

Milijuli Samaj Nepal (MSN)

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STrategic Plan

2021-2026

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**Milijuli Samaj Nepal**

**Strategic plan 2021-2026 (5 YEARS)**

# Present scenario:

Since the start of state restructuring process, Nepal has been undergoing through enormous changes in a bid to gain political stability, store peace and bring prosperity. However, due to lack of coherence among the major political parties, development process is lagging behind. An overwhelming number of NGOs (51513 NGOs SWC record 2076-2077) and INGOs (230 INGOs SWC record) are operating in Nepal with an aim of lifting poor and marginalized people out of poverty and transforming their socio-economic conditions. Significant changes are yet to be seen as their works get influenced by a range of factors. Status of vulnerable groups such as women, children and other minority groups remain poor and are subject to domination, exploitation, suppression and discrimination. Youth migration to foreign countries is highly prevalent across the Nepal. In this adverse situation, the country has recently been affected by the current global pandemic of Covid -19 with massive social and economic disruption. The government has been constantly criticized for failing to respond to the needs of people who have lost their livelihoods in this pandemic situation. The pandemic has affected the mental health condition of the people. There has been significant rise in the number of people committing suicide and so in the number suffering from mental disorders such as depression, frustration, anxiety, and helplessness.

In this scenario, Milijuli Samaj Nepal (MSN) organized the strategic planning workshop at its office and formulated a five years strategic plan upon having a deeper discussion on its accomplishments and future directions. Plenary discussions, brain storming and SWOT analysis tools were applied during the process. MSN also revised its vision, mission and objectives in line with new strategic directions, working modality, and operations. Executive committee members along with project staff actively took part in the planning process.

# Introduction of the organization

Milijuli Samaj Nepal is a non-governmental and non-profit organization established in 2005 by a group of women professionals working in the field of community development, education, health, women socio-economic empowerment, gender equity, organizational capacity building, and business enterprise development. The organization is registered at District Administration Office Kathmandu in B.S.2062 (AD 2005) and affiliated with Social Welfare Council. It operates from its office based in Gairigaun Sinamangal, Kathmandu.

MSN solely works with female adolescents and women having weak financial status and are deprived of basic facilities such as education, health and employment. Since its inception, MSN has been serving its target beneficiaries with educational, health and livelihood inputs while also advocating and networking for their basic rights through direct implementation and partnership with local NGOs and self-help groups. MSN basically works for women who have migrated to Kathmandu Valley for employment and are enthusiastic about living from their own endeavors.

# Vision, Mission and Values

## VISION

"We strive to develop a healthy, empowered and just society".

## MISSION

Our mission is to support women and female adolescents to achieve their full potential by providing opportunities for education, health, livelihood and advocacy/networking**.**

## VALUES

1. **Participation** –MSN is committed to ensure meaningful participation of women and female adolescents in program cycle.
2. **Integrity**– MSN will follow moral and ethical principles and do the same as what we say.
3. **Innovation and creativity**–MSN firmly believes in creating new ideas for positive changes.
4. **Social Justice**- MSN demonstrates social justice in terms of ensuring equal rights, opportunities and treatment for all women and female adolescents.

# Why MSN wants to change?

Women have lot of potentials to change the society; MSN wants to enhance their potentialities so that they can be a change agent. Women can help women to bring ripple change.

# What does MSN seek to change?

MSN firmly believes in identifying root causes of women and female adolescents’ backwardness in all spheres of life and seeking a change in different aspects. This includes:

* + Involve women and female adolescents in major program activities and decision making
	+ Educate young women for their better career and make them independent.
	+ Enhance women health so that they can enjoy good health and can contribute to the family and society.
	+ Provide livelihood skills for financial security (expand to professional field) and in return they can provide job opportunities to others.
	+ Fully inclusive community where justice, human dignity, and care for environment are promoted and sustained by women and young adolescent.
	+ Respond as per the need for national disaster and pandemic situations

# Four Strategic priorities and objectives

**I. Livelihood**

**Objective:** To create means of livelihood for economic empowerment of women and female adolescents and to improve their way of livings.

**II. Education**

**Objective:** To ensure poor young girls and female adolescents are equipped with better knowledge, life skills and academic qualification.

**III. Health**

**Objective:** To enhance better health status of women and female adolescents

**IV. Advocacy and networking**

**Objective:** To strengthen the capacity of women and young adolescents to enable networking and legal advocacy at the local level in order to meet the needs of women rights.

# Key activities as per the objectives

**Objective 1: Livelihood**

**Key activities**

* Training on entrepreneurship development and business marketing
* Training on skill development- bakery, beauty parlor, tailoring, face mask and sanitary towel production, school and grocery bags production
* Support on agriculture and animal husbandry– waste management, manure making, seeds distribution, small matching grant, terrace gardening,
* Linkage with government line agencies to increase access to local resources
* Technical and material support for income generation

**Objective 2 Education**

**Key activities**

* Provide scholarship support to young girls and female adolescents
* Conduct workshops on life skills (cyber rime, child sexual abuse, self-defense, child/human rights etc.)
* Provide psycho social counseling to young girls, female adolescents and their guardians
* Liaison activities with school management – girl child safe space, girl rights, academic monitoring and follow up
* Provide forum for collective sharing and peer strengthening

**Objective 3 Health**

**Key activities**

* Raise awareness to reduce women health related stigma (mensuration, uterus-prolapse)
* Conduct women health camps (whole body check-up, pap smear, dental health)
* Liaise with health institutions
* Provide psycho-social counseling
* Motivate to enroll in health insurances
* Conduct health related trainings (first-aid, nutrition,
* Raise awareness on uses of sanitary towel (eco-friendly) and distribution
* Conduct training on sanitary towel and face mask production

**Objective 4 Advocacy and Networking**

**Key activities**

* Conduct legal advocacy awareness training/workshop on women rights and issues (gender violence, property rights)
* Provide legal counseling to target beneficiaries (survivors)
* Liaison with women legal firms
* Joint hands with women right organizations for women rights advocacy (women day celebration, 16 days activisms)
* Refer survivors to shelters (safe homes)
* Advocacy and networking as a cross cutting for other above three pillars (health, education and livelihood)

# Who are MSN's target beneficiaries?

The main target beneficiaries of MSN's are women and female adolescents. Additionally, MSN believes in both self-empowerments of individual's as well as joining collectively with others who share our values for the amplification of change. Therefore, MSN works both with individual women and female adolescents and community in a range of situations as well as with other organizations:

* Pratibaddha Milijuli Saving and Credit Cooperative Ltd. (PMSCCL) members
* Church members in Kathmandu, Bhaktapur and Lalitpur
* Local women groups
* Women in crisis
* Schools
* Local Nepal Government

# Networking organizations

* Education Institutions: Schools (management committees/Parents)
* Youth clubs
* Safe home
* Young Women Christian Association
* Donors
* Government (Local and National)
* Likeminded organizations
* Pratibaddha Milijuli Saving and Credit Cooperative Ltd. (PMSCCL)

# Where? MSN's target areas:

Kathmandu Valley (Bhaktapur, Lalitpur and Kathmandu)

All programs will be implemented in MSN Working areas – Kathmandu, Bhaktapur and Lalitpur districts.

# Working Modality

Milijuli Samaj Nepal's working modality is to strengthen women and adolescent girls by implementing its program directly and through collaboration with different likeminded organizations for sustainability.

# Strategic plan in logical framework matrix

|  |  |  |  |
| --- | --- | --- | --- |
| Objectives | Indicators | Means of verification | Assumption |
| **Livelihood*** To create means of livelihood for economic empowerment of women and female adolescents and to improve their way of livings.
 | * 3000 women and female adolescents will be equipped with income generating skills
* 80% of the beneficiaries will create self-employment with market linkages
* 25% of the beneficiaries will take leadership role in society as well as in the professional field
* Strengthened women cooperatives and small entrepreneurs to create their rights more effective
 | * Periodic progress reports
* Life changing success stories
* Audio –visual documentation
* Training attendance record
* Monitoring and evaluation report
 | * Political and economic instability
* Prolonged pandemic (COVID -19)

Migration |
| **Education*** To ensure poor young girls and female adolescents are equipped with better knowledge, life skills and academic qualification.
 | * 250 young girls and female adolescents will get quality education
* 80% of the girls and female adolescents will complete their higher secondary education
* 75% female adolescents will be able to share their learning to their colleagues
* 90% of the participants will implement their learning from cyber-crime, self-defense and sexual abuse trainings
* 90% of the school management will be responsive to child friendly safe space
 | * Case studies
* Training reports and attendance
* Follow and monitoring report
* Academic progress report
 | * Migration, internal displacement
* Dropout due to economic crisis
 |
| **Health*** To enhance better health status of women and female adolescents
 | * 5000 women and female adolescent will be involved
* 90% of the target beneficiaries will be benefitted from health camps
* 60% of the target beneficiaries will get involved in health insurances
* 500 women and female adolescent will get nutrition training
* 500 women will receive first –aid training and first-aid kits

75% of the needy target beneficiaries will receive counseling  | * Progress reports
* Attendance record
* Follow up and monitoring reports
* Case stories
* Training reports and diagnosis report
 | * Change in health demand
* COVID-19 variants and its challenges
* Changes in rule and regulations of health insurance companies
 |
| **Advocacy and networking** * To strengthen the capacity of women and young adolescents to enable networking and legal advocacy at the local level in order to meet the needs of women rights.
 | * 200 women will receive legal aid training every year
* 75% of the needy target beneficiaries will receive counseling
* 500 women will get involve in celebrating women rights days
* 90% of the survivors will be placed in the safe homes (as per need) and integrated/rehabilitated in the families
* Relationships built with 10 legal firms
 | * Progress reports
* Event reports
* Case stories
* Visit report
* Follow and monitoring report
* Agreement papers
 | * Threaten
* Safe homes will not ready to take them
 |

# Reporting and Monitoring System:

In order to increase the effectiveness of the activities being implemented by MSN, regular monitoring is conducted by the concerned project staff. Beside this, collective monitoring is conducted in participation of board members and staff at field level. Mid-term review and final evaluation of the projects are carried out in line with approved projects. Reflecting on findings obtained during the monitoring, possible adjustments are made in the upcoming plans and projects. The staffs prepare monthly, quarterly, half yearly and yearly report of the accomplishments. In addition to that, progress reports are prepared and disseminated in compliance with the requirement of concerned donors and government authorities. MSN acquire approval of Social Welfare Council prior to the implementation of new projects for its efficiency.

# Governance of the organization

MSN is an autonomous organization. It has a seven membered executive committee which undertakes the responsibility of required compliances by preparing and implementing different policies, exploring financial partners, providing technical support for developing fund proposals and carrying out project monitoring and evaluation. In every three years, general assembly elects new executive committee. Meeting of the executive committee takes place in quarterly basis which ratify progress report, upcoming plans and budgets. Secretary of the organization can work as an Executive Director who liaises between executive committee and management team for the effective and efficient administration.

# Annexures:

# Annex 1. Glimpses of MSN’s key programs:

## Scholarship program:

MSN has been running scholarship program since its inception phase. The program has contributed to the holistic development of the female adolescents in regard to their social, educational and mental growth. MSN has implied integrated approach in the scholarship program including educational support such as school annual fee, examination fee, school uniform, stationeries and school bags, regular counseling to students and parents, interaction with respective schools and trainings on sexual abuse and harassment, child protection and self-defense to make them able to deal with possible violence they may experience as girls.

## Skill development program

Under skill development program, MSN has been providing skill-based trainings, small seed money and material support to the women so that they would be able to enact immediately what they learn from the trainings. MSN has conducted numbers of hands-on trainings such as tailoring, bakery, hair and make-up, sanitary towel making, face mask making, pickle making etc. over these years. These trainings have helped them to meet their basic day to day needs as majority of the women are engaged in small scale income generating activities upon completion of the trainings. The organization has also generated employment for women by mobilizing them as trainers while organizing related trainings for different groups. MSN collaborates with Pratibadhha Milijuli Savings and Credit Cooperatives for the implementation of this program as both organizations work with women and have similar areas of work.

## Women health program

Focusing on the preventive health care of women, MSN has been implementing various activities such as awareness raising workshops on women health issues, health camps, first aid training and referral of cases to specialized health personnel identified in the health camps. Since women do not pay much attention to their health due to social, cultural and personal reasons, MSN through awareness raising programs and health camps seeks to make them aware of how to take proper care of their health and live healthy life.

## Agriculture based livelihood program

MSN has been implementing agriculture-based livelihood program for women who have come to cities from rural settings. Under this program, MSN provides quality seeds, farming related trainings and small monetary support to help women enhance and secure their livelihood opportunities. Women are involved in organic vegetable gardening, animal rearing and poultry farming they initiated with the interventions of MSN and are able to create self-employment for themselves and others.

## Disaster response project

MSN has undertaken projects in the aftermath of natural disaster to respond to immediate need of the survivors within its working areas. During the earthquake in 2015, the organization distributed relief support to 1000 women which included personal hygiene kits, cooking utensils, food items and small monetary support to revive their income generation activities. Likewise, MSN has been implementing relief support program in the current Covid-19 pandemic. The program along with distributing food items focuses on educating people on signs and symptoms of Covid-19 and maintaining proper hygiene practice. The program also trains women impacted by Covid-19 to make face mask and sanitary towel for distribution.

# Annex 2. Strength, Weakness, Opportunity and Threat (SWOT) Analysis

Internal and external factors directly and indirectly affect the sustainability of the organization. By identifying them, the organization can overcome the potential challenges and lead the organization towards a desired state. MSN has analyzed its current strengths, weaknesses, opportunities and threats as follows:

|  |  |
| --- | --- |
| **Strengths** | **Opportunities** |
| * Effective monitoring system is in place.
* Effective selection procedure of target beneficiaries
* Consistent donor and thereby able to give continuity to the programs
* Clear target beneficiaries and geographical areas
* Cost effectiveness in program operation (Able to bring positive changes with fewer operating cost)
* Transparency in work and finance
* Strong bond with Pratibaddha Milijuli Savings and Credit Cooperatives
* Secured and fully equipped (functional) office
* Increased organizational credibility
* Fulfilling statutory requirement of government on timely manner (NGO registration renewal, auditing, AGM and board meetings)
* Good relationship with financial partners
 | * Prospect for networking with like-minded NGOs
* Office in accessible area and thereby easy access to working areas and information resources
* Possibilities of mobilizing expertise of board members and community members
* MSN is exclusively run by women and work for women

  |
| **Weaknesses (Areas for improvement)** | **Threats**  |
| * Limited resources and donors
* Need to improve documentation
* Need to make more effort by board members and staff in exploring new funding partners
* Lack of accounting software
* Need to increase networking with likeminded organizations
* Need to improve marketing skill
* Need to develop organizational strategic plan, organizational promotional document (brochure), relevant training manuals and update website
 | * Government rules for NGOs keep on changing
* Priorities of donors may change beyond NGO’s need and capacity
* Increasing competition among NGOs for resource tapping
* High expectation from communities
 |

# Annex 3. Organogram

**Organizational Structure**

 Executive Committee

 General Assembly

 Director

Finance officer

Program Manager

Administration officer

Project Officer

Office Assistance