



ANNUAL REPORT

2024



FEMINIST DALIT
ORGANIZATION (FEDO)

For a just and
equitable society



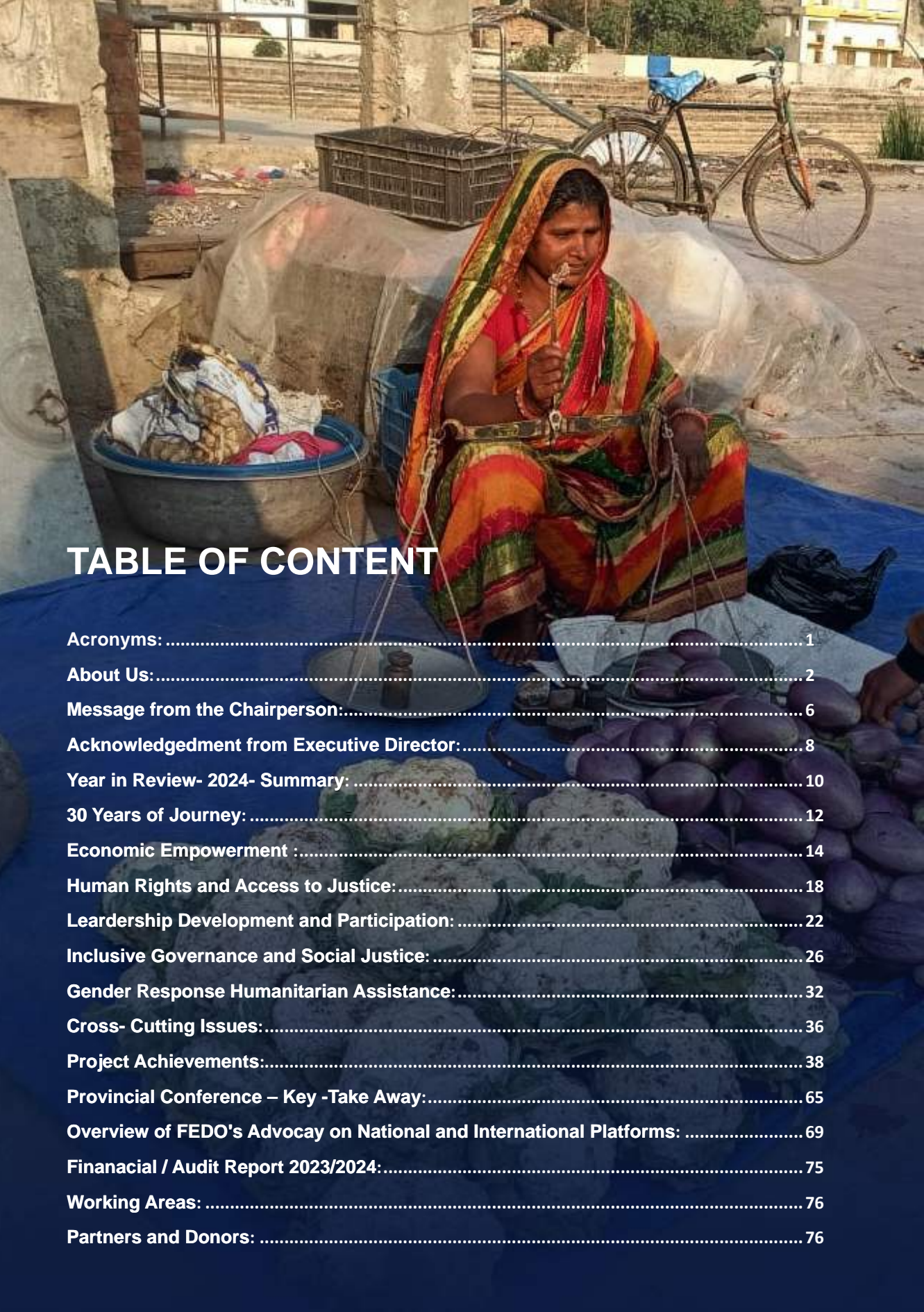


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ACRONYMS

| | |
|--------------|--|
| ADB | Asian Development Bank |
| ADRF | Asian Dalit Rights Forum |
| AIN | Association of International NGOs in Nepal |
| AWID | Association for Women’s Rights in Development |
| CAP | Community Action Plans |
| CBD | Community-Based Development |
| CERD | Convention on the Elimination of All Forms of Discrimination Against Women |
| CSO | Civil Society Organization |
| CSW | Commission on the Status of Women |
| DCA | Dan Church Aid |
| DRRM | Disaster Risk Reduction and Management |
| FEDO | Feminist Dalit Organization |
| FGD | Focus Group Discussion |
| GBV | Gender-Based Violence |
| GEDSI | Gender Equality, Disability, and Social Inclusion |
| IDSN | International Dalit Solidarity Network |
| IPV | Intimate Partner Violence |
| JuRi | Justice and Rights Institute |
| KII | Key Informant Interview |
| KJS | Foundation for a Just Society |
| LDCRP | Local Disaster and Climate Resilience Plans |
| LGU | Local Government Units |
| NGO | Non-Profit Organization |
| OD | Organizational Development |
| OVOC | Our Voice Our Choice |
| PRA | Participatory Rural Appraisal |
| PWD | Person with Disability |
| SDG | Sustainable Development Goals |
| SHG | Self-Help Groups |
| UN | United Nations |
| UPR | Universal Periodic Review |
| WFDM | Women Friendly Disaster Management |
| WSF | World Social Forum |

Legal Entity

Legal entity Registered in: District Administration Office, Kathmandu
Registered Date: 2051/04/12
Registration No: 13/051/052
Affiliation with: Social Welfare Council: 2051 Bhadra 12 Affiliation No:001036 Permanent Account Number (PAN): 301705246

Directive Policy and Plan

Constitution, 2051
Strategic Plan (2021-2025)
Financial Administrative Regulation 2052
Personnel Policy 2052 GEDSI policy
Good Governance Policy Anti-corruption Policy Safeguarding Policy

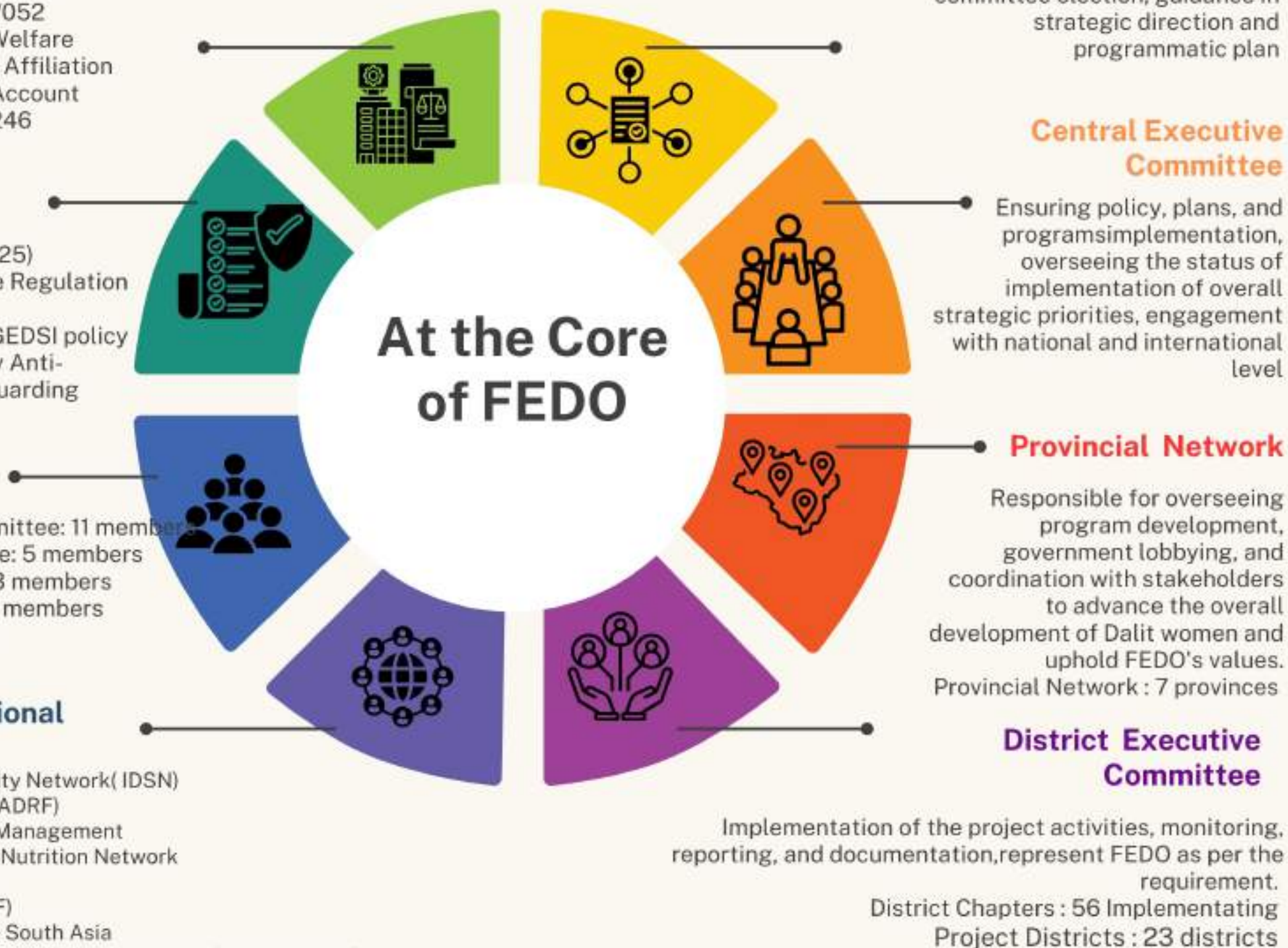
Composition of FEDO structure

Central Executive Committee: 11 members
Management Committee: 5 members
Province Committee : 73 members
District Committee: 441 members
Frontline Leaders : 1175
Women's Group : 3000

National/ International Networks

International Dalit Solidarity Network(IDSN)
Asian Dalit Rights Forum (ADRF)
Women Friendly Disaster Management
Global Rights to Food and Nutrition Network
Women NGO Federation
Dalit NGO Federation (DNF)
Men Engagement Alliance South Asia
Asia Forum for Human Rights and Development (FORUM-ASIA)
Association for Women's Rights in Development (AWID)

ABOUT US



OUR FIVE STRATEGIC PILLARS (2021-2025)

The Feminist Dalit Organization (FEDO) is a non-profit, non-political, and secular organization based in Nepal. Established in 1994 by a group of visionary Dalit women, FEDO was born out of a strong commitment to combat caste- and gender-based discrimination. Over the past three decades, it has emerged as a pioneering organization championing both the rights of Dalit women and the broader Dalit community. Guided by its vision of a just and equitable society, FEDO places Dalit women at the center of its mission, recognizing them as rightful holders of dignity, equality, and justice. The organization operates on two interconnected levels: empowering Dalit and other marginalized communities (horizontal engagement) and advocating with government and institutional duty-bearers to address the concerns of Dalit women (vertical engagement).

FEDO has built a strong organizational presence across Nepal, operating in all 77 districts through 56 district chapters and in all seven provinces. Its expansive network includes over 3,000 grassroots women's groups and 1,175 frontline women leaders, forming the backbone of the organization. This community-rooted approach allows FEDO to tailor its programs to local needs, foster strong partnerships with communities and stakeholders, and ensure that Dalit women are not just beneficiaries, but active participants and leaders in driving change. In addition, FEDO is actively involved in various national and international networks and platforms that focus on women's and Dalit rights. By linking grassroots experiences with broader policy discussions, FEDO brings critical issues and perspectives from local communities to national and global forums. This advocacy ensures that the voices of Dalit women are not only heard but also integrated into policymaking and development agendas at all levels.



P1

ECONOMIC EMPOWERMENT

FEDO empowers Dalit women by offering social guidance, capital support, confidence-building, and encouraging formal employment. It also provides job training skills and raises awareness about safety in informal sector jobs.



P2

HUMAN RIGHTS & ACCESS TO JUSTICE

FEDO strengthens protection for Dalit women and girls, enhances their access to justice, and advocates for effective implementation of human rights laws both nationally and globally.



P3

LEADERSHIP DEVELOPMENT AND PARTICIPATION

FEDO strengthens Dalit women and girls' leadership in social and political spheres. It promotes electoral education and voter participation, creating a supportive environment for political leadership. The focus is on inspiring young women and youth to lead transformative change.



P4

INCLUSIVE GOVERNANCE AND SOCIAL JUSTICE

FEDO enhances the inclusion of Dalit and Dalit women in decision-making and access to state resources. It advocates for more accessible, accountable, and responsive state institutions and services for these marginalized groups.



P5

GENDER RESPONSIVE HUMANITARIAN ASSISTANCE

FEDO ensures Dalit and marginalized groups receive equitable disaster aid. It promotes gender-responsive actions. Provides women-friendly relief, and facilitates access to disaster assistance programs.

MESSAGE FROM THE CHAIRPERSON

It is with immense pride and gratitude that I present to you the Annual Report 2024 of the FEDO. This year holds special meaning for all of us as we celebrated 30 years of FEDO's journey, a legacy of resistance, resilience, and unwavering advocacy for the rights, dignity, and empowerment of Dalit women and girls in Nepal.

The 30 Years Journey Celebration was not just a milestone, it was a moment of reflection, renewal, and recognition. We honor the tireless work of our founders and community leaders while reaffirming our commitment to dismantling caste and gender-based discrimination in all its forms.

In 2024, FEDO's work reached new heights. We organized province-level conferences across the country, creating powerful spaces where Dalit women leaders engaged directly with government representatives, shared their lived experiences, and pushed for accountability in policy and practice. These platforms strengthened our advocacy for gender-responsive governance, access to justice, and inclusive service delivery.

Recognizing the importance of inclusive movements, we have continued to engage men and boys, and other allies in the fight against gender-based violence and caste discrimination. Our advocacy for gender-responsive budgeting and public resource allocation has gained momentum, ensuring that the voices of Dalit women are reflected in planning and decision-making processes at every level.

Through capacity-building, leadership training, economic empowerment, and policy advocacy, we have strengthened the voice and agency of Dalit women. Our elected women leaders at the local level are now actively influencing governance and demanding equity, justice, and dignity for their communities. This progress has been made possible through the dedication of our members, staff, and women's groups, as well as the solidarity of our partners, supporters, and allies. I extend my sincere thanks to all who have walked with us on this journey from community activists to development partners, from government allies to civil society organizations. I also wish to thank the media for amplifying our voices and helping us share our message far and wide. As we move forward, our path remains clear: to amplify the movement of Dalit women, to challenge systemic injustice, and to co-create a future grounded in equality, inclusion, and hope.

With warm regards and continued solidarity,

Kala Swarnakar

President



ACKNOWLEDGEMENT FROM EXECUTIVE DIRECTOR



With a deep sense of reflection, I'm honored to share the FEDO Annual Report for 2024. This past year has been nothing short of historic for us. As we celebrated 30 years of unwavering advocacy and action for the rights of Dalit women, we were reminded not only of how far we have come but also of the continued work needed to realize a just, equitable, and inclusive society for all.

The 30 Years Journey Celebration, held in July 2024, served as a milestone moment, bringing together our founding members, current leaders, community champions, partners, and supporters. It was a time to honor the courageous leadership of Dalit women, to reflect on our collective achievements, and to reaffirm our commitment to intersectional feminist movements. The event was a powerful reminder that our resilience, community strength, and solidarity have been and will continue to be the foundation of FEDO's journey.

2024 also marked a year of strategic decentralization and grassroots strengthening, most notably through province-level conferences held across the country. These forums amplified the voices of Dalit and other marginalized women and girls at the local level, fostered deeper dialogue with provincial governments, and strengthened community engagement. The conferences became vital spaces for sharing lived experiences, highlighting pressing challenges, and co-creating solutions for inclusive development.

Our work this year continued to build upon the foundations of justice, dignity, and empowerment. FEDO led impactful initiatives in key areas: i) Economic empowerment through entrepreneurship training and start-up support for Dalit women and youth; ii) Leadership development programs to foster confident, capable leaders at the local level; iii) Access to justice and the promotion of gender-responsive governance; and iv) Engagement in humanitarian and climate resilience efforts with a gender and caste lens. These achievements are not just outcomes of project implementation, they are the result of deep-rooted community partnerships, tireless advocacy, and the unwavering trust placed in us by Dalit women and girls across Nepal.

In the face of persistent caste and gender-based discrimination, we continue to push boundaries, challenging harmful norms, amplifying marginalized voices, and promoting inclusive policies. Our commitment to building feminist Dalit power remains stronger than ever.

As we move forward, FEDO will continue to expand its strategic alliances, deepen its grassroots activism, and elevate Dalit women's voices in national and global discourses. We will continue to question structures of inequality while offering pathways to justice and hope.

I would like to extend my heartfelt gratitude to our dedicated staff, board members, community leaders, and volunteers who drive this mission forward every day. To our partners, government allies, donors, and supporters, thank you for walking this journey with us. Your solidarity empowers us to dream bigger and do better.

Together, let us continue building a Nepal where every Dalit woman and girl can live with dignity, free from discrimination, and empowered to lead. With deep appreciation and unwavering commitment,

Dr. Rabina G. Rasaily

2024- SUMMARY YEAR IN REVIEW

In 2024, FEDO made significant progress in promoting the rights, dignity, and inclusion of Dalit women across Nepal. The organization focused on enhancing economic empowerment, social justice, disaster response, and policy advocacy while amplifying marginalized voices at both national and international levels.

Thousands of Dalit women benefited from financial inclusion and livelihood support through vocational training, entrepreneurship programs, and access to savings and credit services. These initiatives enabled the formation of women's groups, supported micro-enterprises, and strengthened economic self-reliance across communities.

Access to justice and protection of rights remained central. FEDO provided legal support to 1,155 women facing caste and gender-based discrimination, while awareness efforts led to 1,183 cases of reduced violence and 477 women receiving psychosocial counseling. Growing awareness around early marriage saw 359 Dalit girls marrying after the age of 20.

In the governance sphere, capacity-building initiatives empowered elected Dalit women leaders at local levels, enhancing their advocacy and decision-making roles. FEDO's sustained policy engagement contributed to 36 key policy improvements and supported over 1,200 Dalit women in civic participation. Significant milestones included the passage of the Dalit Empowerment Bill in several provinces and helping 386 individuals obtain essential documents.

FEDO's disaster response reached 5,149 individuals affected by the earthquakes in Jajarkot and Rukum, including 1,000 households. Community kitchens supported 150 families, and 14 women took on leadership roles in response coordination. Nutritional aid was provided to 50 malnourished children, and inclusive disaster preparedness workshops were held in Lumbini and Gandaki provinces under GEDSI principles.

Financially, NPR 11.7 million was mobilized for various programs, with a progressive budget of NPR 45.6 million secured for Dalit-focused initiatives, reflecting increased government commitment.

Internationally, FEDO continued to elevate Dalit women's voices at key global platforms, including CSW68, CEDAW, WSF2024, and the UN Human Rights Council. The 30th Annual General Meeting, held in September in Dang District, Lumbini Province, where 67 Dalit women representatives from across Nepal gathered. The General Secretary presented a comprehensive progress report, highlighting achievements such as nationwide branch expansion, strategic review workshops, leadership training, and regional conferences in Bagmati, Madhesh, and Gandaki provinces. The AGM reaffirmed FEDO's commitment to justice, equity, and the empowerment of Dalit women.

Overall, 2024 was a year of impact and resilience. FEDO's efforts continued to align with national priorities and global frameworks, reinforcing its role as a catalyst for inclusive change and social transformation.





30 YEARS OF ACTION

One of the most remarkable milestones of 2024 was the celebration of FEDO's 30-year journey—a powerful reflection on how far we've come, the challenges we've overcome, and the collective strength that continues to drive our mission forward. Since our founding in 1994, a shared vision of justice, dignity, and equality for Dalit women has grown into a vibrant, community-led movement that continues to inspire change across Nepal.

This anniversary was more than a celebration—it was a moment of reflection, gratitude, and renewed commitment. Through a captivating documentary, a themed photo gallery, and interactive stalls showcasing our work, we traced our steps from humble beginnings to the transformative initiatives we lead today.

The event also featured beautifully handcrafted products made by women from various districts, a testament to the economic empowerment and self-reliance nurtured through our programs.

It was an occasion filled with memories, achievements, and heartfelt appreciation. We honored the people—the communities, supporters, and partners—who have been the backbone of this journey. Their belief in our mission has been our greatest strength, and their continued collaboration will be essential as we step into our forthcoming endeavors of change.

The celebration acknowledged the complex path we've traveled—facing and challenging deeply rooted systems of untouchability, patriarchy, caste, and gender-based discrimination. It highlighted the tangible changes brought about through collective effort, from increased participation and leadership of Dalit women to expand opportunities for economic empowerment.

As we move forward, FEDO stands more committed than ever to build a discrimination-free society where all women, especially Dalit women and girls and other marginalized, are respected, empowered, and heard. This milestone is not just a mark of the past, but a steppingstone to greater impact and deeper solidarity.

FEDO expresses heartfelt gratitude to all supporters, government agencies, diplomatic missions, UN agencies, and national and international development partners who have supported and cooperated with FEDO and looks forward to continued support in its future endeavors.

ECONOMIC EMPOWERMENT

10,158

Women affiliated
saving-credit /group/
cooperatives

1,102

Employed/self-
employed

183

Women owned
micro/enterprises

898

Women were trained
with Vocational/skill
development training



According to the Asian Development Bank, Nepal's economy is projected to grow from 3.9% in FY 2024 to 4.9% in FY 2025. While there has been progress in promoting women's participation in economic activities—particularly through entrepreneurship, microfinance, and skill development—gender-based economic disparities persist. Women remain concentrated in informal, low-wage sectors with limited access to property, finance, and markets. In alignment with SDG 5 and SDG 8, and as emphasized by the Beijing+30 review, there is an urgent need to remove structural barriers and ensure equitable access to economic opportunities, especially for marginalized women.

The Government of Nepal has acknowledged women's economic empowerment as a key pillar of sustainable development, promoting equal rights in property ownership, inheritance, and wage equality, while also calling for the active engagement of men and boys in shifting gender norms. Nevertheless, Dalits and other marginalized communities continue to face systemic barriers such as caste-based discrimination, limited access to credit and land, and exclusion from formal economic systems. These challenges undermine the SDGs' leave-no-one-behind agenda and the Beijing Platform for Action, highlighting the continued need for inclusive financial systems, better market access, and the effective implementation of targeted policies to achieve lasting and equitable economic empowerment.

In 2024, FEDO played a pivotal role in advancing the economic empowerment of Dalit women through initiatives focused on financial inclusion, skill development, and entrepreneurship. A total of 456 women's groups were established, fostering collective financial growth and support networks.

To enhance financial access, 10,751 Dalit women joined saving and credit groups and cooperative, enabling them to invest in income-generating activities. Additionally, 898 women received vocational and skill development training, equipping them with practical expertise in both traditional and non-traditional trades, with certification from recognized institutions.

Economic stability among Dalit women improved significantly, with the average gross annual income reaching NPR 80,000 through both on-farm and off-farm activities. Furthermore, employment and self-employment opportunities expanded, with 1,102 Dalit women engaged in agriculture, livestock, small businesses, and other income sources.

Entrepreneurship remains a key driver of empowerment, with 1,183 Dalit women successfully establishing micro-enterprises. FEDO supported these women through seed money, startup business development training, and revolving funds, helping them build and sustain their businesses.

These achievements reflect FEDO's commitment to ensuring Dalit women's economic independence, fostering greater control over resources, decision-making, and long-term financial resilience.

From Daily Wages to Dairy Business: Kausila's Path to Self-Reliance

Kausila Bishwakarma, a member of the Entrepreneurial Dalit Women Group in Makwanpur, has steadily built a new life for herself and her family through economic empowerment.

After losing her husband, Kausila worked alongside her father-in-law making iron tools, and later took up daily wage labor to support her three children. Life was challenging, but she remained determined to find a more stable path forward.

That opportunity came through her group's partnership with FEDO. With seed money support and her own savings, Kausila started a small cow farming business. Today, she owns three cows and earns a steady income from milk sales—providing her family with a more secure livelihood.

FEDO's business and leadership training helped her gain the confidence and skills to not only grow her business but also lead her group. As chairperson, she has become an active voice for the group's development, successfully advocating for local government support to benefit other women as well.

Kausila's journey is a strong example of how access to resources and the right support can lead to meaningful change. Her story is inspiring other women in her community to take steps toward economic independence and self-reliance.





Empowering Single Dalit Women Through Entrepreneurship: The Story of Kewala Devi Mandal

Kewala Devi Mandal, a resident of Ward No. 11 in Janakpur Sub-Metropolitan City, is a single Dalit woman who faced significant challenges after the untimely death of her husband. Left as the sole caretaker of her three young children, she struggled to meet basic needs and relied on daily labor and household work to sustain her family. Limited financial resources and lack of support made it difficult for her to pursue better opportunities or access credit.

Her situation began to change when she joined a women's group formed through the initiative of the Feminist Dalit Organization (FEDO). The group, made up of 30 members, encouraged regular savings and provided a platform for collective support. Through this group, Kewala Devi participated in a five-day business skills training, which helped her gain the confidence to start her own small business.

With a loan of NPR 20,000 from the group, she started a vegetable business. Today, she earns around NPR 1,500 per day after expenses. The business not only improved her household income but also reduced her dependency on irregular labor work. Her sons now support her in the business, further strengthening the family's financial stability.

Kewala Devi's journey is a strong example of how targeted support, skill development, and access to community-based resources can empower women to become self-reliant. She credits FEDO for helping her gain the knowledge and confidence to change her circumstances.



HUMAN RIGHTS AND ACCESS TO JUSTICE

1,155

Women claiming
justices and
accessing legal aid

8

Dalit/women's issues
raised in National/
International platform

477

Accessing psychosocial
counseling



Dalit women in Nepal continue to face significant barriers in accessing justice and realizing their fundamental human rights, primarily due to entrenched caste and gender-based discrimination. Although legal protections exist, systemic issues such as fear of retaliation, social stigma, institutional prejudice, and limited access to legal aid often deter them from pursuing justice. This group remains disproportionately affected by caste-based violence and faces continued marginalization in education, healthcare, employment, and political representation.

Addressing these deep-rooted challenges requires a comprehensive approach that includes legal reform, socio-economic empowerment, and targeted capacity development. Enhancing Dalit women's access to justice involves improving their legal literacy, building leadership through training and mentorship, and promoting economic independence through skill-building in areas like entrepreneurship, technology, and financial management.

In 2023, notable progress was made in strengthening protections for Dalit women and girls. A total of 1,155 Dalit women sought legal support in cases involving caste-based discrimination and gender-based violence. Furthermore, community engagement and awareness efforts contributed to reduced experiences of violence for 1,183 women, while 477 received psychosocial counseling and mediation support to cope with trauma and discrimination. Efforts to prevent child marriage also showed progress, with 359 Dalit girls marrying after the age of 20, reflecting shifts toward education and empowerment.

On the advocacy front, FEDO has played a pivotal role both nationally and internationally. It submitted a shadow report to the CEDAW Pre-Sessional Working Group in February 2024 and took part in the 89th CEDAW Pre-Session in Geneva, presenting the lived realities of Dalit women. This engagement resulted in the inclusion of critical issues—such as inter-caste marriage discrimination and the call for anti-discrimination legislation—in the Committee's recommendations to the Nepal Government.

Further, FEDO actively participated in the 68th Commission on the Status of Women (CSW68), organizing a parallel event focused on the empowerment of Dalit and Indigenous women and the prevention of gender-based violence. Its involvement extended to the Water Conference in Indonesia, where it addressed caste-based exclusion from public water sources, and the World Social Forum (WSF), where it promoted intersectional policy reform. Additionally, FEDO contributed to global platforms such as the AWID Forum in Thailand, the UN Human Rights Council in Geneva—highlighting the impacts of climate change on Dalit Women, Girls and marginalized communities.

At the national level, FEDO co-led the First National Symposium of Women and Girls with Disabilities, advocating for intersectional approaches to rights and representation. It also facilitated dialogues and workshops with Dalit women in media and legal professions, emphasizing the importance of inclusive strategies within the Beijing+30 agenda.

Through these multifaceted initiatives, FEDO continues to amplify the voices of Dalit women and advocate for policies that are inclusive, rights-based, and intersectional—ensuring that the intertwined challenges of caste, gender, and disability are addressed in both national and global justice systems.

Voices of Change: Women Leading the Way Against Gender-Based Violence

Chandra Bohara – Manakamana SHG, Badikedar, Doti

Chandra used to think violence only meant physical harm. But through awareness sessions with her Self-Help Group (SHG), she learned that emotional and mental abuse are also forms of violence. Reflecting on her own experiences at home, she realized how normalized such treatment had become. “I never spoke up before because it felt normal,” she says. “Now I know it’s not. I raise my voice—not just for myself, but for others too.” She is now informed about Nepal’s laws against gender-based violence and knows how to access reporting mechanisms and support services.



Sarmila Nepali – Jyoti SHG, Birendranagar, Surkhet

For Sarmila, joining her SHG changed her understanding of everyday practices. She learned that menstrual isolation, or Chhaupadi, is a harmful tradition and a form of gender-based violence. “We believed it was just a tradition, but now I see how it harms our health and dignity,” she shares. She and the women in her household no longer follow restrictive practices during menstruation. “We sleep in our own beds, eat freely, and cook in our kitchen—just like any other day.”



Karuna Sunar – Didibaini SHG, Bhajani, Kailali

Karuna’s journey is a quiet yet powerful example of change. She and her family used to follow menstrual restrictions out of habit. After engaging in SHG discussions, she realized the risks and discrimination tied to such practices. “Now, we’ve let go of those restrictions. It’s a small change, but it means a lot—for our health, our rights, and our dignity.”

LEADERSHIP DEVELOPMENT AND PARTICIPATION

1,943

Young Dalit women hold political leadership roles across all levels, including municipalities, provinces, and CSOs

36

Policies on GRB/DRB, GESI/GEDSI, and GBV/CBDU for inclusive Dalit Women's Leadership

319

Elected Women engaged in (Sajha Thalo)

35

Dalit Women Nominated by political party in all levels of Sub-Election

1,175

Frontline Leaders

972

Elected/potential Dalit women received specific trainings/roles, responsibilities and rights



Nepal is advancing Dalit and Dalit women's leadership by addressing historical marginalization through inclusive legal frameworks and mandated representation in local governance. Capacity-building programs enhance skills in leadership, public speaking, decision-making, and legal rights, empowering women to participate meaningfully in governance and advocacy.

Education, awareness, and vocational training further support their ability to challenge discrimination and achieve economic independence. Continued efforts focus on ensuring representation in policy forums, while networks and alliances amplify their voices and foster lasting community change.

In 2024, significant progress was made in advancing Dalit women's leadership and participation. A total of 1,943 young Dalit women took on leadership roles across various sectors, including political positions within provincial and federal structures, social leadership in user committees, and active involvement in civil society organizations. FEDO, in collaboration with its Province Network and Udayapur District Chapter, organized a district-level conference that brought together Dalit women, girls, and marginalized women, along with executive representatives from 8 municipalities and 75 wards in Udayapur.

A key highlight of the event was the unveiling of a 10-point declaration, marking a significant milestone in the ongoing women-led empowerment campaign. This initiative underscores the growing unity, resilience, and empowerment of Dalit and marginalized women, as they continue to lead positive change in their communities. At the grassroots level, 1,175 frontline leaders were mobilized, raising the voices of Dalit women and advocating for their rights through local networks. In line with efforts to build leadership capacity, 972 Dalit women received specialized training in political leadership, gender and feminism, governance, and rights-based advocacy, equipping them with the tools needed for effective leadership.

Policy advocacy also gained momentum, resulting in the drafting, adoption, or revision of 36 policies aimed at promoting the inclusion of Dalit women in leadership roles. These policies focused on areas such as gender-responsive budgeting and the elimination of caste-based discrimination.

Political participation among Dalit women was further strengthened as 1,495 Dalit women contested local elections under the First-Past-The-Post (FPTP) system, demonstrating their increasing influence in decision-making processes. These efforts reflect a growing movement toward greater representation and empowerment of Dalit women in governance and leadership roles.

In addition, community women and a Community Accountability Group (CAG) member from Kalikot visited India to strengthen their understanding of civic and democratic space. Through engagements with CSOs, government officials, and grassroots activists, they learned strategies for rights advocacy, safeguarding democratic spaces, and promoting community-led leadership, gaining valuable insights to apply within their communities.



Challenging Harmful Traditions Starts from Within Bishna Kumari Nepali, Chaukune Rural Municipality

Bishna Kumari Nepali, a 26-year-old resident of Ward No. 7 in Chaukune Rural Municipality, lives with her extended family of eight. Though pursuing a Bachelor's degree in Education, Bishna, like many women in her community, followed the traditional practice of Chhaupadi—isolating during menstruation in a separate hut due to deeply rooted cultural beliefs around impurity.

Despite her education and awareness that such practices were harmful, fear and societal pressure kept her from speaking out. It wasn't until she joined the "Locally-Led Movement for the Right to Food and Dignity of Marginalized Women", implemented by the Feminist Dalit Organization (FEDO), that things began to change.

Through her role as a social mobilizer, Bishna engaged in ongoing training and community discussions. These experiences helped her reflect not only on community practices but also on her own behavior. With growing confidence, she began conversations at home—first with her mother-in-law, then with her husband. Though met with resistance at first, she persisted, emphasizing the need for change not just for herself, but for the next generation, especially her daughter.

Eventually, her husband and mother-in-law supported her decision. Today, Bishna no longer stays in the menstrual hut—she rests safely and comfortably in her own room during her cycle. More importantly, she now leads conversations in the community to challenge the Chhaupadi system and promote dignity for women.

Bishna's journey highlights a powerful truth: sustainable change begins when individuals choose to act, even in small but significant ways.

INCLUSIVE GOVERNANCE AND SOCIAL JUSTICE

1,214

Dalit women engaged in
social accountability exercise

386

Supported to get vital
documents and facilitating
access to government
services

197

Advocacy and lobby
interaction with government
stakeholders, campaign has
been conducted

510

Dalit and Dalit women
accessing entitlements/
services at local levels

NPR 11,748,000

To intervene in province-level conference, capacity-building
support, day celebrations, and skill development, awareness-
raising-related activities



Nepal's federal structure—comprising seven provinces and three tiers of government—was established to decentralize power, foster inclusive governance, and uphold social justice. This framework enhances representation and empowers local communities, enabling marginalized groups—especially Dalits, women, and ethnic minorities—to participate in decision-making. While the system supports grassroots democracy, equitable resource distribution, and cultural diversity, challenges such as capacity gaps, administrative inefficiencies, and entrenched social barriers persist. Achieving the full promise of federalism will require stronger institutions, effective implementation, and inclusive policy reform.

In 2024, efforts to advance these goals remained steadfast. Building on years of grassroots engagement, FEDO worked across multiple levels to ensure that the voices of Dalit women and marginalized communities were actively represented in policy-making and development planning. Advocacy and mobilization created vital platforms for these groups to engage in decisions affecting their lives.



As a result, 1,214 Dalit women participated in various social accountability mechanisms—from public hearings and GESI audits to budget monitoring and citizen scorecards. This growing civic participation is a testament to rising awareness of rights and an expanding role in public affairs.

To observe the International Day for the Elimination of Racial Discrimination on March 21, a multi-level policy discussion was convened, gathering representatives from all tiers of government. Centered on the empowerment of Dalit women, the session drew on the Dalit Empowerment Act of Sudurpashchim Province to promote inclusive planning and equitable budgeting practices.

Throughout the year, 196 advocacy and lobbying initiatives were implemented, engaging government officials from the local to federal level. These interventions highlighted the urgency of integrating gender equality and social inclusion into governance. As a direct result, 36 policies were revised or strengthened to more effectively respond to the needs of Dalit women and their communities.

A key milestone in policy reform was the passage of the Dalit Empowerment Bill in Lumbini, Sudurpashchim, and Karnali Provinces. The bill was also adopted at the local level in Madhuwan and Badhaiyatal Rural Municipalities (Bardiya), Dangisharan Rural Municipality (Dang), and Bheriganga Municipality (Surkhet). In Basgadhi and Gulariya Municipalities, the bill is under legal review following executive-level discussions, signaling continued momentum toward eliminating caste-based discrimination.

Beyond advocacy, efforts extended to ensuring access to vital services. A total of 386 individuals were supported in securing key documents such as birth certificates, voter IDs, and national identity cards—essential for claiming rights and accessing public services. Additionally, 510 Dalit individuals, including a significant number of women, accessed local government services such as social security, land registration, vaccinations, scholarships, employment programs, and subsidies—all contributing to improved livelihoods and protection of basic rights.

In collaboration with local governments, NPR 11,748,000 in public resources was mobilized to implement initiatives such as district conferences for elected women, capacity-building workshops, skills training, awareness campaigns, and support for economic empowerment.

A significant achievement in fiscal advocacy was the allocation of NPR 45,615,005 in government budgets dedicated to programs benefiting Dalit women and communities—marking an increase from the previous year and reflecting growing institutional commitment to inclusive development.

Note: This budget figure reflects project-specific allocations supported by local governments and does not represent a full-scale analysis of all government expenditures. It highlights practical, community-based impact.

Through these multifaceted interventions, the organization has reaffirmed its commitment to a more just and inclusive society, ensuring that Dalit women and marginalized communities are not only visible in policy spaces but empowered to shape their own futures.

Where Hope Found Her Again

Kalawati Rishidev Yakal, a 25-year-old single mother of three, lives in Budhiganga Rural Municipality-1, Morang. After the passing of her husband five years ago due to health complications, Kalawati became the sole provider for her family. Like many in the Rishidev community—facing landlessness and poverty—she worked in labor-intensive jobs, including at a brick kiln, to make ends meet.

She has been an active member of the Aarati Dalit Women's Group formed by the Feminist Dalit Organization (FEDO). Through the group, she gained awareness of her rights and found solidarity with other women from similar backgrounds.

Driven by financial hardship and the hope of a better future for her children, Kalawati sought work abroad. Unfortunately, her experience in Kuwait was not what she had been promised. The working conditions were exploitative, and she faced severe difficulties. Isolated and without access to communication, a FEDO representative, through local group connections. Thanks to the coordinated efforts of the organization and local authorities, Kalawati was safely brought back to Nepal.

Now back home, Kalawati is rebuilding her life with renewed determination. She has decided to re-engage with her local women's group, save regularly, and utilize the group's savings and credit support to start a small business. Her story reflects the importance of grassroots women's groups in not only empowering women with knowledge and skills, but also providing vital support during times of crisis.

Standing Up Against Discrimination: Radhika Roka's Fight for Fair Wages

Radhika Roka, a Dalit woman, had been working as an assistant at a lower secondary school in Keureni, Udayapur, for four years. While the government salary scale mandated a monthly salary of Rs. 7,500 for her position, Radhika was paid only Rs. 4,500. When she raised the issue with the school, she was threatened with termination if she continued to ask for her full salary.

Seeking support, Radhika contacted FEDO Udayapur, which immediately took action. FEDO, in collaboration with local Dalit leaders, approached the school's administration. The principal justified the salary disparity by citing cost-cutting measures but was pressured by FEDO to pay Radhika the full salary owed and to issue an apology for the exploitation.

Thanks to FEDO's intervention, Radhika received the full salary she was entitled to, and the school was made aware of the consequences of such discriminatory practices. This case highlights the ongoing challenges of caste-based discrimination and the importance of advocacy and legal support in ensuring fair treatment for marginalized individuals.



GENDER RESPONSIVE HUMANITARIAN ASSISTANCE

5,149

Family members were supported with relief package

885

Family members were assist to overcome during the earthquake hardships

86

Staff/members capacited on gender & inclusion monitoring

114

Number of advocacy carried out on gender- responsive and Dalit women-friendly disaster management





Gender-responsive humanitarian assistance in Nepal is essential to addressing the compounded vulnerabilities faced by women and girls, particularly those from the Dalit community who experience intersectional discrimination based on caste and gender. Key components of such assistance include comprehensive needs assessments that consider gender and caste dynamics, active participation of Dalit women in decision-making processes, implementation of protection measures against gender-based violence, equitable access to essential services, and capacity-building initiatives to enhance resilience and leadership.

Effective gender-responsive humanitarian assistance requires a multifaceted approach that integrates these principles into disaster preparedness and response. By incorporating gender-sensitive needs assessments, ensuring inclusive participation, implementing robust protection measures, and investing in long-term capacity building, humanitarian efforts can promote inclusivity and resilience among the most marginalized populations.

FEDO has been at the forefront of gender-responsive humanitarian assistance, ensuring that Dalit women and marginalized communities receive targeted support during crises. During the earthquake in Jajarkot and West Rukum, FEDO facilitated the establishment of two community kitchens to support families facing severe hardships. These kitchens provided essential food security, benefiting 150 families—141 of which were female-headed and nine male-headed. Over 30 days, 777 family members from RanaGaun (Ward No. 4, Bheri Municipality, Jajarkot) and Gitthakot (Ward No. 2, Sannibheri Rural Municipality, Rukum) received daily nutritious meals, significantly alleviating food insecurity.

Recognizing the disproportionate impact of disasters on women and children, FEDO ensured that 14 local women were appointed as head cooks, assistant cooks, and helpers, promoting women's leadership in humanitarian efforts. The meals provided were nutritionally balanced, consisting of rice, lentils, green and yellow vegetables, pickles, and safe drinking water. Additionally, to combat food insecurity and malnutrition, 50 children in Jajarkot and Rukum received fortified super cereal, targeting those under two years old. In collaboration with the Municipal Government's health and nutrition department, malnourished children were identified and provided with supplementary nutritious food to support their growth and development.

Under its Gender-Responsive Humanitarian Assistance pillar, FEDO supported to 5,149 individuals, including 1,000 households in Jajarkot and West Rukum, through coordinated relief efforts. Beyond emergency response, FEDO has also played a crucial role in disaster preparedness. It has integrated Gender Equality, Disability, and Social Inclusion (GEDSI) principles into Disaster Risk Reduction and Management (DRRM) training, aligning with government frameworks for GEDSI localization and capacity building in Lumbini and Gandaki Provinces. GEDSI localization orientation programs and workshops were conducted, engaging 90 participants across three municipalities. These initiatives are aimed at ensuring sustainable integration, long-term functionality, and effectiveness through continuous support.

By embedding GEDSI principles within local governance and disaster management frameworks, FEDO's efforts have helped identify critical gaps in representation and areas for improvement. This work contributes to the long-term success and scalability of GEDSI localization in Nepal, ensuring that disaster preparedness and response mechanisms are inclusive, equitable, and effective in addressing the unique challenges faced by Dalit women and marginalized communities.

Lakshmi's Resilience: Overcoming Adversity with Hope and Support

Lakshmi B.K.'s life was upended by a series of tragedies. After losing her husband and then her sight, she was left to care for her four children and elderly mother-in-law. Financial hardship became her constant companion, with little land to support her family.

When the earthquake struck, it destroyed their already modest home, leaving Lakshmi and her family without shelter. At this low point, FEDO and UN Women stepped in, providing vital support, including warm clothing for the winter, which brought both physical and emotional relief.

Despite her challenges, Lakshmi remains determined to secure a better future for her children. She dreams of regaining her sight through medical treatment, though the costs are beyond her reach. Lakshmi is also eager to learn new skills to become self-sufficient.

Her story highlights the resilience of a mother fighting to provide for her family, with support from organizations like FEDO and UN Women helping her rebuild and work towards a brighter future.



CROSS - CUTTING ISSUES

- FEDO has actively encouraged the participation of men, boys and individuals from diverse caste groups to strengthen its inclusive approach. This effort not only broadens its impact but also fosters greater acceptance, contributing to the elimination of caste- and gender-based discrimination. Engaging men in this process has led to positive behavioral changes, with many taking on household responsibilities, paying greater attention to their daughter, and encouraging their education. This shift has improved household dynamics and strengthened support for girls' education. Moreover, fostering male involvement promotes inclusivity, broadens perspectives, and reinforces their role in empowering their families and women in particular. Additionally, they have participated in the Chalphal Chauttari program, which focused on Community-Based Development (CBD) and Gender-Based Violence (GBV) and Intimate Partner Violences (IPV) further enhancing their awareness and sensitivity.
- FEDO also fosters collaboration with non-Dalit communities recognizing that such cooperation is crucial for building solidarity, promoting harmony, and ensuring conflict sensitivity. This strategic approach plays a vital role in dismantling caste- and gender-based discrimination and advancing social equity.
- FEDO has actively contributed to youth empowerment and mobilization through various project interventions. By organizing school enrollment campaigns, interactive programs, and parenting education sessions. Awareness programs have been conducted to highlight the harms of early and forced child marriage, dowry system and other harmful practices while emphasizing the importance of girls' education. Furthermore, it has worked to sensitize youths—particularly youth from Dalit communities—on issues of inclusion, equality, and empowerment. This awareness-building has led to increased engagement of youth in various processes that drive social change. As a result, young women and girls have gained greater access to government schemes and resources, including income-generating support, vocational training, employment opportunities, educational materials, financial assistance, and health services. For instance, a digital literacy campaign was conducted in Khajura-8, Raniyaput, Banke, to empower women and youth with awareness of cyber threats and skills to prevent digital violence.

- FEDO provided full and partial financial aid to highly marginalized law students, enabling them to pursue B.A.L.L.B. degrees. This initiative not only expanded access to education but also helped nurture future leaders dedicated to promoting justice and equality in Nepal.
- FEDO has engaged with media professionals to raise awareness about the challenges faced by Dalit women, girls, and other marginalized communities. Through continuous collaboration, this initiative has helped shift media narratives toward more inclusive, responsible, and community-driven reporting. Understanding the media's influence in shaping public opinion, driving policy changes, and elevating underrepresented voices, FEDO organized a range of programs focused on digital media and collaborative journalism.
- An event was held to recognize and celebrate journalist Madhu Shahi, who earned an official position on the National News Committee. Journalists and media stakeholders participated in these gatherings to strengthen alliances and emphasize their critical role in justice-oriented storytelling. Furthermore, refresher sessions with media focal persons deepened insights into community perspectives and highlighted the importance of fair, representative media coverage that accurately reflects the experiences of Dalit women and their communities.
- FEDO has prioritized raising awareness around climate justice, particularly highlighting the disproportionate impact of climate change and disasters on women. This approach has informed larger section of the marginalized communities on how climate-related programs are planned and implemented at different levels. FEDO being in the role of Secretariat of network named Women Friendly Disaster Management (WFDM), the organization has actively advocated for gender-responsive budget and lobbying for gender sensitive climate policies. The organization has not only carried out immediate response measures in disaster-affected areas but also led awareness campaigns and engaged in policy dialogues on national and international platforms. Through these efforts, it has contributed to shaping discussions on integrating climate justice into local and national planning processes—ensuring that the voices of women, especially those from marginalized communities, are part of climate action strategies.

PROJECT ACHIEVEMENTS

Project Name:

Hamro Sahakarya - Pathways from trauma to empowerment- fostering social norms change through storytelling and collective mobilization

Partner:

UN Women

Project Location:

Kailali, Doti and Surkhet districts



Reach

FEDO has been implementing the Hamro Sahakarya Project with the aim of strengthening the collective leadership and socio-economic opportunities of women and marginalized groups. The project seeks to address the impacts of COVID-19 and tackle structural gender inequalities by transforming social norms and eliminating harmful practices in the project areas.

Implemented in partnership with the Justice and Rights Institute (JuRI) Nepal, the project has been active since March 15, 2022, across 10 local government units (LGUs) in Sudurpashchim and Karnali provinces. Its key interventions include in-kind support, collective mobilization, capacity development of self-help groups (SHGs), establishment of dialogue platforms at LGU and provincial levels, referral support for gender-based violence (GBV) survivors, income generation initiatives, and strengthened networking at district and provincial levels.

ACCOMPLISHMENTS IN 2024

Leadership & Advocacy

474 women (Dalits: 362, Janajatis: 63, BCT: 49) from SHGs enhanced their capacity to advocate and drive social change at the local level.

Government Engagement

Four ward offices in three LGUs (Bhajani, Badikedar, and Dhangadi) allocated NPR 47,000 (approx. USD 403) to implement activities under Community Action Plans (CAPs).

Movement Building

94 community members (Dalits: 70, Janajatis: 7, BCT: 17), including 33 adolescent girls, 32 men and boys, and 29 women, were mobilized to advocate for social norm change.

Awareness & Mobilization

2,022 community members (Dalits: 899, Janajatis: 454, BCT: 666, Muslims: 3)—including 1,427 women, 595 men, and 63 persons with disabilities (PWDs)—were sensitized through awareness campaigns and advocacy efforts.

Skill Development

220 REFLECT sessions improved communication, active listening, interpersonal skills, and public speaking abilities for 445 SHG members (out of 531 total members).

Support for GBV Survivors

205 survivors received legal and counseling services, with 84 cases formally processed through the justice system.



PROJECT ACHIEVEMENTS

Project Name:

PAHUCH- Promoting Access to services and resources, human rights, uplift voice and reach of individuals and communities facing hindrance

Partner:

Dan Church Aid (DCA)

Project Location:

Banke district



Reach

FEDO has been implementing the PAHUCH Project in Banke district with financial support from DCA since 2022. The project aims to enhance awareness and knowledge on climate change, improve access to services and resources, and protect the human rights of women and Dalit communities in selected local units of Lumbini Province.

ACCOMPLISHMENTS IN 2024

Climate Resilience & Planning

Three draft Local Disaster and Climate Resilience Plans (LDCRPs) were developed and handed over to the local government for endorsement.

Livelihood Support

Local governments provided Rs. 2,500,000 for activities like vegetable farming, goat and mushroom cultivation, skill training, and small businesses, enabling members to earn Rs. 15,000–20,000 per month.

Leadership & Representation

135 group members attained leadership roles in networks, user groups, and school committees at the community level.

Women Entrepreneurship

27 Dalit women started small enterprises, including Pramila B.K., who launched a compost manure business earning Rs. 20,000 per month.

Awareness & Outreach

Social media campaigns reached 38,400 people, including an animated video advocating for dignity and respect.

Agriculture & Animal Husbandry

22 women's groups registered in the Animal Husbandry unit, and 53 women registered in the Agriculture Unit of Baijanath, Khajura, and Duduwa Rural Municipalities.

Cooperative Formation

Sankalpa Mahila Krishi Sahakari Sanstha was established in Baijanath Rural Municipality.

Government Recognition

FEDO was nominated by the Ministry of Social Development (MoSD) of Sudurpashchim Province as a member of the GESI Monitoring Committee.

Economic Empowerment

63 women's groups strengthened their savings and credit programs, collecting Rs. 62,644,000 with Rs. 1,691,000 in interest earnings.

Access to Services

273 community members received support for accessing citizenship certificates, marriage and birth registrations, social security allowances, and benefits under the Kanya Muddati scheme.

Community Action Plans (CAPs)

326 CAPs were submitted to local governments, with 128 approved (total budget: NPR 26,000,000).

Digital Marketing

12 women entrepreneurs successfully promoted their businesses via Facebook and TikTok.

Networking & Advocacy

28 women's groups joined rural municipality networks (Dalit, Gandharva, Janjati, and Badi Networks), securing Rs. 12,00,000.

Enterprise Registration

5 women entrepreneurs registered businesses, and 24 others are in the process.

Access to Justice

45 cases were monitored and supported through referrals: 16 cases are in District Court, 29 were referred, and 3 are ongoing

PROJECT ACHIEVEMENTS

Project Name:
Partnership in Gender Equality Disability and Social Inclusion (GEDSI)

Partner:
Catholic Relief Service (CRS)

Project Location:
All Provinces



Reach

The GEDSI localization initiatives and capacity-building activities in Lumbini and Gandaki provinces have significantly contributed to advancing gender equality, disability inclusion, and social inclusion within local governance and disaster management.

- 3 municipalities in Lumbini Province—Rapti RM, Rapti Sonari RM, and Surumarani RM—piloted the GEDSI Action Plan, integrating inclusive principles into local decision-making.
- 90 participants engaged in GEDSI localization orientation programs across three municipalities.
- 54 participants attended the 3-day GEDSI in DRRM training, representing diverse groups, civil society, and government officials.
- 71 participants joined the GEDSI Localization and NGOs Mobilization Workshop, leading to the development of NGO mobilization guidelines.

ACCOMPLISHMENTS IN 2024

GEDSI Action Plan Implementation

3 municipalities integrated the GEDSI Action Plan into their annual work plans and budgets, demonstrating municipal ownership and commitment to equity.

Stakeholder Engagement

90 participants in orientation workshops enhanced awareness and committed to forming GEDSI-DRRM committees for sustainable monitoring and integration.

NGO Mobilization & Policy Alignment

71 participants engaged in the GEDSI Localization and NGOs Mobilization Workshop, leading to the development of guidelines that align NGO efforts with DRRM priorities.

Capacity Building

54 stakeholders participated in 3-day GEDSI in DRRM training, fostering policy alignment and local strategy synchronization

Inter-Governmental Collaboration

Workshops in Gandaki and Lumbini provinces facilitated best practice sharing and localized action plan development among local governments, NGOs, and civil society organizations.



PROJECT ACHIEVEMENTS

Project Name:
Locally led movement for Rights to Food and Dignity of Marginalized Women (Our Lead Project)

Partner:
Fastenaktion (FA)

Project Location:
Surkhet district



Reach

The project in Chaukune Rural Municipality, Surkhet District, Karnali Province, aims to enhance food security, economic resilience, and social inclusion for marginalized Dalit communities, particularly Dalit women.

- Implemented across all 10 wards of Chaukune Rural Municipality.
- Established a fully functioning project office with trained staff.
- Conducted community needs assessments using participatory tools such as FGDs, KIIs, social mapping, stakeholder mapping, and seasonal calendars.
- Engaged local stakeholders, ward offices, and like-minded organizations to align efforts and maximize impact.

ACCOMPLISHMENTS IN 2024

Capacity Building

Project staff, including community facilitators and agroecology technicians, received training in Participatory Rural Appraisal (PRA) methods, strengthening community engagement skills.

Dalit Women’s Empowerment

Ensured Dalit women’s voices were central in decision-making through a bottom-up approach, promoting agroecology and sustainable livelihood strategies.

Sustainable Development

The initiative fosters long-term food security and economic opportunities, ensuring Dalit women lead dignified lives and actively participate in community development.

Community Needs Assessment

Conducted FGDs, KIIs, and seasonal calendar assessments to gather accurate data for designing an inclusive project addressing food security and economic challenges.

Stakeholder Collaboration

Strengthened partnerships with local ward offices and organizations to avoid duplication of efforts and enhance support for beneficiaries.



PROJECT ACHIEVEMENTS

Project Name:

Support women's group in addressing immediate relief and food security concerns by running the women led community kitchen in the earthquake affected districts of Jajarkot and West Rukum.

Partner:

UN Women

Project Location:

Jajarkot and West Rukum districts



Reach

- 1000 earthquake-affected households in Jajarkot and West Rukum received comprehensive relief support.
- 72% of adults and youth now support women working outside the home, up from 56%.
- 800 people (450 women, 350 men) reached through advocacy campaigns led by 70 trained women.
- 500 school children (240 girls, 260 boys) engaged through 10 theatrical productions on gender roles.
- 92% of relief support recipients were women, including single mothers, pregnant and lactating women, elderly individuals, and persons with disabilities.
- 813 Dalit households, 93 Janajati households, and 94 from other groups benefited from relief support.
- 150 households (777 family members) benefited from two community kitchens ensuring food security.
- 50 infants received fortified super cereal to combat malnutrition

ACCOMPLISHMENTS IN 2024

Strengthened Community Groups and Networks for Food Security, Winterization, and Addressing GBV

Relief support packages were distributed to 1000 households, including warm clothing, blankets, thermoses, water purifiers, hygiene kits, and sanitary pads.- Early recovery and rehabilitation efforts provided food security and protection from cold-related illnesses.- Community kitchens promoted social harmony between Dalit and non-Dalit communities, led and managed by women.- Advocacy and awareness sessions enhanced knowledge on GBV risk mitigation, sexual exploitation prevention, and referral pathways.

Establishment of Community Kitchens

Two community kitchens were set up in Jajarkot and Rukum, providing daily nutritious meals for 30 days.- 14 local women (12 Dalit, 2 Janajati) managed the kitchens, reinforcing gender equality and economic empowerment.- Meals included balanced diets with rice, dal, vegetables, and safe drinking water.- Community kitchens alleviated hunger for earthquake-affected families while fostering local resilience and leadership.

GEDSI-Responsive Relief Support

1000 households received support, surpassing the project's target.- 921 households (92.1%) were female-headed, ensuring aid reached those most vulnerable.- Relief prioritized elderly individuals, lactating and pregnant women, single women, persons with disabilities, and economically disadvantaged groups.

Procurement and Distribution of Relief Materials

The vendor selection process ensured cost-effective, high-quality supplies.- 30 female volunteers and 7 community health volunteers supported household data collection and beneficiary selection.- Relief materials were distributed across multiple wards in Jajarkot and Rukum, with community leaders actively involved to prevent conflicts.- Women reported steel thermoses and jackets as the most useful items, emphasizing their sustainability and daily utility.



PROJECT ACHIEVEMENTS

Project Name:

Strengthening Governance for Development and Social Justice of Dalit Women

Partner:

Bread for the World (Brot)/ Helvetas Nepal

Project Location:

Kailali, Doti and Surkhet districts

Reach

The project aimed to empower Dalit women across Doti, Kaski, and Dhanusha districts by strengthening their economic independence, leadership, and advocacy skills.

- Implemented across three project districts with active participation from 766 Dalit women in 30 groups.
- Total savings of NPR 4,688,871 mobilized within these groups.
- 84 Dalit women started small-scale businesses, with 33 women earning NPR 60,000 – 150,000 from their enterprises.
- 153 proposals were submitted to local governments, with 19 approved for implementation.
- NPR 1,405,027 allocated for capacity development, advocacy training, awareness programs, and business skill training.
- 21 elected Dalit women advocated for policy changes addressing five key policy gaps.
- 149 Dalit women participated in local decision-making structures such as school management committees, forestry user groups, road construction committees, health and sanitation committees, and cooperatives.
- 52 cases of caste and gender-based violence were raised, with 49 cases receiving justice through legal mechanisms.
- Dalit women networks were engaged in advocating for policy changes, such as Dalit Development Committee working procedures and skill and employment promotion policies at the local level.
- Strengthened collaboration with local and provincial governments, increasing recognition in policy dialogues and decision-making spaces.



ACCOMPLISHMENTS IN 2024

Economic Empowerment

84 Dalit women started small-scale businesses in Doti, Kaski, and Dhanusha.

Financial Mobilization

NPR 4,688,871 in collective savings.

Elected Women's Leadership

21 elected Dalit women worked on addressing five key policy gaps, including the Toile Development Organization procedure and employment promotion policies.

Leadership & Representation

149 Dalit women took leadership roles in local structures.

Human Rights & Advocacy Training

330 Dalit women leaders trained in advocacy and mobilization.

Policy Engagement & Governance Participation

Dalit women mobilized in all local government structures for policy engagement.

Income Generation

33 Dalit women earned NPR 60,000 – 150,000 from their businesses.

Advocacy & Policy Engagement

153 proposals submitted to local governments; 19 approved.

Capacity Development

NPR 1,405,027 utilized for advocacy, training, and economic skill-building.

Legal Justice & Awareness

52 cases of caste and gender-based violence raised; 49 cases resolved.

Strengthening Networks

Dalit Women Forum established in project districts for budget advocacy.



PROJECT ACHIEVEMENTS

Project Name:

Enhancing Human Rights of Dalit Women and Girls in Nepal.

Partner:

Foundation for a Just Society (FJS)

Project Location:

Bardiya, Kailali, Surkhet, Dang, Morang and Makwanpur districts



Reach

- Conducted 12 public hearings and interaction programs engaging 340 individuals on caste and gender-based violence.
- Organized 14 interaction programs during the 16 Days of Activism Against Gender-Based Violence, reaching 10,000 community members across 6 districts.
- Reached 1,000 participants in 22 civic education interaction programs, educating them on civic rights like birth registration, death registration, and citizenship.
- Held 50 group interaction and orientation sessions, benefitting 1,100 Dalit women on various rights topics.
- Engaged 25 stakeholders in Bansgadhi Municipality for discussions on combating caste discrimination.
- Conducted 69 adolescent group meetings, involving 180 adolescents on issues like child marriage, caste discrimination, and substance abuse.
- Held 16 school-level campaigns involving 1,230 students focusing on caste and gender-based violence prevention.
- Facilitated 20 meetings with 150 Dalit women leaders to discuss community-level issues affecting Dalit women.

- Delivered 5 capacity-building training programs, impacting 230 Dalit women leaders.
- Raised awareness among 175 women and girls through 8 legal literacy discussions.
- Conducted 24 Chalfal Chautari programs, involving 500 participants in discussions about local-level services and facilities.
- Organized 12 discussions on gender roles, engaging 12 couples, leading to male participants pledging support for household work.
- Trained 244 Dalit women on entrepreneurship development and income generation, fostering small-scale business ventures.
- Supported 12 women in accessing legal remedies for gender-based and domestic violence.
- Conducted 8 media interaction programs, resulting in significant local media coverage on Dalit women's issues.
- Held provincial-level advocacy and capacity-building programs for Dalit women, reaching over 90 participants from Lumbini Province and Sudurpaschim Province.



ACCOMPLISHMENTS IN 2024

Public Hearings & Advocacy

Engaged 340 people in community discussions on caste and gender-based violence, contributing to the Dalit Empowerment Bill.

Civic Education

Educated 1,000 participants on civic rights, including birth registration, death registration, and citizenship.

Youth Engagement

Engaged 180 adolescents through group meetings, empowering them to take active roles in their schools and communities on issues like child marriage and substance abuse.

Community Leadership

150 Dalit women leaders discussed issues in 20 meetings, playing a vital role in ensuring justice for Dalit women.

Chalfal Chautari

Engaged 500 participants in discussions about local services and commitments to Dalit- and Dalit-women-friendly plans.

Dalit Empowerment Bill

Madhuban Municipality and Tulsipur Sub-Metropolitan City passed the bill; others are committed to it.

Gender-Based Violence Support

Provided support to 12 women, facilitating their access to legal remedies for gender-based violence.

Entrepreneurship Development (Sudurpaschim)

225 Dalit women received training; 120 of them have already started their businesses.

16 Days of Activism

Reached 10,000 people across 6 districts, raising awareness on gender-based violence and fostering a collective responsibility to address it.

Dalit Women's Rights

1,100 Dalit women gained knowledge on rights and have been advocating for improved access to resources at ward and municipal levels.

School Campaigns

Involved 1,230 students in speeches emphasizing children's roles in preventing caste and gender-based violence.

Legal Awareness

Raised legal awareness through 8 discussions, impacting 175 women and girls on legal provisions related to women's and Dalits' rights.

Entrepreneurship Training

244 Dalit women trained on entrepreneurship, with many starting small businesses and receiving support from local municipalities.

Media Engagement

Media covered the work of Dalit women representatives, enhancing their influence and participation in local governance.

Leadership Training

90 individuals from Lumbini and Sudurpaschim Provinces participated in capacity-building and leadership development programs.

Municipal Budget Allocation

Surkhet municipalities have allocated budgets for Dalit women in their upcoming planning processes.



PROJECT ACHIEVEMENTS

Project Name:

Mahila Samman (Women's Respect) Women Empowerment and Access Project

Partner:

Karuna Trust

Project Location:

Kapilvastu, Rupandehi districts

Reach

- 1,295 community members directly engaged through various interventions including awareness campaigns, parenting sessions, group interactions, school outreach, and support services for women and girls. These engagements focused on enhancing knowledge, shifting harmful gender norms, and promoting educational and livelihood participation.
- 5,183 individuals indirectly reached, including extended family members, peers, neighbors, and local influencers. This wider reach resulted from ripple effects of community dialogues, behavioral change in households, and increased visibility of project activities in public spaces and local institutions.
- Girls from Dalit and marginalized communities were reached through school enrollment drives, child clubs, and education material distribution—helping to build inclusive learning environments and community encouragement for girls' education.
- Men and boys were engaged through the Chalpal Chautari platform to raise awareness on child marriage, dowry, and gender equality. This helped foster a more supportive environment for women and girls by transforming traditional gender roles and attitudes.
- Marginalized women and girls participated in government linkage activities, outreach sessions, and livelihood assessments that connected them with resources, services, and opportunities to improve their socio-economic status.
- Nepal, the project has been active since March 15, 2022, across 10 local government units (LGUs) in Sudurpashchim and Karnali provinces. Its key interventions include in-kind support, collective mobilization, capacity development of self-help groups (SHGs), establishment of dialogue platforms at LGU and provincial levels, referral support for gender-based violence (GBV) survivors, income generation initiatives, and strengthened networking at district and provincial levels.



ACCOMPLISHMENTS IN 2024

Education Access & Retention

Increased school attendance and reduced dropout among 384 Dalit and marginalized girls

Education Support Materials

141 girls received educational supplies, supporting consistent school attendance

Linkage to Government Resources

353 Dalit and marginalized women and girls accessed schemes including agriculture inputs, vocational training, financial support, and health services

School Re-enrollment & Child Engagement

68 girls re-enrolled through community campaigns and parental sessions; 175 girls actively involved in child clubs

Male Engagement in Social Change

555 male participants sensitized on GBV and harmful practices; reported behavioral shifts in household roles and support for girls' education



PROJECT ACHIEVEMENTS

Project Name:

Strengthening Human Rights of Dalit Women in Nepal

Partner:

KIOS Foundation

Project Location:

Udaypur and Bara districts



Reach

- Conducted 12 public hearings and interaction programs engaging 340 individuals on caste and gender-based violence.
- Organized 14 interaction programs during the 16 Days of Activism Against Gender-Based Violence, reaching 10,000 community members across 6 districts.
- Reached 1,000 participants in 22 civic education interaction programs, educating them on civic rights like birth registration, death registration, and citizenship.
- Held 50 group interaction and orientation sessions, benefitting 1,100 Dalit women on various rights topics.
- Engaged 25 stakeholders in Bansgadhi Municipality for discussions on combating caste discrimination.
- Conducted 69 adolescent group meetings, involving 180 adolescents on issues like child marriage, caste discrimination, and substance abuse.
- Held 16 school-level campaigns involving 1,230 students focusing on caste and gender-based violence prevention.
- Facilitated 20 meetings with 150 Dalit women leaders to discuss community-level issues affecting Dalit women.
- Delivered 5 capacity-building training programs, impacting 230 Dalit women leaders.
- Raised awareness among 175 women and girls through 8 legal literacy discussions.
- Conducted 24 Chalfal Chautari programs, involving 500 participants in discussions about local-level services and facilities.
- Organized 12 discussions on gender roles, engaging 12 couples, leading to male participants pledging support for household work.
- Trained 244 Dalit women on entrepreneurship development and income generation, fostering small-scale business ventures.
- Supported 12 women in accessing legal remedies for gender-based and domestic violence.
- Conducted 8 media interaction programs, resulting in significant local media coverage on Dalit women's issues.
- Held provincial-level advocacy and capacity-building programs for Dalit women, reaching over 90 participants from Lumbini Province and Sudurpaschim Province.

ACCOMPLISHMENTS IN 2024

Public Hearings & Advocacy

Engaged 340 people in discussions on caste and gender-based violence, contributing to the Dalit Empowerment Bill.

Civic Education

Educated 1,000 participants on civic rights, including birth registration, death registration, and citizenship.

Youth Engagement

Engaged 180 adolescents through group meetings, empowering them to address issues like child marriage and substance abuse.

Community Leadership

150 Dalit women leaders discussed issues in 20 meetings, ensuring justice for Dalit women.

Chalfal Chautari

Engaged 500 participants in discussions about local services and commitments to Dalit- and Dalit-women-friendly plans.

Dalit Empowerment Bill

Two municipalities in Udayapur have adopted the Dalit Empowerment Bill, improving legislative protections for Dalit women.

Gender-Based Violence Support

Provided support to 12 women, facilitating their access to legal remedies for gender-based violence.

Entrepreneurship Development (Sudurpaschim)

225 Dalit women received training; 120 of them have already started their businesses.

Human Rights Advocacy

150 cases of human rights violations were filed with the support of justice stakeholders, ensuring greater accountability.

Policy Integration

Local governments have incorporated Dalit women's issues into policies, plans, and programs, increasing their access to justice

16 Days of Activism

Reached 10,000 people across 6 districts, raising awareness on gender-based violence and fostering collective responsibility.

Dalit Women's Rights

1,100 Dalit women gained knowledge on rights and have been advocating for improved access to resources at ward and municipal levels.

School Campaigns

Involved 1,230 students in speeches emphasizing children's roles in preventing caste and gender-based violence.

Legal Awareness

Raised legal awareness through 8 discussions, impacting 175 women and girls on legal provisions related to women's and Dalits' rights.

Entrepreneurship Training

244 Dalit women trained on entrepreneurship, with many starting small businesses and receiving support from local municipalities

Media Engagement

Media covered the work of Dalit women representatives, enhancing their influence and participation in local governance.

Leadership Training

90 individuals from Lumbini and Sudurpaschim Provinces participated in capacity-building and leadership development programs.

Municipal Budget Allocation

Udayapur municipality secured NPR 350,000 in funding for Dalit women's small businesses, while Bara municipality has committed financial support for the next year.

Political Awareness & Participation

Awareness among newly elected Dalit women and marginalized representatives increased from 20% to 40% in project districts.

Accountability & Transparency

Strengthened the accountability of duty bearers in addressing Dalit women's rights, ensuring fair legal treatment and access to justice



PROJECT ACHIEVEMENTS

Project Name:

Organization Development (OD)

Partner:

Foundation for a Just Society (FjS)

Project Location:

All Provinces



Reach

- 88 board representatives from 44 districts and provincial network members participated in Organization Development (OD) training sessions held across four provinces.
- 9 district boards received targeted financial support to improve operational capacities, including audits, office setup, and governance processes.
- FEDO's presence expanded on international platforms through participation in events like the Commission on the Status of Women (CSW), engaging with global actors to highlight Dalit women's rights.
- Digital communication visibility enhanced through website upgrades, reaching broader audiences locally and globally

ACCOMPLISHMENTS IN 2024

Policy Revision and Implementation

Revised and operationalized key organizational policies, including HR Policy, Financial Policy, and GEDSI Policy after a workshop conducted in Year 1.

International Advocacy

Represented FEDO and advocated for Dalit women's issues at the Commission on the Status of Women (CSW), raising global awareness of gender and caste-based discrimination.

Digital Communication Enhancement

Upgraded and maintained the organizational website, significantly improving FEDO's online visibility and communication with national and international stakeholders.

Support to District Boards

Provided financial support to 9 district boards. In Year 2, 4 districts received targeted assistance to conduct audits, establish offices, open bank accounts, and hold board meetings.

Organizational Development Training

Conducted OD training in 4 provinces with participation from 88 board reps across 44 districts, enhancing governance, sustainability, and internal coordination.



PROJECT ACHIEVEMENTS

Project Name:

Our Voices Our Choices (OVOC) -Hub Platform management and maintenance Project in Nepal

Partner:

Plan International Nepal / European Union

Project Location:

Regional Hub

The OVOC Resource Hub platform was officially launched on March 8, 2024, to promote inclusive civic engagement across Bangladesh, Nepal, and Thailand. Funded by the European Commission and implemented in collaboration with Plan Asia Pacific Regional Hub, the OVOC Project partners with CSOs include Article 19, FEDO, PYNA, and TYI. The platform aims to expand civic, democratic, and civil society spaces through digital engagement, with a focus on empowering women and youth.

As part of its commitment to sustaining the platform in Nepal, FEDO has been selected to manage and maintain the OVOC Hub at both national and regional levels. This involves mobilizing CSOs and youth to take civic actions, create content, and share knowledge on democratic rights.

To support this effort, FEDO participated in a capacity-building and handover workshop in Thailand. The workshop focused on finalizing the Standard Operating Procedure (SOP), strengthening technical and financial capacities, and transferring the platform's ownership from Plan International to local CSOs. It also helped identify focal persons and mentoring teams to ensure long-term sustainability.

Through its ongoing engagement, FEDO continues to facilitate active civic participation via the OVOC Hub, aiming to reach 50 CSOs and 50 youth participants across Nepal.

Reach

- Reached 50 CSOs and 50 youth participants through the OVOC Hub Platform.
- Formed a national-level CSO Hub Network engaging media, HRDs, women leaders, youth networks, and Citizen Action Groups.
- Connected 77 district chapters and 7 province-level feminist networks to the Hub.
- Linked OVOC Hub Platform to FEDO's official website for increased visibility.
- Engaged with international networks like ADRF, IDSN, and CSOs across South Asia.
- Participated in the Hub Capacity Building and Handover Workshop in Thailand along with regional stakeholders



ACCOMPLISHMENTS IN 2024

Capacity Building and Handover Workshop

Attended regional Hub Capacity Building and Handover Workshop in Thailand. Technical knowledge on Hub sustainability and operations was transferred to CSOs.

Civic Action Content Creation & Engagement

Collected and posted diverse civic content (news, articles, stories, testimonials, reports) on the Hub.

Capacity Enhancement of Network Members

Organized virtual orientations on content creation, equipping members with skills to produce civic engagement materials for the platform.

Strengthening National & Regional Collaboration

Collaborated with NGO Federation, AIN, and other civic space initiatives to ensure sustainability and reach of the OVOC Hub Platform.

National CSOs Hub Network Formation

Formed a National CSOs Hub Platform Network to amplify civic voices. Oriented members on the platform's purpose, tools, and collective engagement.

Enhancing Civic Visibility through Digital Media

Integrated the OVOC Hub Platform with FEDO's website to broaden public messaging and awareness.

Sustained Communication & Coordination

Created WhatsApp groups and conducted periodic online meetings to discuss civic space issues among members.



PROVINCIAL CONFERENCE: KEY-TAKE AWAY

In 2024, province-level conferences were organized across several provinces with the primary objective of strengthening women's political participation and legal rights. These gatherings highlighted the crucial role of Dalit and marginalized women in politics and provided strategies to enhance their leadership and participation in decision-making processes. The conferences served as inclusive platforms where Dalit women and community representatives shared their perspectives on empowerment and inclusion. A significant highlight was the presentation of a model Dalit Empowerment Bill to provincial chiefs and assembly members, advocating for policy-level change to institutionalize Dalit rights.



In **Gandaki Province**, the conference focused on the empowerment and inclusion of Dalit women, with the Honorable Province Chief attending as the chief guest. A model bill on Dalit empowerment was presented to the Province Chief and Assembly members, which is now in the final stages of the legislative process.





Similarly, in **Madhesh Province**, the conference raised awareness of Dalit human rights among provincial and local government officials, human rights activists, and political leaders. It also encouraged active Dalit participation and promoted inclusive practices. Additional training sessions were conducted with provincial network members and frontline leaders, covering leadership, human rights-based approaches, constitutional provisions, access to resources, network mobilization, and the effective use of social media.



In **Bagmati Province**, the event was held in Hetauda with a focus on empowering and including Dalit women in leadership and decision-making spaces. The organization's continued efforts over the past three decades have mobilized a strong network of Dalit and marginalized women activists across all 77 districts. The commitment to promoting justice, equity, and meaningful participation remains strong.



In **Lumbini Province**, the conference engaged provincial network leaders in discussions around women's political leadership, equal citizenship, and dignified behavior. Emphasis was also placed on reviewing government policies, programs, and budgets related to the empowerment of Dalit women, gender equality, and social inclusion. Topics included gender equality, inclusive planning, communication and presentation skills, and Dalit women-friendly policy approaches. A model Dalit Empowerment Bill, similar to that presented in Gandaki Province, was also submitted to provincial leadership.

These province-level conferences played a critical role in fostering dialogue, building awareness, and equipping participants with knowledge and tools to advocate for Dalit rights and inclusive development.

2024 MEMORIES



OVERVIEW OF FEDO'S ADVOCACY ON NATIONAL AND GLOBAL PLATFORMS

FEDO continued its active advocacy at both national and international levels, amplifying the voices of Dalit women and promoting their rights. Over the past year, organization submitted a shadow report to the CEDAW Pre-Sessional Working Group (19–23 February 2024) and participated in the 89th Pre-Session of the CEDAW Committee in Geneva, Switzerland. Represented by its Strategic Advisor and Founder President, presented a statement highlighting the lived realities of Dalit women in Nepal and held discussions with CEDAW Committee members. This engagement led to the successful inclusion of Dalit women's concerns in the Committee's recommendations to the Nepal Government, particularly calling for the implementation of past commitments, ending inter-caste marriage discrimination, and enacting focused anti-discrimination legislation.





At the 68th Commission on the Status of Women (CSW68), FEDO participated and organized a parallel event focused on advancing gender equality and the empowerment of Dalit and Indigenous women and girls in Nepal. FEDO representatives served as speakers and moderators across various sessions, ensuring the voices and concerns of Dalit women were represented on the global stage. The event aimed to raise awareness about the specific challenges faced by these communities, advocate for policy reforms addressing gender-based violence and discrimination, promote inclusive decision-making, and emphasize equitable access to resources. It also highlighted the need for strong partnerships to advance the Sustainable Development Goals, particularly SDG 1 (ending poverty) and SDG 5 (gender equality).



Similarly, FEDO participated in the Water Conference held in Indonesia, shedding light on how caste-based discrimination restricts Dalits' access to public water sources due to social perceptions of purity and impurity. This exclusion forces Dalits, particularly women, to rely on distant and unhygienic water sources, increasing their burden and limiting their participation in economic and social spheres. The discussion also addressed the verbal and physical abuse Dalit women face when trying to access water, further exacerbating inequalities.



FEDO reaffirmed its commitment to intersectional advocacy through active engagement in the World Social Forum (WSF), highlighting the distinct challenges faced by Dalit women. Its participation in the WSF Solidarity March in Kathmandu served as a strong example of grassroots activism and collective resistance against caste and gender-based discrimination.

FEDO also hosted a panel discussion on intersecting caste and gender discrimination in South Asia, featuring speakers from across the SAARC region, and organized a side event, while facilitating youth participation in the Intercontinental Youth Forum and supporting the World Dignity Forum. These platforms amplified South Asian experiences and emphasized the importance of inclusive strategies and collaborative action. FEDO's presence at WSF aimed to elevate the voices of Dalit women globally, foster cross-border solidarity, and encourage stakeholders to adopt inclusive policies that directly address the compounded discrimination rooted in caste and gender.



Additionally, FEDO participated in the Association for Women’s Rights in Development (AWID) Forum in Thailand, where it organized a panel discussion on Addressing Issues & Challenges: Caste/Untouchability & Gender-Based Discrimination. Through active engagement and advocacy, FEDO brought critical issues to the forefront, reinforcing the need for global solidarity in addressing caste and gender-based discrimination.



FEDO had the opportunity to raise its voice on the global stage by sharing insights on the impact of climate change on Dalit and marginalized communities. This was presented at a significant UN side-event titled “Why Speaking Out on Caste Discrimination Matters,” held during the 57th session of the UN Human Rights Council at the Palais des Nations in Geneva.

On the international stage, Dalit women’s rights and justice concerns were highlighted in key forums such as UPR, CERD, CEDAW, CSW, SDGs, and UN platforms, addressing critical issues including caste-based discrimination, gender-based violence, climate justice, and economic security. These engagements amplify the voices of Dalit women, ensuring their rights remain a global priority.



FEDO participated in the First National Symposium of Women and Girls with Disabilities, held from March 1–3, 2024, as part of the “Building Bridges Towards Intersectional Activism in Nepal” project, in collaboration with a consortium of five women-led organizations—Access Planet, BWAN, NIDWAN, and Pahichan Nepal—with support from the Disability Rights Fund/Advocacy Fund. The symposium brought together participants from all seven provinces, aiming to amplify the voices of women and girls with disabilities from marginalized and underrepresented communities. It focused on raising awareness among government bodies and stakeholders about systemic barriers, legal frameworks, and inclusive services, culminating in the launch of the Kathmandu Declaration to guide the formation of an Intersectional Feminist Forum.



FEDO’s involvement emphasized the importance of inclusive policies, data-driven advocacy, and intersectional leadership that addresses the overlapping issues of gender, disability, caste, and geography. Furthering this commitment, FEDO led a youth dialogue in partnership with Tribhuvan University’s Department of Gender Studies and hosted an interactive session with the National Women’s Commission. These dialogues highlighted lived experiences of persons with disabilities, fostered shared understanding, and encouraged institutional commitment toward intersectional policy-making and collaboration.



Additionally, FEDO organized a consultation workshop with Dalit women from media and legal sectors, focusing on the Beijing+30 agenda and the relevance of intersectionality. The workshop engaged participants in discussing Dalit women's representation and challenges in their fields and contributed to the shadow report by reviewing the 12 critical areas of concern, reinforcing the integration of intersectional perspectives in gender equality advocac



FINANCIAL /AUDIT REPORT 2023/2024

Feminist Dalit Organization (FEDO)
Jwagal, Lalitpur
Statement of Income & Expenditures
For the period from 1st Shrawan 2080 to 31st Ashad 2081

Amount in NPR

| Particulars | Notes | As at 31st Ashad 2081 | As at 31st Ashad 2080 |
|--|-------|-----------------------|-----------------------|
| INCOME | | | |
| Incoming Resources | 4.9 | 141,660,954.68 | 129,804,562.43 |
| Financial Income | 4.10 | 282,564.40 | 400,351.47 |
| Other Income | 4.11 | 2,232,550.57 | 966,884.60 |
| Total Income | | 144,176,078.65 | 131,171,797.90 |
| EXPENDITURE | | | |
| Staff Cost/Expenses | 4.12 | 117,516.00 | 604,332.00 |
| Program Expenses | 4.13 | 141,515,205.59 | 128,993,416.48 |
| General Administrative Expenditure | 4.14 | 236,106.08 | 282,664.85 |
| Depreciation | 4.1 | 1,370,147.64 | 898,160 |
| Other Expenditure | 4.15 | 280,879.85 | 757,879.00 |
| Total Expenditure | | 143,619,855.16 | 131,446,452.09 |
| Net surplus/(deficit) before Taxation | | 556,223.49 | (274,654.19) |
| Income Tax Expenses | 4.16 | - | - |
| SURPLUS/(DEFICIT) FOR THE YEAR | | 556,223.49 | (274,654.19) |
| APPROPRIATION OF SURPLUS FOR THE YEAR | | | |
| Allocation to Reserves | | 556,223.49 | (274,654.19) |
| Allocation to Endowment Fund | | | |

The Notes on accounts form an integral part of the financial statements.


Ranju Bishwakarma
Treasurer


Bina Rasali
General Secretary


Kala Suarnakar
President


C.A. Gyamendra B. Bhari
Partner
BRS Neupane & Co.
Chartered Accountants

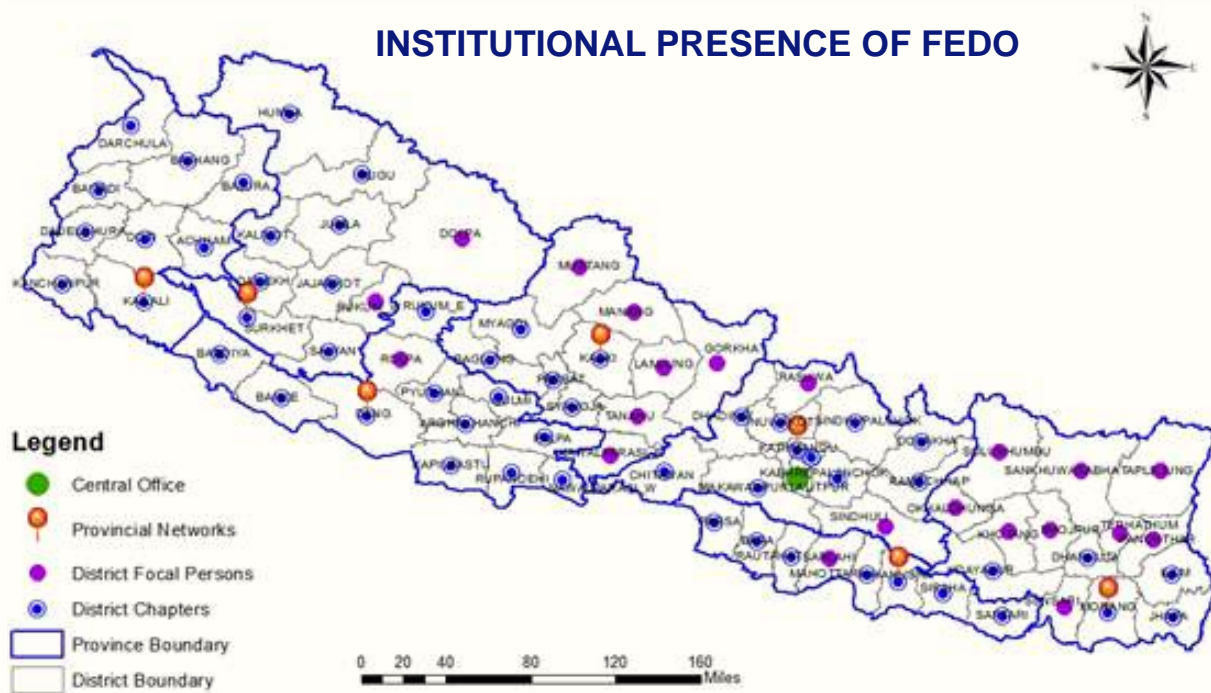

Bina Rasali
Admin/Finance Manager


Dr. Rabina G. Rasaily
Executive Director



Date: 05/09/2024
Place: Jwagal, Lalitpur

INSTITUTIONAL PRESENCE OF FEDO



PARTNER & DONOR





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