills as competent parliamentarians.
 - b. Offering one-on-one support and guidance to mentees for effective performance in the House and parliamentary committees.

4. The Interventions:

4.1 Completed Activities

a) Planning and Orientation meeting for executive board & Staffs

To lead the interventions, a team of human resources was deployed. Mr. Sachchidananda Joshi, FAYA Nepal's Capacity Strengthening Coordinator, was given responsibility for overall contract management, coordination, and ensuring timely implementation of activities. As the Contract Focal Person, he was liaising with the Parliament Support Contract (PSP)/UNDP and other stakeholders, overseeing the work-plan, organizing events, coordinating training programs, and supporting the mentoring program. Mr. Amir Kumar Rana, FAYA Program Coordinator, had given responsibility for monitoring the progress of the program, conducting assessments, collecting feedback, and ensuring the program's effectiveness. He was also tracking mentoring sessions, monitoring and documenting progress and preparing reports. And, Mr. Dilli Raj Binadi, Finance and Administration Coordinator, provided administrative assistance, logistical support, and coordination for the contract activities like; arranging venues, managing participant registration, handling communication, and ensuring smooth operations. Above all, he is involved in the book keeping of the contract.

On July 31, 2023, a Planning and Orientation Meeting was held at the FAYA Hall aimed to facilitate an orientation session for the executive board and staff of FAYA Nepal. The primary goal was to ensure a common understanding among participants and to create a detailed plan for an upcoming program. The meeting, chaired by FAYA Chair Mr. Lok Raj Bhatta and with the presence of Ms. Parbati Bhandari from UNDP-PSP as a guest, began with a welcome and briefing of the meeting's objectives by FAYA Focal Person Sachchidananda Joshi. A comprehensive PowerPoint presentation was then delivered, covering the program's background, objectives, major activities, timeline, and budget, followed by a productive discussion to address any queries or concerns from the participants.

The core of the event revolved around planning, during which an action plan was collaboratively developed by the participants. This planning session delved into working modalities, issues, prospective participants, trainers/mentors, venues, and assigned responsibilities. UNDP-PSP representative Ms. Bhandari expressed her support and commitment to ensure the successful implementation of the plan,

and FAYA Chair Mr. Bhatta extended his gratitude to all participants for their valuable contributions and trust in the program's success.

The Planning and Orientation Meeting held at FAYA Nepal was a pivotal event that served the purpose of fostering a shared understanding among participants and devising a comprehensive plan for an upcoming program. The meeting facilitated productive discussions, collaborative planning, and garnered support from a UNDP representative, all contributing to the program's future success

b) Experience sharing



Two sharing and learning platforms were organized among former and current women MPs and MPs from marginalized groups in Sudurpaschim Provincial Assembly. These platforms had focused on various issues such as the effective use of time in parliamentary proceedings, working towards women and marginalized groups-friendly laws, concluding parliamentary oversight in favor of women and marginalized groups for policy reform and implementation, overcoming hurdles and sharing success stories, playing their roles in representing their constituencies throughout the parliamentary journey, and addressing practical issues. Each program was a half-day event.

On August 6, 2023, at Hotel Astha in Dhangadhi, the first event with the primary objective of fostering candid discussions among former and current women Members of Parliament (MPs) and MPs from marginalized groups was held. The focus of the event was on sharing their experiences, lessons learned, and challenges encountered within parliamentary committees and the broader parliament. The event, originally planned for 24 to 25 current MPAs, was attended by 10 current and 4 immediate-past members of the provincial assembly (MPAs) as specified in Annex 1.

The event was moderated by Sachchidananda Joshi, FAYA's Focal Person, with Ms. Parvati Bhandari from UNDP-PSP serving as the guest. It commenced with a comprehensive briefing on the program's upcoming activities for the next three months. Participants were then introduced to the day's objectives and warmly welcomed before the sharing of experiences by immediate-past MPAs commenced. Their

experiences spanned a wide spectrum, from navigating the intricacies of parliamentary procedures to addressing the expectations of various stakeholders, including party members, voters, and interest groups. During the event, Hon. Arjun Bahadur Thapa, the former Speaker of the Sudurpaschim Provincial Assembly, shared his experiences in an informal manner, discussing their initial struggles without prior experience, notable individuals and events, and the challenges of working in a divided environment. He also emphasized the effective participation of women and marginalized groups. Hon. Purna Joshi highlighted her role in promoting women and marginalized group-friendly laws, while Hon. Ratan Thapa discussed his challenges and efforts to secure increased budgets for his constituency. Hon. Shyamlal Rana shared his experiences navigating opposition dynamics and fostering unanimous decisions in parliamentary proceedings.

The plenary session that ensued allowed participants to present their queries to the speakers and served as a focused group discussion meeting to identify capacity gaps and training needs through individual assessment forms. The day concluded with a vote of thanks from FAYA's focal person, Sachchidananda Joshi, expressing gratitude for the valuable contributions of all participants.

Additionally, a media desk was established at the event, featuring four media personnel who were in attendance for reporting purposes. These media representatives will continue to cover various activities in the days ahead. To assess participant satisfaction and program achievements, an 'exit interview' will be conducted at the conclusion of the program. (News and feature links are in Annex 2.)

(While some participants were absent, efforts are underway to share the insights and discussions with the remaining MPAs.)

On September 12, 2023, at Hotel Astha in Dhangadhi, the second event in the program continued its mission of providing a platform for candid discussions among former and current women Members of Parliament (MPs) and MPs from marginalized groups. The event, from 9:00 AM to 12:00 PM, saw the participation of 10 current and 4 immediate-past members of the provincial assembly (specified in Annex 3), despite originally planning for 24-25 current MPAs.



Moderated by Sachchidananda Joshi, FAYA's Focal Person, with guest Ms. Parvati Bhandari from UNDP-PSP, the program began with an overview of the activities from the past 2 months. It then transitioned to the sharing of experiences by immediate-past MPAs. Notably, Hon. Nepal Chaudhary

discussed the formation of Provincial Assembly Regulations and the collaborative legislative process. Hon. Malmati Rana shared early political experiences, emphasizing the challenges she faced in her party and in the community. Hon. Chunkumari Chaudhary discussed the decision-making process for the provincial capital and addressing discrimination against "proportionately represented" members, while Hon. Nirmala Badal Joshi shared her experiences of balancing multiple roles in the assembly.



Some participants were absent in one or both of the sessions and an additional session was organized for those on October 13, 2023, at Hotel Astha in Dhangadhi, to provide a platform for former and current women MPs and MPs from marginalized groups to engage in honest discussions about their experiences, lessons learned, and challenges encountered within parliamentary committees and the parliament itself. This additional event, organized for participants who missed previous similar gatherings, aimed to foster dialogue and knowledge sharing.

The event included 10 current and 2 immediate-past members of the provincial assembly (MPAs) as participants, as specified in Annex 4. FAYA Focal Person Sachchidananda Joshi moderated the event, with Ms. Parvati Bhandari from UNDP-PSP as the guest. The experience-sharing segment featured insights from former MPs, who discussed the role of MPs in oversight, legislative processes, and the challenges they faced in promoting inclusive policies. The plenary session allowed for participant questions and discussion, with a focus on pertinent legislative issues. The event concluded with a vote of thanks from Mr. Joshi to all participants for their valuable contributions.



b) Capacity Strengthening

A capacity strengthening program was organized for women MPs and MPs from marginalized groups, with a focus on skill development and personality enhancement. The program covered areas such as leadership, public speaking, media relations, and social media handling. This program was organized to provide participants with practical tools and strategies to strengthen their capacities in these areas. The event took place on the 3rd and 4th of September 2023 at the Hotel Flora in Dhangadhi. Initially, the event was designed as two 'half-day events', however after consultation with participants, facilitator and PSP, it was organized for two full days. It spanned from 10:00 am to 4:00 pm each day, offering an immersive learning experience for the participants.

The aim of the capacity strengthening program was to empower women MPs and MPs from marginalized groups by enhancing their leadership and communication skills, including media handling and public speaking. Additionally, the aim also was to educate them on effective techniques for advocating and representing the concerns of women and marginalized groups in parliamentary committees and the wider parliament.

Twelve participants, all members of the provincial assembly, actively engaged in the training sessions. The resource persons responsible for imparting their knowledge and expertise were notable individuals in their respective fields.

Mr. Gopal Nath Yogi kicked off the training with a session on parliamentary proceedings. His expertise shed light on the intricacies of the legislative process, ensuring that participants had a comprehensive understanding of how policies were shaped and passed. This knowledge was invaluable for women and marginalized MPs aiming to be effective within the parliamentary system. Ms. Binda Pandey (PhD), a former Member of the Constituent Assembly and House of Representatives, brought her extensive experience to the training. Her session focused on issues related to marginalization and inclusion, a critical subject given the socio-political landscape of Nepal. Her insights were instrumental in helping participants advocate for marginalized groups effectively. And, Mr. Manamohan Swar, a well-known senior journalist, took participants through the intricacies of media and social media handling. In the age of information, effective communication and media engagement are vital tools for any political representative. His session was a hands-on experience, with practical exercises and discussions, ensuring that participants were well-versed in the art of media interaction.

The training event was divided into two full days, with a mix of theoretical knowledge and practical exercises. Sachchidananda Joshi, the FAYA Focal Person, opened the first day with a briefing, welcoming all participants and setting the tone for the training. Throughout the event, participants engaged in lively discussions and practical exercises, designed in a workshop model. This dynamic format ensured that theoretical knowledge was reinforced with practical application, a key approach to effective learning. The second day began with a review led by Mr. Joshi, helping participants consolidate their understanding of the previous day's learning through a pop-quiz. The practical nature of the training allowed participants to internalize the knowledge they gained effectively.

By the end of the two-day training event, participants were equipped with the tools they needed to be effective leaders and advocates. The curriculum had been thoroughly designed to cover both the

theoretical and practical aspects of leadership, representation, and media engagement, ensuring that these women MPs and marginalized group representatives were empowered to make meaningful contributions in Nepal's political landscape. In conclusion, the two-day skill-based training event was a pivotal step towards empowering women MPs and marginalized MPs with the skills and knowledge required to be effective advocates and leaders in Nepal's political arena.

Concluding the event, participants voluntarily evaluated the training. During their evaluation speech, the time keeping exercise was also conducted. Each speaker was provided two minutes and told to stick with the given time as in parliament. Hon. Laxman Kishwar Chaudhary, Hon. Tulashi Devkota and Hon. Koili Devi Chaudhary (Deputy Speaker of PA) evaluated the training.

<p>"I am very much thankful to FAYA/UNDP and the experienced trainers for this type of training. As we are new in the Province Assembly, we have a lot of things to learn. The training helped us in process, policies and skills too. We even didn't know (in fact) about the 'point of order'. A small example is about speaking in the house. We often speak there until the 'red bulb' lights up. Now, we learnt many smaller to larger issues and skills. It will help us in our further journey."</p> <p>~ Tulashi Devkota, MPA Sudurpaschim PA</p>	<p>"We learnt about the preparedness and importance of subjective studies. We also learnt about some micro issues that are very important in nature, like I would like to thank to the organizers and the trainers for giving us the learning about how to represent the marginalized section of community in the provincial assembly. It would have been much better if we could have taken these sessions in th every beginning of the tanuer. However, it will definitely support us in further days."</p> <p>~ Laxman Kishor Chaudhary, MPA Sudurpaschim PA</p>	<p>"Thanks to the trainers for their efforts and insightful coaching on parliamentary issues, proceedings and skill we need. Especially I am very much thankful to Hon. Binda Pandey for her inspiration and experience sharing, I am much encouraged to have a women committee in the PA, what I was initiating since a long. Today, my colleague MPAs also realized the need here."</p> <p>~ Koili Devi Chaudhary Deputy Speaker of Sudurpaschim PA</p>
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c) Mentoring programs

Mentoring is one of the important programs of this assignment which directly engages the targeted MPs of Provincial Assemblies (PAs). The program is a continuous, need-based, informal, and flexible to adapt to the needs of the women MPs and MPs from marginalized communities. Mentoring is focused on providing specific support to the targeted MPs as and when they need it.

Ten MPs (women and from marginalized communities representing five political parties namely; Nepali Congress, Nepal Communist Party Unified Marxist Leninist, Nepal Communist Party Maoist Center, Nepal Communist Party United Socialist and Nagarik Unmukti Party) who need mentoring support and

guidance the most are selected as mentees in coordination with MPs themselves, fellow MPs, their parliamentary parties and PSP.

Five mentors are also selected in coordination with MPs themselves, their parliamentary parties and PSP. All mentors are senior former MPs of Provincial Assembly including Former Speaker.

All of them are based at the provincial level and understand provincial politics, cultural settings, and the language of the province very well. They have knowledge and expertise on parliamentary affairs, legislative procedures, committees' functions, inclusion, and governance. All of them are well acquainted with current affairs at the national and provincial level. They are very much interested in mentoring, have enthusiasm and exhibit a positive attitude towards mentoring. Most of mentors and mentees are arranged with their respective party fellows, as far as possible. Even if not from the same party, the commitment of political neutrality is well discussed. They have willingness to give time to the mentees through meetings, telephone, emails, and video conferencing.

The mentoring session are planned for 10 weeks, 1 hour per week per mentee. Till this reporting period, there are 37 mentoring sessions are held. These sessions and the progress of the mentees are being tracked. Most of sessions are ore one-to-one sessions between the mentor and the mentees. Mentors and mentees are pro-actively reaching out to each other for the sessions, especially the mentees when they require any technical support or guidance within the parliamentary scope of work. All the mentors are well oriented to respect the confidentiality of the mentoring sessions and



information shared by the mentees.

An inception meeting was conducted to officially start the mentoring program and provided orientation to both mentors and mentees. There were 4 mentors and 10 prospective mentees were participated in the event, as specified in Annex 5. A need assessment exercise was also conducted through a format from the prospective mentees, during the same event. The assessment has highlighted areas where mentorship is required.

FAYA has deployed a monitoring person to monitor regularly and capture progress of the mentees. A tracking format prescribed by PSP is being updated to keep track of the individual support provided to each mentee.

The "Review Meeting of the Mentoring Programs" took place on October 20, 2023, at Hotel Astha in Dhangadhi, Nepal, with the objective of reviewing and concluding the mentoring programs and conducting a rapid end-line assessment against the baseline assessment. Participants included 9 members of the provincial assembly (MPAs) as mentees and 5 former MPAs as mentors, as specified in Annex 6. FAYA Focal Person Sachchidananda Joshi moderated the event, providing a briefing on past activities and the day's objectives.

The meeting featured a progress presentation on the mentoring program, followed by a discussion session where participants reviewed the program's advancements. Mentors expressed their gratitude for the opportunity to share their experience and contribute to the capacity-strengthening of newly elected MPAs, highlighting the positive impact of such programs on MPA performance and the provincial assembly. Mentees also conveyed their satisfaction, emphasizing how the mentoring sessions had enhanced their knowledge, information, and skills. The session concluded with a rapid end-line assessment and a vote of thanks from Mr. Joshi to all participants for their valuable contributions.



The progress stories of 6 randomly selected mentees were created by media representatives. The stories are published in the local media. (Annex 7)

A separate data sheet with event date, MP details, mentoring topics, mentor information, session duration, and mentee feedback on meeting their expectations is attached with this report.

4.2 Deliverables till the reporting period

Three learning sharing platforms were arranged for former and current women MPs and MPs from marginalized groups to exchange experiences and learn from each other.

A two-day skill-focused capacity strengthening program was conducted specifically for women MPs and MPs from marginalized groups.

100 mentoring sessions, among 100 planned, were organized to provide skill and knowledge to the selected group of women MPs and MPs from marginalized groups (mentees).

A group meeting/orientation was organized for the selected group of women MPs and MPs from marginalized groups (mentees) as an inception event of mentoring program and a review/closing session was organized.

5. Expected Results

A sharing platform created in SuPa PA for women MPs and MPs from marginalized groups to discuss, network, and collaborate with each other and former MPs for better performance of seating MPs.

The program is supporting women MPs and MPs from marginalized groups to be acquainted and get insights into how things are in the parliament and what works and what does not. The information shared by former MPs are very important and useful for the current MPs' future way out.

Women MPs and MPs from marginalized groups of SuPa PA have enhanced capacities and skills on leadership, media handling, public speaker and leadership which are crucial for their overall personality development.

Women MPs and MPs from marginalized groups have increased understanding, confidence, and skill as a parliamentarian through one-on-one support and guidance provided by the expert (mentors) on issues related to parliamentary affairs and relevant thematic issues.

6. Challenges:

Despite the positive strides made in the capacity-strengthening program, several challenges were encountered during its implementation. Some participants were absent from key events, which affected the inclusivity of the program and burdened to organize additional events. Additionally, ensuring active engagement and participation from all mentees proved to be a challenge. It was also noted that due to the 'business-less' provincial assembly, the mentees and mentors faced difficulty in tailoring the mentoring sessions to meet individual needs. Furthermore, logistical issues like lack of transportation cost to the participants impacted the smooth execution of program activities.

To mitigate the issue of participant absence and ensure inclusivity, a proactive approach was taken. Additional events were organized to cater to those who missed previous gatherings. This allowed for the equitable participation of all targeted MPs. Efforts were made to communicate the importance of attendance and the value of shared experiences to encourage active involvement. To enhance active engagement, regular communication and follow-up with the mentees were initiated. Mentors played a crucial role in motivating and guiding mentees, ensuring they actively participated in the mentoring sessions. The importance of their role in tailoring sessions to individual needs was emphasized to mentors, helping them adapt their guidance accordingly.

Recognizing the challenges in tailoring mentoring sessions, a flexible and needs-based approach was adopted. Mentors and mentees were encouraged to discuss specific issues and challenges they faced, allowing the sessions to be tailored to address their unique needs and concerns. This flexibility enabled a more effective and personalized mentoring process. The logistical challenges, such as transportation costs, couldn't be directly addressed, the emphasis shifted to effective communication and clear communication with participants. While the program may not have been able to provide financial support for transportation, it continued to emphasize the significance of the program's activities and the potential benefits for participants. Transparent and open communication about the challenges and the

importance of participation helped manage expectations and encouraged participants to make the necessary arrangements themselves.

7. Learning:

Throughout the course of the consultancy, several valuable learnings were gleaned. First and foremost, it was evident that providing a platform for sharing experiences among former and current MPs is a powerful tool for knowledge transfer and networking. The active participation and insights shared by former MPs greatly contributed to the capacity-strengthening of current MPs. The importance of flexibility in program implementation became apparent as it allowed for the management of time and interest of participants to better suit their unique requirements. Moreover, the program highlighted the significance of continuous monitoring and tracking of mentoring sessions to ensure effectiveness. Additionally, the engagement of experienced mentors played a pivotal role in enhancing the skills and confidence of mentees, underlining the importance of mentorship in such capacity-strengthening initiatives.

8. Recommendations:

Based on the experiences and outcomes of the program, several recommendations can be made for future capacity-strengthening initiatives. It is advisable to employ a proactive approach to ensure the full participation of all targeted MPs, possibly through tailored incentives or a more personalized outreach strategy. The program's flexibility should be maintained to adapt to the evolving needs and circumstances of the participants. To address logistic constraints, exploring potential financial arrangements would be better. Furthermore, continuous monitoring and feedback mechanisms should be strengthened to track the progress of mentoring sessions and the impact on participants. Finally, considering the positive impact of experienced mentors, their involvement should be encouraged and further expanded. In addition to this, some programmatic recommendations are also come from the participants. For example, in experience sharing session, there would have been better to invite the Leaders, the Chief Whips and Whips. It would have inspired them to think and work on promoting women MPAs and MPAs from marginalized community. Additionally, a separate training session would have been better for the personal secretaries of MPAs so that they can manage secretariat well and support the leadership of MPAs in Provincial Assembly.

Annex 1: Participants of Experience Sharing I

SN	Name	Position	Gender	Cast/Ethnicity	Phone Number
1.	Hon. Arjun Bahadur Thapa	Immediate-past Speaker of PA	M	Chhetri	9858441444
2.	Hon. Ghanshyam Chaudhary	MPA	M	Tharu/Janaajat i	9812536184
3.	Hon. Indira Giri,	MPA	F	Dashanami	9864302116
4.	Hon. Janaki Kuwar	MPA	F	Chhetri	9848120808
5.	Hon. Khushiram Dagaura	MPA	M	Tharu/Janaajat i	9848472223
6.	Hon. Koili Debi Chaudhary	MPA	F	Tharu/Janaajat i	9868456448
7.	Hon. Lalita Sunar,	MPA	F	Dalit	9848455117
8.	Hon. Purna Joshi	Immediate-past MPA	F	Brahmin	9851139962
9.	Hon. Rameshwar Chaudhary	MPA	M	Tharu/Janaajat i	9811692045
10.	Hon. Ratan Thapa	Immediate-past MPA	M	Chhetri	9858425928
11.	Hon. Santosh Sharma Thapa	MPA	F	Chhetri	9848422125
12.	Hon. Shyamlal Rana	Immediate-past MPA	M	Tharu/Janaajat i	9848681208
13.	Hon. Tika Thapa	MPA	F	Chhetri	9745810746
14.	Hon. Tulashi Devkota	MPA	F	Brahmin	9848515247

Annex 2: Media links

1. <https://anumodankhabar.com/2023/08/06/53463>
2. <https://gorkhapatraonline.com/news/73821>
3. <https://presspatra.com/14841/>
4. <https://mahendranagarpost.com/?p=84074>



- 5.
6. <https://gorkhapatraonline.com/news/80103>
7. <https://agnisamachar.com/55833/>
8. <https://nishananews.com/news/36711>
9. <https://anumodankhabar.com/2023/10/20/53845>
10. <https://biswokhoj.com/2023/8211/>
11. <https://anumodankhabar.com/2023/10/30/53887>

Annex 3: Participants of Experience Sharing II

SN	Name	Position	Gender	Cast/Ethnicity	Phone Number
1.	Hon. Chunkumari Chaudhary	Immediate-past MPA	F	Tharu/Janaajati	9848681208
2.	Hon. Gita Chaudhary	MPA	F	Tharu/Janaajati	9864302116
3.	Hon. Hira Sarki	MPA	M	Dalit	9812536184
4.	Hon. Janaki Kuwar	MPA	F	Chhetri	9848120808
5.	Hon. Juna Dani	MPA	F	Chhetri	9848472223
6.	Hon. Lalita Sunar,	MPA	F	Dalit	9848455117
7.	Hon. Laxmi BK	MPA	F	Dalit	9868456448
8.	Hon. Malmati Rana	Immediate-past MPA	F	Tharu/Janaajati	9858425928
9.	Hon. Maya Pant	MPA	F	Brahmin	9745810746
10.	Hon. Nepal Chaudhary	Immediate-past MPA	M	Tharu/Janaajati	9851139962
11.	Hon. Nirmla Badal Joshi	Immediate-past Deputy Speaker of PA	F	Brahmin	9858441444
12.	Hon. Santosh Sharma Thapa	MPA	F	Chhetri	9848422125
13.	Hon. Saraswati Khadka	MPA	F	Chhetri	9811692045
14.	Hon. Tulashi Devkota	MPA	F	Brahmin	9848515247

Annex 4: Participants of Experience Sharing (Additional)

SN	Name	Position	Gender	Phone Number
1.	Hon. Ghanashyam Chaudhary	MPA	M	9812536184
2.	Hon. Gita Chaudhary	MPA	F	9851235139
3.	Hon. Hira Sarki	MPA	M	9862486848
4.	Hon. Indira Giri	MPA	F	9864302116
5.	Hon. Juna Dani	MPA	F	9849420604
6.	Hon. Koili devi Chaudhary	Deputy Speaker	F	9868456448
7.	Hon. Laxman Kishor Chaudhary	MPA	F	9800623350
8.	Hon. Laxmi BK	MPA	F	9848792719
9.	Hon. Madu Bharati	MPA	F	9848720718
10.	Hon. Nirmala devi Saud	MPA	F	9858485090
11.	Hon. Shanti Nepali	Immediate-past MPA	F	9848589895
12.	Hon. Tek Bahadrur Raika Auji	Immediate-past MPA and Minister for State	M	9851100736

Annex 5: Participants of the Inception meeting of Mentoring Program

SN	Name	Position	Gender	Cast/Ethnicity	Phone Number
1.	Hon. Janaki Kuwar	MPA	F	Chhetri	9848120808
2.	Hon. Purna Joshi	Immediate-past MPA	F	Brahmin	9851139962
3.	Hon. Ratan Thapa	Immediate-past MPA	M	Chhetri	9858425928
4.	Hon. Tika Thapa	MPA	F	Chhetri	9745810746
5.	Hon. Tulashi Devkota	MPA	F	Tharu/Janaajati	9848515247
6.	Hon. Birman Chaudhary	Immediate-past MPA	M	Tharu/Janaajati	9851274851
7.	Hon. Laxmi BK	MPA	F	Dalit	9848792719
8.	Hon. Hira Sarki	MPA	M	Dalit	9862486848
9.	Hon. Indira Giri	MPA	F	Dashanami	9864302116

Annex 6: Participants of the Review and Closing Meeting of Mentoring Session

SN	Name	Position	Gender	Phone Number
15.	Hon. Arjun Bahadur Thapa	Immediate-past Speaker	M	9858441444
16.	Hon. Birman Chaudhary	Immediate-past MPA	M	9851274851
17.	Hon. Gita Chaudhary	MPA	F	9851235139
18.	Hon. Hira Sarki	MPA	M	9862486848
19.	Hon. Indira Giri	MPA	F	9864302116
20.	Hon. Janaki Kuwar	MPA	F	9848120808
21.	Hon. Kolili Devi Chaudhary	Deputy Speaker	F	9868456448
22.	Hon. Laxmi BK	MPA	F	9848792719
23.	Hon. Madhu Bharati	MPA	F	9848720718
24.	Hon. Nirmala Devi Saud	MPA	F	9858485090
25.	Hon. Purna Joshi	Immediate-past MPA	F	9851139962
26.	Hon. Ratan Thapa	Immediate-past MPA	M	9858425928
27.	Hon. Shyamlal Chaudhary	Immediate-past MPA	M	9848681208
28.	Hon. Tulashi Devkota	MPA	F	9848515247

Annex 7: Progress Story of Participants: <https://anumodankhabar.com/2023/10/30/53887>

Hon. Lakshmi Bik: Learning the Ropes of Parliamentary Activities



I've always been deeply involved in politics, starting with my student political days and later joining the Nepal Communist Party (Maoist Center). Influenced by the political climate during the Panchayat period, I ventured into politics while studying at Campus in Kanchanpur. Over the years, I engaged in various roles within the party, such as serving on the Commission for Kanchanpur Reserve Affected People and the All

Party mechanism. I currently hold the position of a central member of the Maoist Party, where I'm in charge of Darchula district, and I also represent the Sudurpashchim Provincial Assembly as a member from a proportional electoral system.

Despite my experience in political and social service roles, when I became a member of the Sudurpashchim Provincial Assembly, I realized that I had limited knowledge of parliamentary activities. That's when the capacity strengthening support program for women and marginalized groups of the Sudurpashchim Provincial Assembly, in collaboration with Faya Nepal and UNDP, came into play. This program provided a platform for me to learn the details of parliamentary procedures, how to manage my time effectively during sessions, understand the work of subject committees, and

adhere to parliamentary rules and practices. It significantly boosted my confidence and ability to contribute effectively in my parliamentary duties. Through this support program, I discovered the nuances of parliamentary life and gained the tools to represent my constituents more effectively. It was a valuable experience that has not only empowered me but also paved the way for more effective participation in the Sudurpashchim Provincial Assembly. I learned the significance of parliamentary activities and have now become a more informed and confident Member of Provincial Assembly, ready to address the needs and concerns of my constituents. This program has been a game-changer for my parliamentary journey, and I'm grateful for the knowledge and skills it has equipped me with.

Hon. Indira Giri: Finding Confidence through Learning

My journey into politics began with a passion for social activities in my village, where I admired the policies and ideas of the Sadbhavana Party. Under his mentorship Mr. Resham Chaudhary, I later joined the newly established Nagarik Unmukti Party, and I represent in the Province Assembly of Sudurpashchim as a member from proportional representation. Although I had a strong foundation in politics, my transition to parliamentary activities was challenging. That's when the capacity strengthening support program for women and marginalized groups in the Sudurpashchim Provincial Assembly, a collaborative effort of Faya Nepal and UNDP, supported a lot.



shaping our parliamentary journey.

Through this program, I had the opportunity to learn about parliamentary laws, regulations, and activities. It not only increased my knowledge but also boosted my confidence to speak effectively in the Assembly. I am grateful for the skills and insights gained from this program, and I believe that such initiatives are essential to empower women like me to take an active role in

Hon. Hira Sarki: From Discrimination to Empowerment

I excelled in my studies during school and aimed for a government job upon completion. However, the discrimination I faced due to my caste during my schooling led me into a different path - politics. My political journey began in 2036, with a mission to uplift the oppressed communities and put an end to caste discrimination. Today, I represent the Sudurpaschim Provincial Assembly on behalf of the Nepal Communist Party (UML). Despite my deep involvement in politics and society, my parliamentary journey started with many uncertainties. When I first spoke in the Provincial Assembly, I did so in my own way, with little understanding of parliamentary procedures.



The capacity strengthening support program for women and marginalized members of the Sudurpaschim Provincial Assembly, organized in collaboration with Faya Nepal and UNDP, filled those gaps in my knowledge. This program offered me valuable insights into parliamentary activities and significantly increased my self-confidence. Sharing experiences with former honorable members was also a great learning opportunity. With the knowledge and skills gained from this program, I feel

more responsible and better equipped to represent my constituents in the Provincial Assembly.

Geeta Chaudhary: Transitioning from Teaching to Politics

I am from an ordinary farmer's family in Krishnapur municipality, Kanchanpur. After leaving a career in teaching and involvement in community forestry, I transitioned to politics and currently represent the Provincial Assembly as a Member from proportional representation system.

I represent there the Nepali Congress party. My political journey took a



turn in 2074 when I switched from the Maoist party to the Congress. Stepping into the Provincial Assembly was initially confusing, as it involved a different world of learning. I must say, it's been a learning journey, one that is still ongoing.

The capacity strengthening support program for women and marginalized members of the Sudurpaschim Provincial Assembly, conducted in collaboration with Faya Nepal and UNDP, provided a platform for us to learn more about parliamentary practices and activities. This program not only imparted knowledge about the details of parliamentary life but also boosted my confidence to speak effectively in the Assembly. It's been a transformative experience, and I believe there is a need for more programs like this to equip us better for our roles in the Assembly.

Tulshi Devkota: Learning as I Go

I've been actively engaged in politics alongside community forest campaigns for a significant period. My journey to connect directly with the people began through community forest activities. My political involvement grew, and I currently represent the Nepali Congress in Provincial Assembly as a Member from proportional system. However, you can't master everything at once. When I first entered the Assembly, I lacked comprehensive knowledge of parliamentary procedures. Learning the ropes of parliamentary activities is a gradual process, one that we are still progressing in.

In collaboration with Faya Nepal and UNDP, the capacity strengthening support program for women and honorable members of marginalized groups in the Sudurpaschim Provincial Assembly has been a remarkable experience. It exposed us to the particulars of parliamentary life and imparted knowledge about parliamentary practice. I now feel more responsible and look at the Assembly as a platform for learning and serving the people. The Provincial Assembly Members need to continuously seek knowledge to fulfill their roles effectively.



Janaki Devi Kunwar: Empowered through Learning

I'm a member of the Nepal Communist Party (Maoist Center) and currently serve as Member in the Provincial Assembly on behalf through a proportional representation system. The capacity strengthening support program for honorable members of women and marginalized groups in the Sudurpaschim Provincial Assembly, a collaborative effort between Faya Nepal and UNDP, has been enlightening. This program has enabled me to understand parliamentary procedures and activities better. I'm genuinely impressed by the program's effectiveness and the sense of responsibility it has instilled in me.



The program has taught me the importance of clear and effective communication in the Assembly, the significance of utilizing and managing time, and the essential knowledge of laws and policies. It's a learning process that keeps us growing as parliamentarians, and I believe such programs are instrumental in shaping our roles and responsibilities in the Assembly.