



WAWCAS

WOMEN AT WORK, CHILDREN AT SCHOOL ANNUAL PROGRESS REPORT

July 2016 - June 2017

Submitted to:

WAWCAS International
Denmark



Slisha, Kathmandu, Nepal

Phone: 00977-1-4810545

Email: slisha@ntc.net.np

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WAWCAS – Women at Work Children at School - is a 16 months social and business training and development program. It empowers women living in poverty to social change and economic independence.

The goal of the program is to develop dignified lives for the women as entrepreneurs and to ensure schooling for their children. Bi-monthly training and small loans are given to establish and run a successful business and to enforce the impact for the women, their families, and the communities by focusing on social mobilization, capacity building and training of specific skills.

Pr. June 2017, a total of 2600 women are in the program and have started their own business,- out of these 694 have started in 2016/2017. Approximately 5100 children have started to attend school regularly – many of them in private schools.

Working together in groups of 20 - 25 women is a cornerstone of the program. The groups are based on democratic principles, and the women in a group are responsible for each other - also regarding finances.

WAWCAS is run by Shisha - a national level NGO in Nepal in collaboration with WAWCAS International, Denmark

ACTIVITIES IN THE PERIOD

- This year altogether 694 new women are participating in the program July 2016 – June 2017. 544 of the women have started their businesses and 150 of the women have participated in the preparation phase in Kathmandu and in Lamjung district proceeding with the implementation phase in July 2017.
- 544 new businesses - 25 different types - have been started in Kathmandu, Lamjung and Tanahu districts respectively.

- Number of children attending school this year is approximately 1600 children.
- In the period, 6 new LPLs have been hired for Lamjung and Tanahu districts, Three months of their certification training program was completed in Kathmandu and now they work in their respective fields with support from certified LPLs.
- Visits to the field, from Denmark: This year Nina and the Danish photographer Anders visited the program from 20 September to 4th October 2016. During their visit, 5 movies were developed. Nina's second visit was March 2nd to 11 March 2017 together with Søren. During the visit, a field trip to Lamjung was also made. They visited Pokhara to discuss how to make profitable pig farming business. It was discussed that the cooperative farms should focus on piglet business whereas individual pig farms should focus on meat production. After the visit conducting a survey investigating the income and quality of the pig farm was decided. It will take place in July 2017
- Regular monitoring of the training process, the groups, and the loan repayments have been continued at various levels and as pr. schedule.
- Collaboration with local authorities: DLSO is supporting WAWCAS farms technically and financially, which means that WAWCAS Program is accepted formally by local authorities.
- Start-ups in new areas: We have started in Tanahu District from April 2017.
- We got renewed approval for conducting the program for the coming 4 years from the Social Welfare Council (SWC).
- Sirish Shrestha and Sangeeta Shrestha made their yearly visit to Denmark from 20 - 31 August 2016. During their visit, they participated in WI Board meeting and in workshops with sponsors and potential sponsors.
- Meetings:
 - within the organization: monthly and weekly regular meetings with the WAWCAS team have been conducted. Every Friday Skype meeting with Lamjung team has been conducted.
 - with local authorities: various meetings have been taken place with SWC, district authorities Tanahu, Lamjung, and Kathmandu regarding the plan, progress and identifying deprived areas.
 - with potential new donors in Nepal and in Denmark:

- Board meetings in Slisha: this year 8 board meetings have taken place. During the meetings progress, challenges and various issues were discussed.
- board meetings in WI: quarterly with the participation of Sirish, Program Manager on Skype.
- Sangeeta and Nina, Weekly scypemeetings



Special activities:

- **A questionnaire** has been developed for conducting a survey of pig farms. The objective of the pig farm survey is to get a basis for improving the quality of the farms and to make more profitable businesses. The survey will be conducted in July 2017.
- **WAWCAS woman event:** WAWCAS organized a workshop under the theme "Self-sustain is our movement, successful entrepreneur is our identity" which brought together 1100 out of 1200 experienced and new WAWCAS women under the same roof on 24th September 2016 at Bhotte Oddar Lamjung. Mrs. Shanta Mrs. Laxmi Shrestha, Human Rights activist and Mrs. Laxmi Sharma (famous successful entrepreneur) joined the program as guest speakers. 40 school children were mobilized as volunteers to support the process of the program. A

10 point "rural women development deceleration" was approved by the women gathered and distributed to the district and the national authorities afterwards. It means that WAWCAS women take responsibility of participating in the fight for women's rights locally.

The workshop offered a big opportunity to all WAWCAS women to share their ideas/challenges/achievements and learn from each other. And to show the complex effects of the WAWCAS program both on a personal, a family, an economic and a social level





The event was presented in 7 local medias TV and newspapers. It was a big opportunity for WAWCAS to be more well known in the local area and for the women to be acknowledged for the big changes they have gone through.

- **WAWCAS Movies:** this year 5 movies have been produced. Three interviews with WAWCAS women (Laxmi, Sarita, and Rukmani), one presenting the women event, and one as a general documentary. The movies and shooting for the movies was done by Anders Dall Bertelsen who joined Nina (International Program Director) to Nepal in October 2016.
- **Specialization:**
 - A Project Leader for the farming area has been recruited. His duty station is in Lamjung, but he is responsible for all districts. Yuvraj Sunar was hired as a Technical Assistant to replace Bikash BK who got a job at the District Livestock Office of Lamjung.
 - A Project Leader for WAWCAS Craft was hired in November 2016. Urmila is responsible for training the women in the products for export and sales for in Nepal, for quality control and for exploring and developing new markets for the sale of the women's products.

- WAWCAS Craft

- With support from a Danish designer and quality controller 2 products have been developed, produced, and are for sale in DK at Crafts Sisters. It is woolen pillow covers and circle mats for the floor.
- Moesgaard Museum has bought woolen shawls and handmade hemp gloves, which are selling well in their shop. It means that WAWCAS women manage to make high-quality products, which can be exported. It is a big step in WAWCAS process of specialization in the craft.



Preparing the yarn for the pillow covers



Other craft production: hemp gloves and bags, pencil bags, toiletries kits, Pashmina shawls and cushion covers are the major production items. We are exploring the local markets for local tourists and foreign tourists to buy in Nepal. We are ongoing conducting meetings with various companies regarding yarn, zipper, thread, and market.

- Sangeeta Shrestha Visited Denmark from 3-12 January 2017. The main objective of the visit was to finalize the 5 WAWCAS movies. She also participated in WI board meeting.
- Nina and Sangeeta participated in the 61.UN Commission on the Status of Women in New York in March. Nina as a part of the Danish Foreign Ministry delegation and Sangeeta as a part of the Nepali group. Nina presented WAWCAS Program for the Danish delegation and got a lot of positive response.

ACHIEVEMENTS RELATED TO THE GOALS

- 44 more women than planned have started in the Program (694 /650). As per the plan, 14 groups in Lamjung, 8 groups in Kathmandu and 3 groups in Tanahu have been formed. Altogether 544 women are in the implementation phase and 150 women are in the preparation phase of the WAWCAS program.
- Semi Cartoon Story: The objective of the development of semi-cartoon stories is to motivate new women to start up small scale businesses and sustain their life. through reading the semi-cartoon stories, which are based on other women stories, who have changed their lives through their participation in the WAWCAS Program. During this period 6 new stories have been developed, printed and are being distributed.
- A team building workshop with all WAWCAS staff has been conducted. It gave a good impact on the team spirit and collaboration and understanding of each other's challenges and resources.
- Construction of 12 individual goat farms and one pig farm has been completed in Lamjung.
- Loan and repayment: This year 7,917,000.00 NPR have been provided as loans to 24 groups and 6,377,808.00 have been repaid by the members. our repayment rate is 98.5%
- Data system: All LPLs are in proces of entering the data for there groups back to 2015.



Additional achievements:

- For the first time in the history of Nepal 1100 women participated in a workshop and one of the results was that a rural women declaration was signed.
- Trading Partner: In relation to export of products from WAWCAS women we need to have an agreement with companies who has an export license, and in this regard, Kandel Enterprise has agreed to support Slisha WAWCAS.

- Two days Livestock training have been conducted to 8 WAWCAS groups (190 women). A development in the specialized training.
- 15 vulnerable children of new WAWCAS women have received school sponsorships with support from Kam For Sud Nepal. Each child is receiving 1000 rupees per month in a few months until the mother earns money and can take over the payment.
- E-learning: We have provided e-learning sets and training to Shree Bal Bikash Lower Secondary School at Chiiti in Lamjung. A school where many of the WAWCAS women's children are. Training was provided to the teachers of the school by Sirish Shrestha Program, Manager WAWCAS. The children are enjoying the e-learning and they have access to e-learning in Science, English, and Mathematics, subjects for lower secondary students. The e-learning material and training was sponsored by LEGO Medarbejder Fund.
- Sangeeta and Nina participated in UN's 61st conference of the Commission on the Status of Women (CSW), which took place at the United Nations Headquarters in New York from 13 to 24 March 2017. The main theme of the session was 'Women's Economic Empowerment in the Changing World of Work', and not only did Sangeeta and Nina bring home many new insights for the future of the WAWCAS program, they also returned with a great shared experience and with new and valuable contacts.
- 8 WAWCAS women at the local election: Nepal held its first local election in 20 years on 14th May 2017. 8 WAWCAS women were candidates from various political parties among 8, Gyanu Nepali and Nirmala Chiluwal got elected.

What is not achieved:

- During the period, we have conducted three review meetings out of four. Due to the fulfillment of the formation of the planned groups, we postponed our regular review meeting to July instead of June.
- Due to a local election, our yearly residential women workshop was postponed to August instead of May 2017.
- This year we have focused on handicraft and farming, therefore, 2 advanced business training on eatery and tailoring have been postponed to 2018.

KEY CHALLENGES DURING THE PERIOD

- The staff: During this year two LPLs (Sangita Shakya and Mamata Lama) have resigned from their job, therefore all their groups have been handed over to

other LPL's . It hampers their plans. This caused delay in reporting data on time and also hampered the formation of their regular groups on time. But despite that, we managed to start up more than the planned number of groups

- The women: we were shocked due to death of Mrs. Sapana KC from Kathmandu (a group of LPL Binita) and Mrs. Parbati Sedhain from Lamjung (Group of Mina). Parbati's business has been taken over by her daughter but Sapana's business was closed since her children are too small and husband was too weak to take over the business. Now her husband went back to his village.
- The situation in Nepal: Nepal had its first local election in 20 years in May 2017. In Kapan, almost all women visited their home area to vote and have closed their business for a week, which hampered their income.
- Finance: unfortunately our Donor Embassy of Denmark decided to take back the loan amount money we have had in the program from their support since 2012 because they are closing down in Nepal. It means that WAWCAS International will have to seek to fund for the loan money needed to start 750 new women every year.
- Data: the registration and reporting of data concerning the training process take more time than expected. Each LPL needs re-training on how to enter the data properly to ensure high validity. It takes longer than planned to finish the analysis and report part technically of the data program. It is expected finished by August 2017

LEARNING POINTS FOR THE PERIOD

- Flexibility is important to meet the goals such as; to meet our goal with the number of new women we have postponed one review meeting and one women's workshop.
- Always hire one extra LPL to recover/ meet the planned number of new women when a LPL resign, in order not to hamper the regular assignment.
- There are big differences and benefits in either having or not having experts within the program. After hiring farming Project Leader we can see and observe lots of things happening. When you give focus you can grow.
- When we support to identify local markets it really grows which is very important for any kind of businesses, for the sustainability of the program and the women.

FOLLOW UP AND RECOMMENDATIONS

- Coordination between WAWCAS groups and the government institutions must be continued for the development of sustainable business processes because resources from the governmental institutions IS a big help for the women.
- A yearly team building workshop for the staff needs to be continued every year. The team really recharges energy and increases togetherness after the workshop, and learn very much from each other. All this supports the aim of having equal quality in the training.
- Regular follow-ups on running goat and pig farms to improve the businesses AND to implement new learning from the training the women received is needed.
- A farmer's learning center will be good to add in Lamjung, a center where the women can come and learn about farming. Then the specialist and the TA do not need to go to all women and give training only.

GOALS AND ACTIVITIES FOR THE COMING ONE YEAR

- Formation of WAWCAS groups: 30 groups will be formed with a total of 750 new WAWCAS women.
- Based on findings from the pig farming survey data, we will take action on the improvements needed of farming accordingly. TA and farming specialist will be responsible for implementing the planned activities.
- Livestock and farming training will be provided to 20 WAWCAS groups by Farming PL and TA.
- Initiation of establishment of an agriculture farmer's learning center
- Participation in Nepal Chambers Expo 2017 from 30 November to 3 December organized by Nepal Chambers Expo. Project leader craft, few women, Shisha chairperson and PM and PD will participate.
- Start up with Folk Nepal to display and sell the women's' handicraft products.
- Will try to make pencil kits with the name of some schools. Will start with Lamjung Schools and Kathmandu Schools.
- Continuation of a survey of the local market regarding handicrafts such as pencil box, toiletries kit, circle mats and other bags. The team has been formed consisting 4 members Chairperson, PD, PM, and PLH. Activities will start from July 2017.
- WAWCAS Program Director, Program Manager and two team leaders and trainers together with 4 WAWCAS women will visit Denmark in October 2017. The aim is to spread the word about WAWCAS and give the women to share

their experiences and to give Danish people to get a chance to see the impact of the program.

- Training on how to use e-learning on tablets to improve livestock businesses. Tablet will be distributed to all WAWCAS groups that have started from 2011 to date in Lamjung. Midas Pvt. Ltd. (IT Company who is also developing WAWCAS data system) is supporting this program financially and technically. However, to ensure sustainability of the program each woman has agreed to save 50 NPR per month to replace the tablets in their groups.
- Residential Women Workshop: the aim of the workshop is learning through sharing. Women representing all groups from all three districts we work in, are participating to share their experiences with WAWCAS and from their businesses. The idea is that the women can learn and get inspired from each other.
- WAWCAS Team Building Workshop: the objective of the workshop is to strengthen the teams effectiveness by unleashing the individuals and the team's positive potentials and to create commitment to work with increasing the team spirit among the women.
- Internal and external audit of the WAWCAS program on the first week of August 2017 will be done by certified auditors.
- Report of FY 2016/2017 (2073/2074) and plan of FY 2017/2018 (2074/2075) will be submitted to SWC/DDC and other local authorities.
- Renewal of the registration.

Abbreviation/Acronyms

CTVT	Centre of Technical and Vocational Training
DAG	Disadvantaged Groups
DDC	District Development Committee
FO	Finance Officer

LNGO	Local Non-government organization
LPL	Local Program Leader
LSGA	Local self Government Act
PD	Program Director
PM	Program Manager
PLH	Project Leader Handicraft
PLF	Project Leader Farming
PCA	Pocket Chart Analysis
PSRP	Participatory Self-Review Program
SWC	Social Welfare Council
SHG	Self-Help Group
SWOT	Strength Weakness Opportunity and Threat
SOP	Standard Operation Procedure
TOR	Terms of Reference
TOT	Training of Trainers
TA	Technical Assistant
TL	Team Leader
WAWCAS	Women at Work Children at School