

STRATEGIC PLAN 2022-2027

Nepal Muslim Women Welfare Society

"Building a society where women are empowered and enjoy lives without any kind of discrimination and violence"



Who We Are?

Nepal Muslim Women's Welfare Society (NMWWS) is a non-partisan, non-profitable, and non-discriminatory organization established in 2006 and registered as an NGO with the Government of Nepal. NMWWS works for the poor, marginalized, and disadvantaged women of Nepal.

Since 2006, NMWWS has been continuously working for the political participation of marginalized Muslim and Madheshi women in inclusive democratic reform. NMWWS focuses on capacity building through gender equity and leadership training for marginalized women's groups, enabling their access to mainstream politics. The inclusion of Muslim women in mainstream politics has effectively established a foundation for advocating for the equality and rights of marginalized Muslim and Madheshi women. NMWWS continuously advocates and highlights the issues of gender equality, women's rights, child rights, and violence against women. NMWWS works to build youth and women's leadership to raise awareness in the community and break the chain of harmful socio-cultural practice. NMWWS focuses on increasing the enrollment and access of poor and marginalized girls to quality education. NMWWS works for economic empowerment, promoting the economic independence of poor and marginalized women. NMWWS empowers women to build better livelihoods and create businesses that provide jobs and boost their living standards. Investing in women's economic empowerment sets a path for poverty reduction and for gender equality.

Vision:

NMWWS envisions a society where women are empowered and enjoy lives without any kind of discrimination or violence.

Mission:

NMWWS strives to uplift the socio-cultural and economic status of marginalized women, particularly Muslim women, and their representation at the decision-making level.

Goal:

The goal of NMWWS is to advocate and build the capacity of the target community to make them capable of raising their voice for their fundamental rights and participating in the democratic process.

Strategic Focus Areas:

- Women's Economic Empowerment
- Environmental and Climate Action
- Human Rights and Gender Equality
- Elimination of All Forms of Violence against Women
- Religious Harmony and Peace
- Leadership Training
- Education of High Quality

Core Values:

Gender equality and empowerment of women and girls: Gender equality is not only important for women; it is good for all of us. Women's equality ensures a more peaceful and prosperous society for women, men, and children. We believe every woman is unique and powerful in her own right. We are committed to gender equality and women's empowerment. We are committed to removing any barriers that prevent the participation of women and girls at the decision-making level.

Community-centered initiatives and participation: We are committed to working with marginalized communities and bringing a positive change that will make a meaningful difference in their lives. NMWWS activities are rooted at the community level. We support communities in identifying the problem and taking initiative to solve the problems of poor and marginalized groups. We believe community participation is an essential part of the process of promoting gender equality and community development.

Partnership: We value partnership as one of our key organizing principles. We are committed to developing, maintaining, and nurturing partnerships, including networks, alliances, and linkages, with organizations and individuals who identify with our vision and mission.

Advocacy: The movement towards human rights and gender equality requires social change. We are committed to identifying barriers to human rights and gender equality issues and advocating for change.

What we do?

NMWWS' vision is a just society, a society where women are empowered and enjoy lives without any kind of discrimination or violence. To contribute to this vision, NMWWS builds upon its niche and delivers on these programs:

Economic Empowerment of Women: Women's economic empowerment is central to realizing women's rights and gender equality. NMWWS is working to provide sustainable and profitable means and access to income for marginalized Muslim women. Through skill-based training, NMWWS provides trained girls and young women with government-supported business development services, local cooperatives, and business enterprises for financial support and market management. NMWWS works for economic empowerment, promoting the economic independence of poor and marginalized women. NMWWS empowers women to build better livelihoods and create businesses that provide jobs and boost their living standards.



Gender Equality and Human Rights:

NMWWS' gender equality and human rights program is designed to promote and protect women's rights; ensure women's participation at the decision-making level; inclusive democratic reform; and eliminate all forms of discrimination and violence against women. The program focuses on improving the status of marginalized Muslim women. It aims to organize women into groups and enable them to take part in development activities by educating them through awareness and advocacy programs. NMWWS provides leadership, gender and human rights training to women and girls from marginalized communities.



Elimination of all forms of Violence against Women

Marginalized Muslim and Madhesi women and girls in Nepal face gender-based violence and discrimination at every stage of their lives, including (but not limited to) sex-selective abortion, differential access to food, education, and medical care, child marriage, dowry, domestic and/or spousal violence, sexual exploitation and abuse, trafficking, elder abuse, and traditional harmful practices. As per the 2011 Population Census, marriage among 10–18-year-old girls and boys was most common among the Madhesi Dalits (10.2%), Muslims (9.8%), and Hill Dalits (7.8%). Intersecting factors such as socio-cultural norms, socio-political exclusion, literacy, socioeconomic status, climate-induced disasters, and, more recently, the impact of COVID-19 make marginalized Muslim and Madhesi women in Nepal more vulnerable to gender-based violence. Deep-rooted patriarchal values and a sense of entitlement and control over women lie at the heart of VAWG.



Socio-cultural norms that justify violence and gender inequality perpetuate VAWG and also create barriers to the effective implementation of prevention and response services.



NMWWS conducts leadership and advocacy skill development training, Men Engage Approach training, legal literacy training, local dialogues, and orientation to social and religious groups on sexual and gender-based violence issues to promote collective initiatives from all stakeholders, including men and women, boys and girls, local authorities, and civil society to transform harmful socio-cultural norms and eliminate all forms of violence against women.

Promoting Peace and Religious tolerance in the communities



Nepal is a country looking forward to development and prosperity. However, differences between different religions, cultural, ethnic and regional communities still remain deeply entrenched in the societal fabric. Nepal cannot claim to be progressing towards development without unity, peace, tolerance and harmony when backward ideas still prevent communities from seeing all humans as being equal. There is a need to promote and preserve diversified common cultural capital by internalizing the principle of unity in diversity that defines Nepali

identity.

NMWWS works to establish peace, tolerance, and harmony amongst different religious, cultural, ethnic, and regional communities. NMWWS focuses on inter-religious dialogues, interactions on religious diversity and the importance of coexistence, community level awareness, a social media campaign, joint cultural celebrations among different faith groups, and faith leaders receiving training on various social issues.

Youth Leadership and Awareness:



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NMWWS Key Achievements and Projects:

YEAR	ACHIEVMENTS	DESCRIPTION	PARTNERS
2020	Strengthening Feminist Movements	NMWS strengthened feminist leadership capacity of 25 marginalized young women from Muslim community. We successfully created sustainable environment for female-leadership by involving local authorities, religious leaders and through policy dialogues.	Women's Fund Asia
2020	Kaagapay Fund to Support Feminist Resilience in the Face –of COVID-19	NMWWS empowered marginalized women/girls economically and psychologically. 150 people were directly benefited and 881 were indirectly benefited to recover from psychological and financial distress caused by the economical and food crisis during the pandemic.	Women's Fund Asia
2020/21	Home-based Tika making for economic empowerment of marginalized women	The poor and marginalized Muslim women affected by financial crisis due to COVID-19 were economically empowered. The training on home-based tika/bindi making provided to 10 women. The trained women were able to earn about Rs 250-300 per day even during the lockdown and support their families.	CECI
2018	Enhancing capacities of marginalized Muslim women for their participation and representation in public bodies	NMWWS formed Muslim women groups and capacitated them on human rights, leadership, advocacy skills, good governance and gender audit.	South Asia Women's Fund (SAWF)
2018	Capacity building for organizational development & sustainability	The skill development training to marginalized women and organization strengthening.	Tewa
2018	Enhancing capacity of marginalized Muslim and Madhesi women and girls for combating Sexual and Gender Based Violence	NMWWS conducted leadership and advocacy skill development training, Men Engage Approach training, legal literacy training, local dialogues and orientation to social and religious groups on Sexual and Gender Based Violence(SGBV) issues to promote collective initiatives from all stakeholders including Men/Women, Boys/girls, local authorities and civil society to transform harmful socio-cultural norms and combat SGBV.	Canadian Fund for Local Initiatives(CFLI)
2018-2019	Education for Children and Girls from	The project supported to increase school enrollment and access of quality education to	DAP, Australian Embassy

	marginalized Madhesi and Muslim Families	girls and children from marginalized communities. The role of School Management Committee was strengthened and the capacity of teachers, communities, child clubs and Parents Teacher Association was enhanced for their effective engagement in improving quality education services.	
2017-2020	South Asia Young Women's Leadership and Mentoring Initiative	The project increased school enrollment and access of quality education to girls and children from marginalized communities. The young women leaders were capacitated with leadership and mass media training. The government was advocated and lobbied for upgrading quality of Madarsa Education.	Global Fund for Women
2017	Distribution of Relief Packages to Flood Affected Lactating Mothers	NMWWS distributed relief packages (food, clothing and daily necessities) to the most needy and left out lactating mothers.	Beyond Beijing Committee, Nepal
2016	Women for Change & Development: Increasing Income of Marginalized and Vulnerable Women and Girls for their Empowerment	The project focused on economic empowerment of marginalized Muslim women. 30 marginalized Muslim women trained on organic farming under this project were engaged in the commercial organic vegetable farming practices. 30 Muslim women/girls trained on bangle making training started their local enterprises. 60 trained Muslim women and girls were linked to local cooperatives and savings and credits groups for institutional financial support for promoting their enterprises.	Czech Republic Development Corporation
2016	Developing and Printing of FP manual for Muslim Religious Leaders	NMWWS translated and localized the English version family planning manual developed by Indonesia's National Family Planning Coordinating Board (BKKBN). The dissemination workshops for family planning manual was conducted in Kathmandu, Rautahat and Kapilvastu districts.	United Nations Population Fund (UNFPA)- Nepal
2016	Awareness of Women's Legal Rights as per the New Constitution of Nepal	The project increased awareness of Muslim women of Kathmandu valley on their legal rights as per the Nepal's new constitution and as per Islam. Muslim women were trained on how to how to exert their right and how to seek help if their right is violated.	Tewa Nepal

2015	Preventing child & early marriage and protecting the rights of marginalized Muslim girls	The project supported to increase awareness and action to prevent child marriages in Muslim community. NMWWS focused on capacitating women groups with women right, gender equality and leadership skill to raise their voice and advocate against child marriage. NMWWS focused on engaging religious and community leaders to raise the issues of child marriage in the community and condemn child marriage as a human right violation. The community level awareness campaign helped to engage communities in preventing child/early marriage and other practices that discriminated and were harmful to young women.	Canadian Fund for Local Initiatives
2015	Empowering Marginalized Women for Economic Self-independence	The project established a self-sufficient tika/bindi and Nepali fabric shoe making micro enterprise was established to increase income of poor and marginalized Muslim women and make them economically independent.	Turkish Coordination & Cooperation Agency (TIKA)
2015	Tika/bindi making training to marginalized and earthquake affected women	The project supported to create the livelihood opportunities for poor and vulnerable women/girls affected by earthquake and contribute in early recovery of earthquake affected population. The tika/bindi making training and seed stock was provided to earthquake affected and marginalized women.	The Asia Foundation – Nepal
2014	Breaking the Barriers: Capacitating marginalized Muslim women for enhancing their public and political participation	The project empowered marginalized Muslim women by improving their awareness and capacity on human rights and inclusive democratic reform process. It addressed socio-political issues thus improving their public and political participation and representation. 6 Village Level Muslim Women Alliance (VMWA) formed and mobilized for sensitizing Muslim women on their rights and responsibilities for peace and justice. 30 marginalized Muslim women representing from VMWA trained on leadership, advocacy skills, and women’s rights for making them capable to hold leadership position. 6 local level public dialogues on rights of Muslim women for promoting collective actions for inclusive governance and democratic reform process. Overall 30 Muslim women capacitated in good governance, inclusive socio-political transformation process and applied gender auditing for promoting inclusive political	Canadian Fund for Local Initiatives

and development initiatives.

2014	Engage Muslim religious leaders to empower adolescents with social and financial skills and influence their communities to access RH services.	The project reduced cultural barriers for accessing health care services among Muslim youths. The project supported to increase access and utilization of quality family planning services for individuals and couples. Communities were engaged in preventing child/early marriage and other practices that discriminated and were harmful to young women. The classes of the Social and Financial Skills package among Muslim Adolescents and the adult package to the parents were rolled out to 29 Madrasa of 3 districts.	UNFPA
2012-2013	Empowering Muslim Women Enhancing Inclusive Democratic Reform for Political Participation	The project empowered Muslim women for inclusive democratic reform and their political participation. The project institutionalized women groups at community, VDC and district level. Muslim women groups were capacitated through trainings on leadership, advocacy, gender equity, inclusive democracy, good governance and social mobilization skills	EU/EIDHR
2012	Gender Equality Campaign: Women's Participation as influence in Decision Making Level	The project formed and capacitated Ward Level Community Women Advocacy Group (CMAGs) for promoting participation of women in public and political bodies in 9 Ward of Alou VDC. The local interactive orientation among political bodies, public bodies, CSOs and women representatives was conducted for ensuring women's participation at decision making level.	VSO Nepal
2011-2012	Enabling Muslim Women's Access to Mainstream in Politics	The project conducted awareness campaign, training and local dialogues for increasing Muslim women's access and their inclusion in the decision-making level.	RDIF/ESP

SWOT Analysis

<p><u>Strength</u></p> <ul style="list-style-type: none">• Renowned and established organization at the local, national and international level• Part of different national and international network• Unity and network of Muslim women and their engagement in NMWWS from the grassroots level• NMWWS' good work for marginalized Muslim women at the grassroots level• Bringing revolution in the life of Muslim women/girls through its work• Youth capacity building approach of NMWWS• Organizational policies of NMWWS	<p><u>Weakness</u></p> <ul style="list-style-type: none">• Documentation, visibility and promotion of work done by NMWWS• Lack of organizational capacity with the latest media and communication outreach• Not up to date with latest technologies for media and communication outreach in the grassroots level work• Lack of long term projects and long-term donors• Lack of HR/staffs when no projects• Lack of long term strategy and work plan• No or limited political participation of Muslim women in key leadership position at the local and national level• Lack of network in all 7 province• Limited engagement and work with the government• Limited or no influence and engagement with the work of Muslim Commission Nepal
<p><u>Opportunities</u></p> <ul style="list-style-type: none">• Increasing engagement and work with the government• Establishing network of Muslim women through NMWWS in all 7 provinces• Development partners• Climate change and Environment sector• Economic empowerment of women• Health• Education	<p><u>Threat</u></p> <ul style="list-style-type: none">• Increasing number of competition from organizations working for welfare of Muslim women and Muslim community• Changing donor priorities and funding• Perception of Non-Muslim communities that NMWWS that it is a religious organization and promotes religion• Old mindset of people looking at Muslim women• Male domination in the name of religion makes it difficult for Muslim women to work• Perception and distrust that NMWWS is there to break the relationship between husband and wife and family in the name of promoting gender equality and human right.

WHAT WE WILL DO??? Our 5 year Strategic Plan 2022 – 2027

Strategic Area: Human rights, Gender equality and Women empowerment

	Major Actions
Strategic Objective 1: Promote human right, gender equality, democratic reform and increase participation of marginalized women at the decision making level in political, economic and public sector	<ul style="list-style-type: none">• Capacity building workshops on Human rights, Gender equality, Leadership and advocacy skills• Civic and voter education program for poor and marginalized groups• Orientation and Discussion program with religious and community leaders for breaking gender roles and promoting women leadership• Inclusive and Gender Friendly Governance and development• Development of IEC materials• Mass awareness programs like: Radio/TV program, street drama, social media campaigns for highlighting the issues of gender equality, human right and participation of women at the decision making level• Policy dialogues on the issues of human rights, gender equality and participation of women at the decision making level
Strategic Objective 2: Eliminate all kind of discrimination and violence against women.	<ul style="list-style-type: none">• Legal Literacy training and capacity building on preventing SGBV to women and youth groups• Life skills Training• Training on meaningful engagement of men and boys to combat SGBV• Orientation and Discussion program with religious and community leaders on the issues of SGBV and harmful socio-cultural practices like child marriage, dowry, and triple talaq.• School/Madrassa level awareness program• Policy dialogue and advocacy for gender friendly policies and proper implementation of existing policies at the local level• Documentary production highlighting and raising awareness on the issues of discrimination and violence against women.• Mass awareness programs like: Radio/TV program, street dramas, social media campaigns on VAWG
Strategic Objective 3: Empowerment and civic engagement of youth from marginalized communities	<ul style="list-style-type: none">• Leadership and advocacy skill development training• Media and communication outreach training• Civic and voter education program• Build youth advocacy network• Policy dialogues on participation of the youth at the decision-making level, inclusive and gender friendly development and governance• Youth mock parliament• Development of IEC materials• Mass awareness programs like: Radio/TV program, street drama, social media campaigns for strengthening the voices of the youth• Youth led door to door discussion and advocacy program

Strategic Objective 4: Economic empowerment of marginalized women and the whole community.	<ul style="list-style-type: none"> • Vocational training for women • Women’s group and cooperatives • Community level awareness campaign for removing harmful socio-cultural norms and restriction on women’s employment • Financial literacy training • Business/entrepreneurship training • Seed fund for startup business to women • Supporting women for income-generating activities and agriculture • Connecting women with markets and other business opportunities
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Strategic Area: Quality Education

	Major Actions
Strategic Objective 1: Mainstreaming and improving quality of Madrasa education in Nepal	<ul style="list-style-type: none"> • Advocate and lobby with the government of Nepal for mainstreaming and improving Madrasa education • Discussion program engaging religious, community leaders and community on the importance of mainstreaming and improving quality of Madrasa education. • Capacity building of the teachers for quality education • Programming and computer skills for Madrasa children
Strategic Objective 2: Equal access to affordable and quality primary, secondary, and university education including technical and vocational skills	<ul style="list-style-type: none"> • Scholarship support program for poor and marginalized families. • Technical and vocational skill based training programs for girls and boys from poor and marginalized families • Educational, cultural and awareness program to support continuous access of girls to schools. • Orientation and Discussion program engaging religious, community leaders and community on the importance of girl’s education and problems faced by girls to access school. • Mass awareness programs like: Radio/TV program, street drama, social media campaigns highlighting importance of girl’s education, current problems faced by girls for accessing school and higher numbers of early school dropout.

Strategic Areas: Sustainable Peace and Religious Harmony

	Major Action
Strategic Objective: Establish peace, tolerance, and harmony amongst different religious, cultural, ethnic, regional communities.	<ul style="list-style-type: none"> • Inter-cultural dialogue among faith leaders and ethnic communities • Interaction on religious freedom • Joint cultural celebration among different faith groups • Community level awareness program • TV/Radio Program • Training for faith leaders on Gender Based Violence (GBV) issues and other social issues

Strategic Area: Environment and Climate Action

	Major Actions
Strategic Objective 1: Enhance the capacity of poor and marginalized women groups in understanding and responding to climate change impacts and advocating the government for the urgent climate action and their participation in climate process	<ul style="list-style-type: none"> • Climate leadership and advocacy training to marginalized women groups • Participatory Capacity and Vulnerability Analysis training to marginalized women groups • Community level awareness campaigns on climate change • Documentation and dissemination of climate change impacts on poor and marginalized Muslim • Research based advocacy on climate change impact and its threat to gender equality and human rights of poor and marginalized groups • Policy dialogue for participation of poor and marginalized women in climate process at the local level • Climate adaptation programs for poor and marginalized groups
Strategic Objective 2: Enhance knowledge and capacity of Muslim and Madheshi children and youth on the issue of climate change and environment to build knowledge and skills of the whole community	<ul style="list-style-type: none"> • Climate leadership and advocacy training for youth groups • Climate change and Environmental awareness training for teachers • Climate and Environment Education in School and Madrasa • School events • Plantation program • IEC materials for climate change and environmental awareness program

Strategic Area: Health and Well-Being

	Major Actions
Strategic Objective: Access to quality health service and health education for Muslim and Madheshi women	<ul style="list-style-type: none"> • Health Camps focusing on health issues of women • Health clinics for peoples from poor and marginalized groups • Health education series focusing on health issues of women • Health awareness campaigns on the health issue of women

Strategic Area: Water, Sanitation and Hygiene

	Major Actions
Strategic Objective: Access to adequate and equitable WASH service for all with special attention to vulnerable groups like Muslim and Madheshi women	<ul style="list-style-type: none"> • Sanitation and hygiene education in schools and Madrasa • Install model sustainable WASH system in school and Madrasa • Community level awareness campaign for improving WASH • Develop model communities with sustainable WASH system