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नेपाला

पत्र संख्या :  
विषय: शुभकामना सन्देश

महिला उद्यमशीलतालाई प्रोत्साहन गर्दै नेपाली महिलालाई उद्योग क्षेत्र तर्फ आकर्षित गर्ने कार्यमा महिला उद्यमी महामन्त्र नेपालको योगदान सराहनीय छ। प्रत्येक वर्ष अन्तर्राष्ट्रिय नारी दिवसको अवसर पारेर महामन्त्रले "Entreprising Women Nepal" पुस्तिका प्रकाशन गर्दै आफ्नो र सो पुस्तिकामा सफल महिला उद्यमीका कथा तथा उद्यम उपयोगी सामग्रीहरु समेटेर आफ्नो सन्तर्भमा यसको नवौं श्रक प्रकाशन हुन लागेकोमा मलाई खुसी लागेको छ।

शैक्षणिक नीति २०६७ शैक्षणिक व्यवसाय ऐन २०७३ लागूगर्नाका उद्योग व्यवसाय कम्पनी मन्त्राली कानूनलाई महिला मैत्री बनाउने प्रयास गरिएको छ। उत्कृष्ट महिला उद्यमी सम्मान कार्यक्रमको सफलताले महिला उद्यमीलाई हौसला प्रदान गरेको छ। गौरी निलारणका लागि लघु उद्यम विकास कार्यक्रमको लक्षित समूहमा महिलालाई सतरो प्रतिशत नोकिएको अवस्था छ। महिला उद्यमीलाई सहूलियतपूर्ण वित्तीय व्यवस्था गर्न खडा गरिएको महिला उद्यमशीलता विकास कोषको कार्यान्वयनबाट महिला उद्यमीहरु लाभान्वित भैरहेका छन यस कार्यमा महामन्त्रसँगको सहकार्यले विश्वसिलो आधार सिर्जना गरेको छ। नेपाल सरकारको नीति तथा कार्यक्रम अनुसार लैसिकमैत्री बजेट प्रणालीको अवलम्बन गरिएको राष्ट्रपति महिला उन्मान कार्यक्रमले महिला उद्यमशीलतामा जोड दिएको र सहूलियतपूर्ण ऋण प्रवाह निर्देशिकाको महिलालाई रु. पन्ध्र लाख सम्म विना धितो छ प्रतिशत व्याज अनुदानमा शोषण्य बेक्करबाट ऋण उपलब्ध गराउने व्यवस्था कार्यान्वयनमा आईसकेको छ। शैक्षणिक क्षेत्र विशेष आर्थिक क्षेत्र तथा शैक्षणिक प्राम्दरमा महिलाद्वारा संचालित उद्योग स्थापना गर्न स्थान उपलब्ध गराउन प्रार्थनाकना दिने नीति निर्देशको सन्तर्भमा महिला उद्यमीहरुको उल्लेखनिय सहभागिताको लागि आग्रह गर्दछु। मुलुकको शैक्षणिक विकासमा महिला उद्यमशीलता प्रबर्द्धनको माध्यमद्वारा सर्जनिकरण गरी महिला उद्यमीको सख्या उल्लेख्य रूपमा बढाई उद्यमको स्तरोन्नति गरी उद्योगक्षेत्रको समावेशी र सन्तुलित विकासको माध्यमबाट नेपाल सरकारको राष्ट्रिय लक्ष्यले लिएको समूह नेपाल र सुखी नेपाली बनाउने परिकल्पनालाई साकार पार्ने योगदान पुग्नेछ भने विश्वास लिएको छु। अन्तमा अन्तर्राष्ट्रिय नारी दिवसको उपलव्यमा सबैमा शुभकामना व्यक्त गर्दै पुस्तिका प्रकाशनको सफलताको कामना गर्दछु।

मिति: २०७५/१०/०५  
याम कुमारी खतिवडा  
सचिव (उद्योग)



नेपाल सरकार

# महिला, बालबालिका तथा ज्येष्ठ नागरिक मन्त्रालय




सिंहदरवार, काठमाडौं, नेपाल  
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४२०००८२/४२००४१३/४२००४०८  
फ्याक्स : ४२००११६  
E-mail : mail@mowcsw.gov.np  
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## शुभकामना

महिलाहरूको आर्थिक स्वातन्त्र्य विना राष्ट्रको समृद्धि माथन गर्न नसकिने हुदा विगतको लामो अनुभवबाट महिलाहरूको समृद्धि तथा सम्पन्नतामा बाधकको रूपमा आर्थिक पक्ष रहेको देखिन्छ । आजको आवश्यकता सामाजिक सशक्तिकरण र आर्थिक स्वातन्त्र्यमा विशेष जोड दिनु पर्ने देखिन्छ । जसमा महिलाहरूको आर्थिक स्वातन्त्र्य उच्चमशीलताबाट प्राप्त हुन्छ । आम महिलाको उच्चमशीलता प्रवर्द्धन गर्न उद्देश्यका साथ महिला उद्यमी महासंघले पल्लक वर्ष अन्तर्राष्ट्रिय महिला दिवसका अवसरमा पुस्तिका प्रकाशन गर्न गरेकोमा यस वर्ष १०६ औं अन्तर्राष्ट्रिय महिला दिवसको अवसरमा पुस्तिका प्रकाशन गर्न लागेकोमा बुशी लागेको छ ।

शैक्षिक समानताका लागि समान सौच र व्यवहारः समृद्धिको आधार भन्ने राष्ट्रिय नाराका साथ अन्तर्राष्ट्रिय महिला दिवस मनाउदै गर्दा राष्ट्रपति महिला उत्थान कार्यक्रम अन्तर्गत महिलाहरूद्वारा उत्पादित तथा प्रवर्द्धित सामग्रीहरूको सार्वे वटा प्रदर्शना र अन्तर्राष्ट्रिय स्तरमा काठमाडौंमा प्रदर्शनी गर्ने कार्यमा सहकार्य जनाएर अगाडि बढ्ने योजना रहेको छ । यसै परिश्रयमा महिला उद्यमी महासंघ नेपालले अन्तर्राष्ट्रिय मेला 4<sup>th</sup> International Women's Trade Expo - 2019 कैत्र १४ देखि १८ सम्म बलिगपुरको हेरिटेज गाईलमा ५ दिन प्रदर्शनी आयोजना गर्न लागेकोमा यस मन्त्रालयले प्रवेश नं ३ का महिला उद्यमीहरूलाई सहभागीता गराउने उद्देश्यमा सहकार्य रहेकोमा म हर्षित भएकोछु । जसले महिलाको आर्थिक सशक्तिकरणसाथ सम्बन्धित सवाल र विषयहरूलाई उजागर हुन सक्ने देखिन्छ । यस प्रकारका अन्तर्राष्ट्रिय शैक्षणिक मेलाहरूले महिलाहरूलाई निर्मित तथा उत्पादित वस्तुहरूलाई बिक्री वितरण गरी अन्तर्राष्ट्रियस्तरमा प्रतिस्पर्धात्मक क्षमताको विकास गराउन ठूलो भूमिका खेल्ने हुन्छ । अन्य बिक्रीसित मुलुकका उद्यमीहरूसस सहकार्य गर्ने, सूचना आदान प्रदान गर्ने साथै उत्पादित सामग्रीहरूको लेबलिङ, प्याकेजिङ तथा बिक्री गर्ने शैलीको समेत जानकारी प्राप्त गर्न ब्लेटफर्म यस औद्योगिक मेलातर्फ प्रदान गर्नेमा म विप्रबस्त छु ।

महिला उद्यमी महासंघ नेपाल, महिलाहरूको उच्चमशीलता विकास गर्ने उद्देश्य बोकेर राष्ट्रको आर्थिक विकासका लागि महिला उद्यमीहरूको संगठित छला सघाउन हो । महिला उद्यमीहरूको उच्चमशीलता विकास, नेतृत्व क्षमता विकासका क्षेत्रमा क्रियाशील भएकोमा बुशी व्यक्त गर्दछु । यस व्यापार मेलाका साना तथा मझौला महिला उद्यमी, व्यापारी डेवी महिला नियतकर्ता साथै अन्तर्राष्ट्रिय मुलुकका उद्यमी महिलाहरूको सहभागीताले आर्थिक समृद्धि हुने क्रामा दुईगुना रहने । उच्चमशील महिलाहरूको लागि यो समठन्ने सदैव सक्रिय रही अगाडि बढ्दै जाओस् भन्ने शुभकामना समेत दिन चाहान्छु ।

  
श्रीबहादुर राई  
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शुभ-कामना

सर्वप्रथम मार्च ८ का दिन मनाइने अन्तर्राष्ट्रिय नारी दिवसका अवसरमा सबैमा हार्दिक शुभ-कामना व्यक्त गर्न चाहान्छु ।

महिला उद्यमी महासंघ नेपालले अन्तर्राष्ट्रिय नारी दिवसका अवसरमा Entreprising Women Nepal पुस्तिका प्रकाशन गर्न लागेको जानकारी प्राप्त भयो । मलाई अत्यन्त खुशी लागेको छ । महिला उद्यमीहरूसंग सम्बन्धित सामग्रीहरू तथा लेख रचनाहरू समावेश गरी प्रकाशन हुने यस पुस्तिकाबाट नेपालमा महिला उच्चमशीलताका क्षेत्रमा भएका प्रगति, चुनौती तथा समस्याहरूका विषयमा यथाथर्व वस्तुतथ्य बाहिर आउने मैले विश्वास लिएको छु ।

महिला उद्यमी महासंघ नेपाल मुलुकीभित्र महिला उद्यमीहरूको चौतर्फी विकासमा आफ्नो स्थापनादेखिने निरन्तर क्रियाशील रहदै आएको संस्था हो । म आफै पनि यस संस्थामा लामो समयसम्म आवद्ध भएका नाताले मुलुकीभित्र महिला उच्चमशीलताको जागरण ल्याई गाउँ शहरमा रहेका महिलाहरूलाई उच्चमशीलतातर्फ आकर्षित गर्न यस संस्थाले निकै ठूलो भूमिका निवाह गरेको मैले पाएको छु र यस दिशामा संस्थाले निकै ठूलो सफलता समेत प्राप्त गरेको छु ।

महिला उद्यमी महासंघ नेपालले यस अवसरमा प्रकाशन गर्ने पुस्तिका महिला उच्चमशीलतालाई बहुआयामिक ढंगबाट अगाडी बढ्न उर्जा प्रदान गर्ने किसिमको बन्न सकोस मेरो शुभ-कामना छ । अन्त्यमा, महासंघले अन्तर्राष्ट्रिय नारी दिवसका अवसरमा प्रकाशन गर्ने Entreprising Women Nepal को नवौं अड्ड प्रकाशनको पूर्ण सफलताका लागि हार्दिक शुभ-कामना व्यक्त गर्दछु ।

  
(श्रीवानी राणा)  
अध्यक्ष

मिति: २०७५ फागुन १३ गते, सोमबार ।



## नेपाल उद्योग परिसंघ

फाँटे तल्ला, ट्रेड टावर, पोखरे, काठमाडौं, नेपाल, फोन: +९७७-१-४११११२२ / ४११११२३ फ्याक्स: +९७७-१-४११११२२  
E-mail: eni@cnind.org, Website: www.cnind.org

### शुभकामना



आधा आकाश हाकेको महिला समुदायको सन्दर्भमा नेपाली समाजमा अझै पनि महिलाहरुको व्यक्तित्व, अस्तित्व र योगदानको यथोचित मूल्याङ्कन हुन सकेको छैन । नेपालको संविधानले महिलालाई उचित स्थान दिए पनि नेपाली समाज तथा नीति निर्माण गर्ने तहसम्म महिलाको पहुँच कसै मात्र पुगेको देखिन्छ । यी विविधबाले समस्याको मूल कारण महिलाहरुको आर्थिक स्रोतसाधनमा पहुँच नहुनु, शिक्षा तथा सूचनामा पहुँच नहुनु नै हो जसले महिला सशक्तिकरणमा ढारसिल हुनु पर्ने परिणाम प्राप्त हुनसकिरहेको छैन ।

महिला उद्यमी महासंघ, नेपालले आफ्नो स्थापनाको प्रारम्भदेखि नै महिलाहरुको उद्यमशीलताको प्रवर्द्धन गर्न, आर्थिक, शैक्षिक तथा सूचनामा पहुँच पुऱ्याउन उल्लेखनीय भूमिका निवाह गरिरहेको कायको परिसंघ सरहना गर्दछ ।

सरकारी नीति नियममा महिलाहरुको हित संरक्षण गर्न तथा महिलाहरुमा निहित क्षमताको प्रफुटन गर्न पनि महिला उद्यमी महासंघ, नेपालले योगदान दिएको छ ।

यीनै कार्यहरुलाई थप बल दिन अन्तर्राष्ट्रिय नारी दिवसको अवसरमा यस वर्ष पनि "Enterprising Woman Nepal" प्रकाशन गर्न लागेको जानकारी पाउँदा नेपालको निजी क्षेत्रको प्रतिनिधिमूलक संस्था नेपाल उद्योग परिसंघ एवं व्यक्तिगत रूपमा समेत मलाई खुसी लागेको छ । म यस प्रकाशनको सफलताको कामना गर्दै अन्तर्राष्ट्रिय महिला दिवसको अवसरमा सम्पूर्ण महिला दिदीबहिनीहरुको उत्तरोत्तर प्रगतिको लागि हार्दिक मंगलमय शुभकामना व्यक्त गर्दछु ।

(हरिमन्त शर्मा)

अध्यक्ष



## नेपाल घरेलु तथा साना उद्योग महासंघ Federation of Nepal Cottage & Small Industries

च. नं. / Ref. No.:

### शुभकामना

महिला अघाडी महासंघ नेपालले विगत वर्षहरू क्रै यस वर्ष पनि अन्तर्राष्ट्रिय नारी दिवसको अवसरमा "Enterprising Women Nepal" पुस्तिकाको नयाँ एक प्रकाशन गर्न लागेको जानकारी पाउँदा धन्यवाद अर्पित गर्दै छु ।

विशेषतः नेपालको महिला अर्थशास्त्र तथा महिला अर्थशास्त्र सन्तुष्टि साठ्याङ्क तथा अन्य विभिन्न लेख रचनाहरू सहित प्रकाशन हुने लागेको यो पुस्तिकाले महिला अर्थशास्त्र क्षेत्रका आर्थिक, औद्योगिक एवं व्यावसायिक गतिविधिहरूलाई उजागर गर्नुका साथै आर्थिक, औद्योगिक, व्यावसायिक क्षेत्रका आवश्यकता तथा समस्याहरू एवं अवसर तथा चुनौतिहरूलाई सतत सतटी समायोजनका अपा पक्षिद्वारा मार्ग प्रशस्त गर्दै यस क्षेत्रमा जानकारी राख्ने दाहने संशोधनहरू तथा विभिन्न पाठ्यक्रमहरूलाई आवश्यक सूचना एवं सूचकहरू परको अपेक्षा राख्ने छु ।

अर्थशास्त्रको विकास नै युवाको आर्थिक सन्तुष्टि र सशक्तिको प्रमुख आधार हो भन्ने तथ्यलाई आत्मसात गर्दै अर्थशास्त्र विकासका निहित महिला अघाडी महासंघले आफ्नो स्थानबाट निवृत्त गरेको भूमिका प्रति आभार व्यक्त गर्दै त्यस संस्थाको उत्तरोत्तर प्रगतिको लागि शुभकामना व्यक्त गर्दछु । धन्यवाद ।

उद्योगपरिसंघ शिक्ष

कार्यवाहक अध्यक्ष



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Vaidya Shrestha, Sumritia Balanchoke Shrestha, Soni Joshi, Ramya  
Shrestha, Laxmi Khanel

# Editorial

I am most delighted to present this 9th edition of "Enterprising Women Nepal" 2019, an annual publication that incorporates the extraordinary work of our organization, inspiring stories of women entrepreneur and professional views of experts involved in economic upliftment of women.

My sincere gratitude and appreciation to all of you for the generous contribution to make this publication materialize. Special thanks goes to Mona Shrestha Adhikari for bringing us articles with different perspectives (sectors) from all over the world.

I salute each and every woman who open doors to other women to rise.... to all our predecessors, who have been our teachers, guides and visionaries. I salute all the women entrepreneurs of FWEAN who have had the courage to drive their businesses to greater heights and help other women to come out of their homes to be economically independent and raise their voices collectively to be heard.

We at FWEAN not only celebrate the achievements, but also acknowledge the endless drive, constant struggles and big dreams of each and every woman to reach new heights.

We believe in the strength of Nepalese women that when given the opportunity to test their potential with support and encouragement they can break through all barriers.

Women constitute more than 50% of the population in Nepal (Adha Akash). Empowering them socio economically not only gives them voice and choice but also allows them to be drivers of change in the society and contributors in the economic growth of the Nation.

Together we can change and make incredible things happen.

*Basanti Pradhan*

# Presidents Message



*Sharada Rijal*  
**PRESIDENT, FWEAN**  
 Sharadha Rijal

This year would mark the 16th year since the establishment of FWEAN and the 9th edition of publication of Women Entreprising Magazine and we are excited to release it in honour of the 109th International Women's Day. For the past 16 years FWEAN has been continuing on a mission towards building a nation of great strength through the socio-economic empowerment of Nepalese women.

50% of the population is made up of women, which means over 50% of the population has the power to build a great nation. However, for centuries women across the world have been marginalized. Yet, in Nepal, the status of women has slowly started to improve; however, they still face many obstacles.

FWEAN was created solely to eliminate these burdens faced by women in Nepal. FWEAN continuously supports and provides skills and resources to the rural areas of Nepal, currently covering over 41 district chapters. We increase women's access to employment skills, enterprise development and market linkages, as well as develop women entrepreneurship. As the President of FWEAN I am proud to say FWEAN has been working hard to break these barriers across the nation and prove that women too can be successful. Here at FWEAN, we believe in strengthening of women.

As a woman entrepreneur, I connect with other women who still face certain barriers, as I have been through them myself. I hope to act as a role model for those women entrepreneurs in Nepal that crave for better opportunities. We, as women have the responsibility of advocating for the rights and concerns of women entrepreneurs at the policy level of government.

If you try, anything can be done. With this mentality of thinking, we could move forward towards the strength of the nation.

**I am a woman and I am proud to be a woman.**

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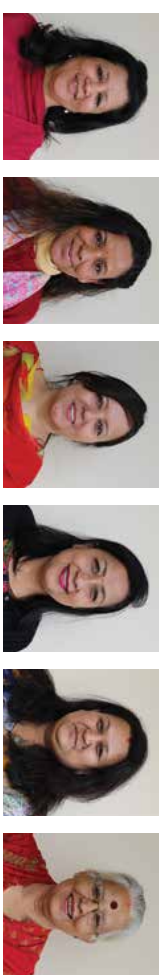


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## NOMINATED MEMBERS INVITEE MEMBERS

## FWEAN SECRETARIAT



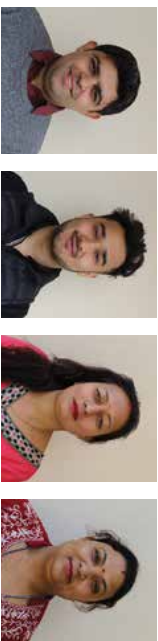
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**OFFICE MANAGER**  
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**PROGRAM COORDINATOR-FCA**  
Ms. Bindu Paudel

**FINANCE OFFICER**  
Mr. Anindra Shrestha Yadav

**BUSINESS DEVELOPMENT OFFICER**  
Mr. Raju Rai



**DATA COLLECTION OFFICER**  
Mr. Arjun Regmi

**PROJECT ASSISTANT (CIPE)**  
Mr. Jeebesh Bikram Adhikari

**SENIOR OFFICE ASSISTANT**  
Ms. Sapana Shrestha

**OFFICE ASSISTANT**  
Ms. Shanti Awari



**BUSINESS DEVELOPMENT ASSISTANT**  
Mr. Soviet Narayan Shrestha

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Mr. Uddav Chhimire

**BUSINESS DEVELOPMENT ASSISTANT**  
Mr. Pradip Timalsina

**BUSINESS DEVELOPMENT ASSISTANT**  
Ms. Sarita Chhimire

**MARKETING DEVELOPMENT OFFICER (SINDHULI)**  
Mr. Bhupendra Bataa Lamral

## FWEAN INTERNATIONAL INTERNS



**INTERNATIONAL INTERN (COMMUNICATION)**  
Rusha Jeyathavapriya

**INTERNATIONAL INTERN (EVENT MANAGER)**  
Jonathan Oldenburger

**NIBL** क्रमिक मुद्दी खाता

**“ अब म पनि खोल्छु मुद्दी खाता ”**

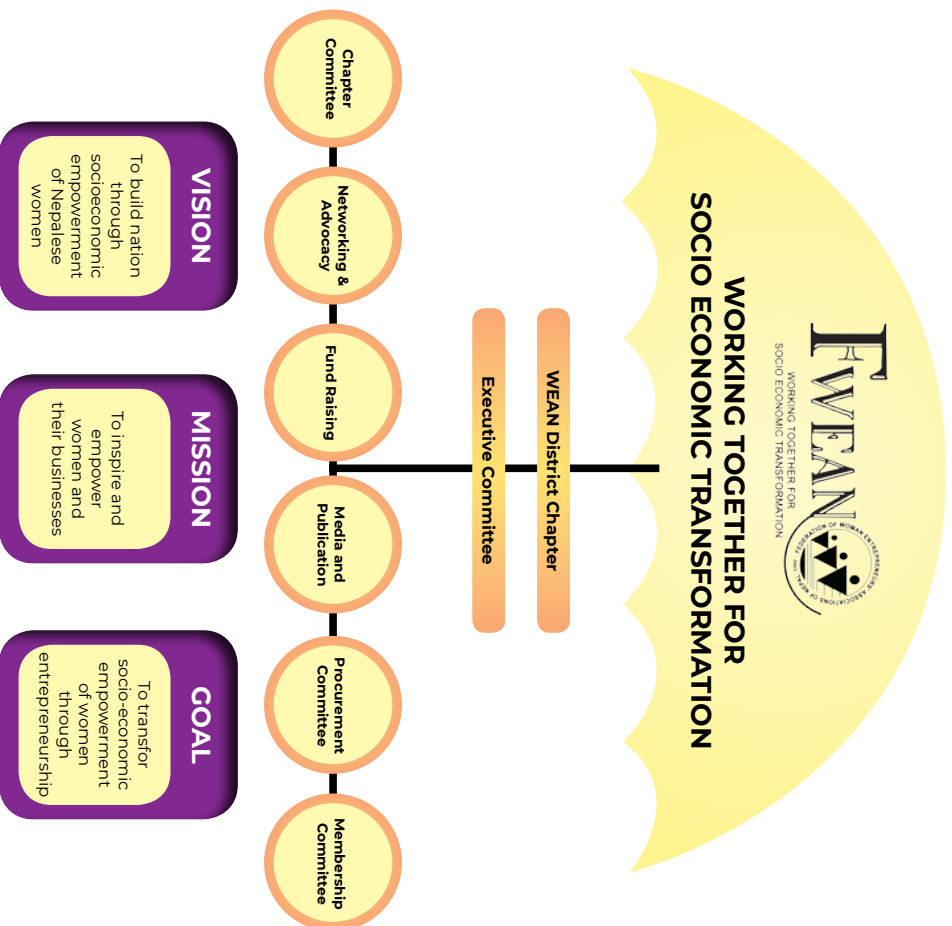
हरेक महिना न्यूनतम रु. ३३३ जम्मा गरेर ३३ महिनाको क्रमिक मुद्दी खाता खोल्दा ९.२५% ब्याज पाइन्छ भने म पनि आजै NIBL गएर खोल्छु आफ्नै मुद्दी खाता ।

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# FEDERATION OF WOMEN ENTREPRENEURS' ASSOCIATIONS OF NEPAL (FWEAN)



Working together for socio economic transformation

Established in July 2003, The Federation of Woman Entrepreneurs' Associations of Nepal (FWEAN) is an apex body of Women Entrepreneurs' Associations in Nepal (WEAN). The organization works with the following vision, mission and goal in mind.

Based in Kathmandu, FWEAN is a focal point for interaction with the government and also various national and international organizations and stakeholders. The Federation ultimately seeks to redefine the perspective of women entrepreneurship – from contribution to economic growth and poverty alleviation towards participation of women at all levels in the socio- economic sectors.

### CORE VALUES

The core values that FWEAN believes in and promotes are:

- **Accountability:** FWEAN takes personal responsibility for using resources efficiently, achieving measurable results, and being accountable to supporters, and partners.
- **Ambition:** FWEAN sets high goals and is committed to improving the quality of everything they do.
- **Collaboration:** FWEAN respects and values each other, thrive on their diversity, and work with partners to leverage strength to make a difference.

- **Creativity:** FWEAN is open to new ideas, embraces changes, and takes disciplined risks to develop sustainable solutions.

### OBJECTIVES

FWEAN focuses on these four objectives:

1. **Advocate on issues related to women's economic empowerment**  
FWEAN organizes annual national consultation workshop to identify issues, bringing together members from all over Nepal under one platform.
2. **Enhance capacity of women entrepreneurs**  
Several capacity building and skilled based trainings and workshops are designed and organized annually.
3. **Support businesses of women entrepreneurs**  
FWEAN provides services like business counselling. Services for marketing and promotion for women entrepreneurs and are extended through Winbiz e-portal ([www.winbiz.com.np](http://www.winbiz.com.np)) and by providing opportunities to participate in national and international expos.
4. **Increase outreach of FWEAN**  
To increase outreach of FWEAN to new and potential members, districts and partners, it works in collaboration with its members, partner networks and stakeholders

# Advocacy



**RT HON. PRESIDENT MS. BIDYA DEVI BHANDARI**  
President of Nepal



**HON. MS. THAM MAYA THAPA**  
Minister of Women, Children and senior Citizen



**HON. MS. PADMA KUMARI ARYAL**  
Minister of Agriculture, Land Management and Cooperatives



**HON. MS. BINA MACGAR**  
Ministry of Water Supply



**MS. ANURADHA KOIRALA**  
1st Women Governor of Province No. 3



**MS. SAPANA PRADHAN MALLA**  
Supreme Court Judge and member of the Nepalese Constituent Assembly.



**MS. BHAWANI RANA**  
President, Federation of Nepalese Chambers and Commerce

## Balance for better

Balance is not a women's issue, it's a business issue. The race is on for the gender-balanced boardroom, a gender-balanced government, gender-balanced media coverage, a gender-balance of employees, more gender-balance in wealth, gender-balanced sports coverage.

Gender balance is essential for economies and communities to thrive.

So put your hands out and STRIKE THE #BalanceforBetter POSE and make this theme for 2019 - and do what you can to truly make a positive difference for women everywhere.

Post your #IWD2019 message on social media with your "hands out" balance pose for a strong call-to-action for others to also help forge a #BalanceforBetter.

Take action

For International Women's Day 2019 and beyond, how will you #BalanceforBetter?



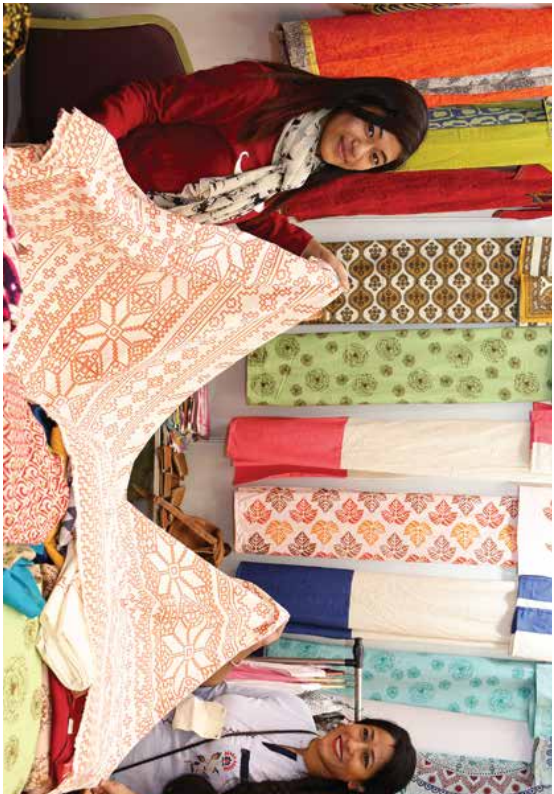
## 3rd International

# Women's Trade Expo

The 3rd International Women's Trade Expo 2018 and was organized by FWEAN from 22nd to 26th March 2018 in Heritage Garden, Kathmandu with the aim to exhibit the goods and services of women entrepreneurs, and to create networks with potential buyers and other women entrepreneurs.

This expo expressed the slogan "Work together, Win Together" as it illustrated the communal efforts of all the women from South Asian Association for Regional Cooperation (SAARC) countries to work towards their socio-economic empowerment. It also provided an opportunity for Nepalese women entrepreneurs to come together in a common platform to showcase their strength and success to the government and potential buyers. This event gave them the opportunity to expand and formalize their businesses, to link with international women entrepreneurs from SAARC countries, and to establish the platform to interchange knowledge about national and international markets while developing new perceptions and partnerships.

Overall, the third International Women's Trade Expo had been successful with a turnout of 40 thousand plus visitors and an estimated transaction of 50 million rupees.





# 109th International Women's Day

On March 8th, 2019, FWEAN participated in the 109th International Women's Day rally event.



#BalanceForBetter



## AGM

FWEAN had its 15th AGM on December 21st, 2018, FWEAN successfully held its 15th annual AGM in Nepalgunj, Banke. A total number of 150 participants, along with FWEAN's members attended the event.

The opening ceremony of the AGM focused on distributing awards, such as best chapter Member and staff award. The second half of the AGM consisted of planning the financial as well as the amendment in the constitution of FWEAN.



**BEST MEMBER AWARD (2018)**  
Shova Shrestha



**BEST STAFF AWARD (2018)**  
Sapana Shrestha

# Gala Dinner

FWEAN held its first ever gala dinner event for the purpose of raising funds towards the Sindhuhi Model Village project. The focus of this event was to raise awareness about the Sindhuhi Model village as well as FWEAN main missions and goals. This event was held as Patan durbar museum.



**NRNA**  
Women forum economic empowerment of women through specialization skill development of stitching and tailoring training program. Seven FWEAN guest along with one NRNA women co-ordinator attended this event.

**NABIC AND XLX TRAINING**  
On Oct 29th and November 1st, Jan Jongbloed a senior expert from Netherlands taught the attendees about the art of thinking outside of the box and how to use the XLX software to develop a business plan.



## Trainings Workshops



**ORGANIZED BY FWEAN IN ACCORDANCE WITH SAARC**  
3-Days Awareness Workshop on SAARC Women Entrepreneurs Portal

FWEAN organized 3-days Awareness Workshop on SAARC Women Entrepreneurs Portal from 7-9 January 2019 with the support of SAARC Development Fund (SDF) in collaboration with Pakistan Scientific and Technological Information Center (PASTIC). In the training 50 women SMEs involved in various hands on activities which can help them for the promotion of their business using the latest information technology. The main resource person facilitating the training was Mr. Naveed Noor from PASTIC, Pakistan.

**CIPE ADVOCACY PLANNING**  
CIPE in accordance with FWEAN organized an Empower Women Strategic Planning workshop, which was held as an Internal Working Session. The main focus of the workshop was to plan an advocacy campaign and create an eight-month action plan with CIPE. The workshop was led by Jennifer a member of CIPE, for a period of two days.



# Visits to FWEAN



🕒 **WOMEN BANK MEETING WITH FWEAN**  
Meeting about Women Bank being established in Nepal Oct. 31st & Nov 15, 2018

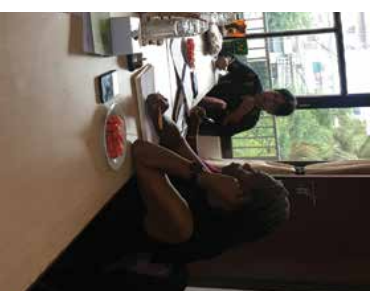


🕒 **BOARD WITH FOUNDER MEMBERS**

**VOLUNTEERS FROM WOMEN BANK**  
To visit the field and monitor the project Nov 22nd, 2018



🕒 **CHINESE DELEGATION**  
Regarding international trade expo and women entrepreneurship

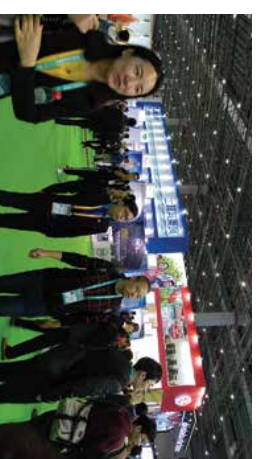


🕒 **NEPAL PASHMINA ASSOCIATION**  
Special guest Yvonne Wasston

# China International Import Expo 2018

Date: Nov. 5th - Nov. 10th, 2018  
Venue: National Exhibition and Convention Center, Shanghai  
Exhibition area: Apparel, Accessories and Consumer Goods  
Participants from FWEAN: Reeta Simha-1st, Vice President, Soni Joshi- member, Niti Joshi- member

Federation of Women Entrepreneurs Associations of Nepal (FWEAN) is indebted to the Govt. of China and Trade and Export Promotion Centre (TEPC), Govt. of Nepal for giving a chance to women entrepreneurs and providing a free stall in the exhibition area. Since this was the first Import Expo we were fortunate to participate and gain valuable experience in the Expo. We sincerely hope that this privilege will prevail in the future too.



## Guangzhou Trade Fair

15 FWEAN members and the FWEAN President participated in the 2018 Guangzhou Trade Fair for the first time.



# Report on International Visitor Leadership Program (IVLP) USA 2018

IVLP is an ongoing program organized by US Department of State. Started in 1940AD IVLP is a program developed for visitor professional interest and support for US foreign policy goals. Each year around 5000 visitors from all over the world are selected by USA for this program. Our program is the first one country program, so before this participant is from multi country. Each visitor is selected from different background such as Government, Politics, Media, Education, NGO, Arts, Health, Security and Entrepreneurs. I was selected through Federation of Women Entrepreneurs Association they have nominated me according to their requirement and selected me. The three weeks long IVLP for 11 young Nepali professional engaged in range of fields linked directly or indirectly to trade was excellent learning opportunity to know and experience American market, people and its culture.

We have a hotel named Mount Princess Hotel in Dhulikhel Kavre, because I am from Hospitality background. I have had opportunity to learn from day 1 of my stay in Hotel of Washington DC. It's been very fruitful for me to learn the ambience, the nature and to understand overall hospitality of Americans because our business is all about learning and experiencing new people and places. From this program, I have also got an opportunity to meet various people from different background and I have been connected with Senior Vice President of International Trade and Development of GP International on working together to promote Tourism in Nepal. He has been very positive to work in Nepal.

This professional exchange program was organized to support and harness the opportunity and benefits of the Generalized System of Preferences (GSP) Program granted by the USA government in line with the Trade Facilitation and Trade Enforcement Act signed by then President Barack Obama in February 2016. The legislation mandated the establishment of a trade preference program intended to promote economic growth in Nepal by providing duty free entry for 77 handmade products exported from



Nepal to the United States until 31 December 2025.

We have visited 11 states for the IVLP. The program helped us to provide better understanding on what buyers look for and particularly fair trade buyers (relevant in case of Nepal) when importing products from overseas as well as how the support from the state and industry associations and chambers, including business and innovation centers are instrumental in promoting international trade and businesses.

I have also got to see how Nepalese live there, their lifestyle and their view on Nepal. It's very depressing to find out 95% of my friends from Computer Engineering Batch 2006 of Kathmandu University are abroad and around 50% of them are in USA. I have managed to meet few of my friends there, no wonder they are doing very good in USA some of them are in Microsoft. Company some of them are in Amazon and IBM and almost all of them are working for Software companies but it's kind of sad for our

country because they are very skilled people and our country do not pick on those great skilled manpower and let them go to USA and other countries which nowadays has become Brain Drain trend here in Nepal. Meeting all of them I have found one common ground of them which is love for our country Nepal and them wanting to return here for Retirement. Never the less we went there to promote Nepali products in USA we focused more on that and this is only my personal perspective.

Summary of the interaction: Going through all the written and submitted concept during the interaction program, we

came into conclusion that Nepal needs more of the programs in the coming days which need to enhance the trade between USA and Nepal. There should be research on the feasibility of new business venture in Nepal for the US market for Product development, including the design development branding to custom clearance.

### THEME FOR NEPAL FOR THE IVLP

- ➔ To promote 77 duty free products.
- ➔ Examine what US companies and Buyers look for.
- ➔ Investigate how Nepali Producers can make connection to USA Market.
- ➔ Export Quality and Increasing Export from Nepal to USA.



  
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# अन्तरराष्ट्रिय व्यापार मेलामा मेरो सहभागिता

सोनी जोशी



हरेक क्षेत्रमा सहभागिता बढाएर महिलाहरूमा अन्तर्निहित क्षमतालाई बढि गर्न महिला सशक्तिकरण हो । महिला सशक्तिकरण बढाउन हामीलाई पनि महिला उद्यमी महसुसको स्थापना गर्नुको छ । यस सभ्यतामा देशका विभिन्न ज्योतिषिक विषयकलाप्रमा संलग्न उद्यमीहरू आबद्ध छन् । यसै सन्दर्भमा

म योनी जोशी **The Solihare** संस्थाको संस्थापक प्रबन्ध निर्देशक, **Nyano Handicraft** को संस्थापक महिला उद्यमी महासंघ नेपालको संस्थापक प्रबन्ध हुन पाएकोमा म आफू सीरबान्वित भएको छु । संघका तर्फबाट सन् २०१८ मा केही देश भ्रमण गर्न पाएको थिएँ । ती देशका नेपालहरूमा सहभागी भई महिलाहरूको उद्यमी भूमिकाबारे केही जानकारी हासिल गर्न पाएकोमा मलाई निकै खुशी लागेको छ ।

**FNCCI** का तर्फबाट मैले मित्र शीत जोशीका साथ सन् २०१८ अक्टुबर ६ देखि १७ सम्म शोभाजल **Made in Asia 2018** मेलामा जान अवसर पनि पाएँ । यो मेलाको आयोजना पोल्यान्डको **Lodz** भन्ने शहरमा भएको थियो । १२ दिनसम्म चलको यस मेलाका नेपाली महिलाहरूले तयार पारेका विभिन्न सामग्री प्रदर्शनमा राखेको थियो । त्यहाँ हातले बुनिएका उनका सामग्रीदेखि कस्टमा सामानमा वढी सबै देशहरूको मेले पाएँ ।

**FNCCI** कै तर्फबाट मैले मित्र श्रद्धा जोशीका साथ सन् २०१८ जुन १२ देखि १८ सम्म शोभाजल **5<sup>th</sup> China South Asia International Exhibition** मा जाना तिनै अवसर पनि पाएको थिएँ । यो मेला चीनको कुमिन शहरमा आयोजना भएको थियो । मेलाका विषयका ८० भन्नुको सहभागिता थियो । यस क्रममा सो शहरका मेयरसँग पनि भेट गर्न अवसर मिलेको थियो । त्यहाँ नेपालबाट सीपएका फीसमा

तथा धातु कपडाबाट तयार पारिएका पोशाक तीन तहै बुनाइहरूमा वढी सभ्य देखाएको पाएँ । साथै नेपाल र नेपाली उत्पादनहरूलाई वढी माया गरे को देखा पाउंदा अत्यन्त सन्तुष्ट लागेको थियो ।

यसै क्रममा रूसको मस्को शहरमा आयोजित नेपाल फेस्टिभलमा सहभागी हुने अर्को अवसर पनि जुट्यो । सन् २०१८ को अक्टोबर ५-७ सम्म चलने को सो मेलाका संस्थापकको हैसियतमा मसँगै निती जोशी पनि सहभागी थिएँ । उक्त प्रदर्शनीमा यहाँको निकै घुम्ने थियो । त्यहाँ सहभागीहरूको व्यापार पनि राम्रो भएको थियो । मेलाका रूसमा रहेका सैर आयतनीय नेपालीहरूका सँगै त्यहाँका राजदूतले पनि निकै सल्लाह मा गर्नुपर्नेको थियो । उक्त मेलाका नेपाली उत्पादनसमेत पनि परिसमा र प्रत्युत्तरित गर्नेको **Singling Bowl** वढी विक्री भएको पाएँ ।

त्यस्तै, छिमेकी देश चीनको सांगहामा २०१८ को ५ देखि १० नोभेम्बरसम्म भएको चाइना इन्टरनेशनल इन्फोटेक एक्सपोजिमा पनि मैले भाग लिएको थिएँ । यो एक्सपोजि उद्योगत चीनका राष्ट्रपति मि जिङपिङले नर्भुषणको थियो । उक्त मेलाका म लगायत मसँगै आउनुभएका अरू नेपाली साथीले पनि यहाँ विभिन्न वस्तु राखेका थियो । मेला हेर्न आएका अवलोकनकर्ताले राम्रा वस्तुहरू निकै उत्साहको साथ खरीद गरेका थिएँ ।

अत्यन्तमा, छिमेकी देशहरूको तुलनामा नेपालमा महिला उद्यमीहरूको संख्या निकै कम छ । अर्थतन्त्रका लागि उद्यममा महिलाको सहभागिता अभिवृद्धि थियोको छ । अहिले ३५ मिलामा रहेको महिला उद्यमी महासंघ देशभर विस्तार हुनुपर्छ भन्ने मेरो धारणा छ । साथै महिला उद्यमीको उत्पादन बढाउने तथा विदेशी बजारमा प्रवृद्धि गर्न पनि सरकारले सघाउनु पर्छ ।

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**MRIDULA RAJBHANDARI**  
Executive Director, Tea Oriental  
**1ST RUNNER UP**

**SAARC Women Entrepreneur Council Nepal**  
Best SAARC Woman Entrepreneur of the Year – 2018 competition was held within SAARC countries for the first time in history. This competition encourages and gives an opportunity to Women Entrepreneurs within our country to experience and achieve regional recognition. The winner will further compete with other woman entrepreneurs within SAARC region in the final round which will be held in 2019 in Sri Lanka, Colombo.

Prior to participating in the competition within SAARC countries in Colombo, preliminary rounds took place in Kathmandu, Nepal. Out of numerous women entrepreneurs competing, 10 best women entrepreneurs were selected. The 10 finalists will be competing in the final event, which will be combined with Nepali theme fashion show, music, along with an extravagant culinary delight, which will be portraying the uniqueness of our country. The event will have the presence of ambassadors, government officials, NGOs, INGOs and women entrepreneurs.

# SWEC

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# SWADDF

South Asian Women Development Forum is a body of national women entrepreneur's associations/ organizations that are working together towards the economic empower of women in SAARC regions. FWEAN is an Intitutional board member of SAWDF, and has played a substantial role for facilitation the participation of women entrepreneurs of Nepal in the international summit

SWADDF participated in the International Women Entrepreneur Summit on September 3rd to 5th, 2018 in Kathmandu, Nepal. SWADDF's participation provided exposure to collaborate with other international delegates and inspired guest speakers to share their ideas on leadership and how innovative ideas and actions can lead to change.

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# “Hard work pays”



“With my constant hard work and perseverance, I have become an accomplished entrepreneur

these trainings, she did not have expertise to be involved in income generating proceedings and was having difficulty to sustain herself as well as her daughter. Yet, with her competence and enthusiasm along with FWEAN and SOLVE Nepal support, she is now

Sharmila Lama, a successful women entrepreneur, is earning approximately NPR2,10,000 annually through her bamboo handicraft and tomato farming. She quotes, “I anticipate to be one of the elite trainer concerning bamboo handicrafts and tomato tunneling so that I can spread my knowledge to every interested women of my ward (Manikhel, Lalipuu) for their economic and social empowerment”

fluctuate as per the market’s demand and supply. She also received bamboo handicrafts training from FWEAN which emphasized on manufacturing a range of qualitative bamboo products like baskets, dustbins, pen holders, buckets etc. by using various weaving techniques.

FWEAN linked the market regarding the bamboo products with Nepal Knitcraft Centre Pvt. Ltd (a renowned handicrafts wholesaler) where she is selling bamboo products as per their demand. Presently, she produces approximately 50 assorted bamboo handicrafts per month and pricing it according to its design. In addition to this, she is member of women led cooperative of Manikhel named “Shree Jana Jyoti Krishi Mahila Sahakar” where she can obtain monetary support for conducting her entrepreneurship activities. This cooperative is aided by SOLVE Nepal for its development and sustainability.





Sharmila Lama acquired tomato tunneling training from FWEAN in 2018 where she obtained a technique to construct economical greenhouse shed covered with plastics to proficiently balance temperature inside the tunnel, preserve fertility of the soil, protect crops from insects and animals as well as to maximize the utilization of water via drip irrigation. Consequently, during the tomato season, she yields around 120 tomato crops in the tunnel. Each tomato plant produces roughly 15kgs of tomatoes which are sold in Kalmati vegetable market for around NPR. 50 per kg. However, price of the tomatoes might

Moreover, she is a single mother with a 12 year old daughter and is living on rent. Before obtaining


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# An inspiration and successful woman entrepreneur: Ramkali Khadka



Ramkali Khadka, aged 63, was born in Humla, a remote, rural, mountainous district of Nepal. Founder and proprietor of Pokhara Women Skill Development Organization, Ramkali Khadka was government employee and served on the department of "Women Training Center". While working at the Women Training Centre she had the opportunity to work with rural women. During this period, she discovered the real difficulties and problems faced by the rural women and she thought that she should work for the betterment of these women in order to uplift their life style. "I started providing trainings to women but only training was not sufficient to

change the life style of women as they could not put that training into practical use therefore I started Pokhara Women Skill Development Organization' and started producing handicraft materials which could generate employment to those women. I discovered that skill trainings as well as employment opportunities should be provided to women in order to help women enhance their life style."

After establishing Pokhara Women Skill Development Organization she had encountered many different problems in order to make it sustainable. Remembering the challenges, she says - "We started to create

**Skill Development Organization has been providing employment to more than 600 women.**

employment opportunities for women but the availability of raw materials, identification of proper market and lack of government support were the problems we had to face." Starting from three employees, now Pokhara Women Skill Development Organization has been providing employment to more than 600 women. Most of the employees are single mothers, women who have low financial status, single women and differently able women.

Today, it has four branches at different places of Pokhara. For the contribution Ramkali Khadka provided for the women empowerment and employment, She has received many national and international awards such as FEW EAN Successful Women Entrepreneurs Award from Rt. Honorable Prime Minister of Nepal in 2018 and two times Mohammad Islam Award from World fair Trade Organization.



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# WOMEN'S ENTREPRENEURSHIP AND AGROECOLOGICAL DEVELOPMENT IN NEPAL



**DR. LOPAMUDRA PATNAIK SAKHENA**  
Centre for Agroecology, Water & Resilience,  
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The number of micro and small and medium sized enterprises (SMEs) owned or led by women has been rising in Nepal. These are primarily in the crafts, agriculture, services, and retail industries. These are receiving increasing support from private and public sector. More women are taking advantage of the resources and opportunities that are being made available. Also, several new approaches are starting to emerge which are aimed at actively supporting women. There are dedicated networks, such as Federation of Woman Entrepreneurs Associations of Nepal (FWEAN) and special programmes run by local and international organisations (e.g. Women's Foundation Nepal, Boudha Bahurupa Project – Parivar, Asia Foundation, UN Women, United Nations Development Programme, Food and Agriculture Organization, International Fund for Agricultural Development) which focus on women's economic empowerment.

It is important here to recognise that women are a heterogeneous group and their experiences are grounded on caste, class, age, religion and ethnic inequalities. So, while the prospects for starting women owned businesses have improved in general, we need to understand the types of businesses that are being created, by whom, with what kind of capital and in which sectors. While advocacy, networking, information dissemination, capacity building and skills training for women entrepreneurs is critical, it is also important to address the institutional and socio-cultural barriers which still exist, such as discriminatory property, family and inheritance laws, tax and trade regulations.

### Women's empowerment and agroecological development

A significant proportion of women in Nepal are engaged in agriculture – in on-farm, off-farm activities, livestock raising and agroforestry. According to a World Bank study (2017), this is as high as 83 percent. There is also widespread food and nutrition insecurity, poverty and low socio-economic development in the rural areas. Furthermore, with the feminization of agriculture that is taking place, resulting from the outmigration of men, more women are relying on rural livelihoods. There is however very little information on entrepreneurship among these women, the opportunities they have, and the socio-economic and environmental challenges they face as small-scale producers/farmers, pastoralists, or

forest dwellers when coping with the demands of mainstream agri-businesses led development built around mechanised and intensive mono-cultivated systems.

As an alternative to agri-businesses led development, there is a growing interest globally in agroecological development which builds on diversified farming systems by smallholders, women farmers, organic and regenerative farming methods, and direct supply chains. So, instead of moving away from traditional farming/livelihood systems, and depending heavily on market-purchased inputs (such as chemical fertilisers and pesticides), which are harmful to the environment and human health, agroecology centres around developing local livelihood systems grounded in local ecology and culture that emphasise indigenous production. It is about creating strong local groups that can work together, such as forming collectives and enterprises along the supply chain – from farm to retail – creating what is described as 'endogenous' value chains.

Entrepreneurship based on agroecological principles and practices therefore draws on tradition and local knowledge along with innovation, such that businesses are economically viable and environmentally sustainable. At the centre of this lies secure access and control over land, water, capital, seeds, and other resources by the smallholders. There is increasing evidence from different countries in Africa, South Asia, South East Asia and South America, to show that agroecology helps improve crop and livestock productivity and diversity, increases incomes, improves the amount and diversity of food consumed, sustains better diets and health conditions, promotes social change and women's empowerment.

To realise the potential of women's entrepreneurship in Nepal's rural sector, it will be important to support the transitioning of women from subsistence producers to agroecological entrepreneurs. The approach will be driven by local context, but that requires cross-sector policy dialogues at national level on supporting sustainable and resilient livelihoods for the majority of smallholders, women in agriculture/rural areas, who are being left behind. This is a key priority to achieve Sustainable Development Goals (SDGs) of ending hunger, achieving food and nutrition security, promotion of sustainable agriculture and social equity.

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# THE BUENOS AIRES DECLARATION



**ANOUSH DER BOGHOSSIAN**  
WTO Trade and Gender Focal Point

In December 2017, WTO Members and Observers have, for the first time in the history of the organization, endorsed a collective initiative to increase the participation of women in trade.

In order to help women reach their full potential in the world economy, 122 WTO Members and Observers (representing 75% of world trade) agreed to support the Buenos Aires Declaration on Trade and Women's Economic Empowerment, which seeks to remove barriers to women's economic empowerment and to foster their integration into world trade. Through the Declaration, WTO Members have recognized that women play a central role in economic growth and that trade can create economic opportunities for women.

The Declaration is providing a platform to better understand the links between trade and women's empowerment. Exchanging information on "policies and programs to encourage women's participation in national and international economies" and collecting relevant economic data are at the core of the Declaration. As part of this objective, WTO Members have organized thematic workshops to explore how trade can promote women's economic empowerment and to share their national experiences. In 2018, discussions focused on gender based analysis in trade, access to government procurement markets and how to integrate women in global value chains. In 2019, discussions will concentrate on financial inclusion, trade agreements and new technologies.

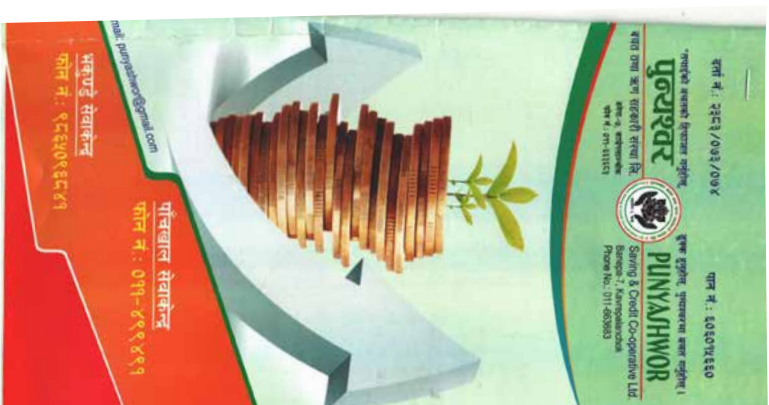
Aid for Trade is one of the WTO instruments highlighted in the Declaration to make trade more inclusive. Through Aid for Trade, the WTO has been focusing on women with the aim of building their capacity to trade and using trade as a tool for their development. Gender has been an important element of the Aid for Trade Initiative since its inception. Reference can be found in the Aid for Trade Task Force recommendations from 2006 providing an explicit and wide mandate for gender equality. In 2017, about 87% of Aid-for-Trade donor countries have integrated women's economic empowerment into their programmes. Similarly, most of developing countries believe that Aid for Trade can meaningfully contribute to women's economic empowerment. The Global Aid for Trade survey launched in November 2018 will provide new in-depth data on

the impact and effectiveness of Aid for Trade on women's empowerment. In the last 12 years, the main target group of Aid for Trade has been women entrepreneurs. Globally and regionally, there is an increasing prominence of women entrepreneurs. A third of all small and medium enterprises in developing countries are led by women. In 2016 and in 74 economies, over 160 million women have started a business. But they receive a very small part of the limited support and training targeting SMEs.

A large majority of women entrepreneurs have started their business on their own and most of them without any support. Lack of training and skills development limits their economic potential and hinders them to attract investors in their business, more inclined to finance men led companies that have benefited from training and capacity development programmes. There are many examples of successful women entrepreneurs in the developing world but some, if not most, have outgrown their domestic market, triggering the economic need to access regional and international markets. But most of them do not know the regulatory and institutional steps they need to follow in order to have access to those markets.

Most of the trainings targeting women entrepreneurs focus on supply chain management, identifying market opportunities, cross border contracts, marketing strategies, or e-commerce and not so much on trade-related information. Also, most trainings target a very small portion of women and may reflect the preferences of the organizations offering the training in terms of the sectors they target. It makes those trainings narrow and the impact are not easily visible.

To fill this knowledge gap, the WTO intends to launch a dedicated programme for women entrepreneurs, providing access to trade related information and training on international trade rules. The WTO programme would approach women's capacity building on a more systemic basis, thus reaching a far broader range of women. It would also be regionally anchored to remain closer to the needs of women entrepreneurs and to keep the format of the training concrete. For a more effective implementation and impact, the WTO would seek the collaboration of regional institutions and partner with the private sector.



# DESIGN VISION



**YVONNE WATSON**  
Associate Dean curriculum + Learning  
Parsons School of Design  
Associate Professor – Parsons School of  
Design, School of Fashion

*I would like to thank FWEAN for the very critical lead that they are taking in the progressing of the work to develop the sector in Nepal for women entrepreneurs, and for their kind invitation for me to contribute to their magazine. I am grateful for the opportunity to be of service and contribute my knowledge in such an active and vibrant country.*

Nepal has the benefit of access to an amazing array of materials that makes it a unique proposition as a key player in the world of craft and creativity. Within the creative design sector, it is evident that there is already some well profiled work, from organizations such as Manoushi, and FWEAN. There is an intention towards innovation and a willingness to engage with a range of partners, such as FWEAN's plan to work with the local fashion school in an effort to expand the creativity of the various Nepal design companies. The range and inclination towards enhancement is evident and what is still required is more sustained robust and visible exposure to design thinking and design trends, in order to expand Nepali brands towards the international markets, which are hugely beneficial for the businesses.

The branding of Pashmina through various initiatives, i.e. WTO, have contributed to the strengthening of the brand profile, and demonstrates an exemplary vision for what is possible in elevating and impacting

Nepal's Pashmina industry. The Pashmina organization has a strong membership and holds a good position to forward the mission of Pashmina brands in Nepal.

In Nepal, as in other countries that I have visited and worked alongside, I see similarities in a distinct desire to elevate the creative industries and particularly their fashion/design industry. It comes with a deep intention, but it tends to fall short in regard to an understanding of what it takes to create the design philosophy and manage and maintain the vision.

areas. In the West the narrative of Pashmina is mythical and is storied, with an interest in the authenticity of the fibre, as high-quality and LUXURY. I understand how problematic it is to build a cohesive authentic Pashmina industry, based on the lack of infrastructure, but it would be wonderful to support this as a research initiative and expand this to a range of industry and educational partners, to come up with a potential solution.

Here are a few points that Nepal Pashmina brands and FWEAN could consider as they continue to do the work of elevating their businesses:

- It is relevant and important that a design business innovates and continues to develop creatively in order to develop their competitive edge.
  - Research, concept development and inspiration are relevant and important to establish originality and innovation as the baseline for integrating effective design in a creative design business
  - Investing in the design vision and having a design team engaged in the philosophy of the brand is important to the creative direction of the product and ultimately to the success of the brand.
  - Keeping a clear vision for the brand and constantly innovating is part of what keeps a brand competitive
  - Using design to inform a brand's Unique Selling Point (USP) is a critical way to reach business objectives, i.e. remaining profitable and competitive particularly in the context of selling to the international markets and having a product that is appealing.
  - Developing the capacity for design and innovation within the brand enables one to think out of the box and elevate the brand's originality; companies who pay attention to this see increased results in their businesses.
- A business that can innovate with and respond fluidly and flexibly by integrating these principles will be able to come up with new ideas and solutions to their product development and thus impact the entire eco-system in Nepal.

# SEEN

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## WOMEN AND E-COMMERCE IN NEPAL



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The author is the Executive Director at Enterprise for Management, Economic Reform and Gender Equality (EMERGE), Nepal.

The manner in which business is done has been rapidly evolving with e-commerce emerging as a major mode of trade transaction alongside traditional brick and mortar approach. E-commerce, put simply, entails conducting commercial transactions electronically on the Internet. It provides opportunity for various electronic platforms to showcase products and services, trade and receive payments through the Internet. From consumers' perspective, e-commerce means enhanced convenience, wider choices and better value for money.

According to the World Trade Organisation, e-commerce transactions in 2016 was valued around US Dollars (USD) 2777 trillion, of which USD 23.9 trillion (86.5%) was business-to-business (B2B) e-commerce transactions, and USD 3.8 trillion (13.7%) was business-to-consumer (B2C) transactions. These figures not only indicate the magnitude of global e-commerce market but also its reach.

E-commerce also contributes to market research in better understanding the e-commerce market and consumer behavior through the use of data, algorithms and artificial intelligence, making global trade more sophisticated yet accessible. The e-commerce ecosystem includes interconnecting functions of several sectors such as software and devices, websites, e-commerce platforms, e-payment, logistics, storage facilities, and data processing and outsourcing.

### Current situation in Nepal

According to Nepal's e-trade readiness assessment report of 2017, the country is on the verge of embracing e-commerce due to several factors such as: increasing Internet penetration; existence of a basic information, communication and technology (ICT) infrastructure; readiness of the private sector; commitment of several regulatory and facilitating agencies; development of a rapidly expanding educated workforce; increased use of social platforms and apps, including business transactions; and increasing demand for digital payments, including for utility bills and e-government services.

These factors may have contributed to an upsurge in e-commerce sites—both platform and providers. Some prominent ones include muncha.com, daraz.com, esewapasa.com,

foodmandu.com, harnobazar.com and thulo.com. While cash on delivery is still the most preferred mode of payment, services such as e-sewa and khalti are getting equally popular.

Building trust among consumers and investors remains an ongoing challenge since e-commerce is perceived as being new and risky. Among several hindrances affecting the growth of e-commerce in Nepal, two major obstacles are noteworthy.

First is the e-payment system. The government has provided limited license to companies such as e-sewa, khalti, imepay and prabhupay to operate as e-payment service providers. In addition to this, last year, Nepal Rastra Bank imposed ceilings on digital transactions making it further challenging for e-transactions. Moreover, there is low level of awareness and trust on e-payment services including e-banking. Furthermore, the lack of cross-border payment gateway prevents enterprises and customers alike in engaging in international e-commerce transactions.

Second obstacle is the delivery mechanism. Delivering goods and services effectively and efficiently requires a proper postal service and addressing system for houses/apartments coupled with logistics and transportation infrastructure. Customers of e-commerce have reported delays in delivery and the mismatch between product delivered and the one shown in the websites. Poor handling of goods in transit is another area of concern.

Addressing these challenges is imperative to promote e-commerce uptake and growth. Equally important is to address the persisting digital gender divide and create a gender responsive e-commerce ecosystem, among other things, to facilitate in building an inclusive e-commerce ecosystem.

### Digital gender divide

The International Telecom Union estimates that in 2017 the global Internet penetration rate was 50.9 percent for men and 44.9 percent for women. It also shows an increase in the global Internet user gender gap from 11 percent in 2013 to 12 percent in 2017. In the least development countries (LDCs) the gap further widened from 30 percent in 2013 to 33 percent in 2017. In Nepal, there is no such gender-disaggregated data. However, according to Nepal

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Telecommunications Authority, as of July 2017, internet penetration rate was around 61 percent and 97 percent of internet service was used through mobile broadband.

The widening digital gender gap has noteworthy consequences for e-commerce. In general, gendered barriers in ICT are often around availability, accessibility and affordability. A 2015 study by Global System Mobile (GSM) Association identified gendered ICT barriers to include: access to device and data cost; network quality and coverage; security and harassment; operator/agent trust; and technical literacy and confidence. According to other studies, gendered ICT barriers include: gender norms and stereotypes; availability of relevant content; and policies focusing on promoting women in ICT.

In LDCs like Nepal, the lack of gendered data on ICT is not surprising. There is no exact data on the use of Internet and ownership and access to Internet among women. In the current scenario where women are constrained due to the social structure and gender norms and stereotypes, many women may find accessing ICT difficult. Moreover, age, class and geographical location, further exacerbate the gender divide.

Globally the need to have gender-disaggregated data and tackle broader gender inequalities, including in the area of digitalization is critical so as to leave no-one behind and achieve the sustainable development goals (SDGs). Further, the need to end digital gender divide and achieve SDG 5 (ensure gender equality and empower all women and girls) are mutually reinforcing as outlined in target 5 (b): 'Enhance the use of enabling technology, in particular, information and communications technology, to promote the empowerment of women'.

Gender responsive e-commerce ecosystem

The digital gender divide has significant implications for creating a gender responsive e-commerce ecosystem. In addition to addressing

the general challenges of e-commerce in Nepal, there is a need for a gender responsive e-commerce ecosystem that facilitates women owned/managed companies to engage and thrive. For this, two areas that demand attention are - hardware infrastructure and software requirements.

Hardware infrastructure includes: access to uninterrupted electricity, high speed internet, and electronic devices. Getting online and staying online is key for any e-commerce business which is challenging for women due to the gendered challenges of ICT as mentioned earlier.

Software requirements include: government policies, skills and adequate human resources and access to finance mechanisms. A conducive policy environment coupled with guidelines and rules for effective e-commerce operation is critical. This requires formulation and implementation of domestic e-commerce rules in line with global rules. Gender responsive policies concerning among others, infrastructure, law, education, ICT, consumer protection, competition, data security and data protection compliment a robust e-commerce governance system, which builds trust between the investors and users of e-commerce.

Skilled human resources contribute to smooth operation of e-commerce transactions and can lead to innovation. However, it is reported that there is a high turnover of human resources and that few women engage in ICT careers. The lack of or inadequate skills necessary to conduct e-commerce business makes it further challenging. So far, with some initiatives promoting women in Science Technology Engineering and Mathematics (STEM), interest is rising among young women to engage in ICT including e-commerce. Despite this, according to United Nations Educational, Scientific and Cultural Organization (UNESCO), globally women's representation in STEM is around 35 percent. In Nepal women's enrolment in science and technology related subjects is estimated to be lower than those in other education streams such as education.

Humanities and management.

One of the enduring hurdles faced by women entrepreneurs in general is access to finance. With lack of (or inadequate) collateral and project plan documentation, women entrepreneurs are obliged to limit their operation at micro or small-scale level even in the brick and mortar form. Financial institutions perceive e-commerce as relatively risky which makes it doubly difficult for women entrepreneurs in e-commerce business to obtain finance.

Scope for women entrepreneurs

Despite the gendered ICT barriers and the nascent stage of e-commerce ecosystem there is huge scope for women entrepreneurs worldwide to join, the e-commerce platforms (even create such platforms) and engage in both B2B and B2C transactions. There are also many opportunities for women to be involved in the various sectors embedded within the e-commerce ecosystem in general and to create e-commerce startups in particular.

With women often facing mobility restrictions and being time-poor due to the social norms and cultures, e-commerce can be a boon to get into business, to earn and to be empowered. Furthermore, it is evident that since most of the e-commerce consumers are women, they are more likely to be good traders as well not least because they better understand the consumer needs, emotions and psychology.

Nepali women entrepreneurs through reputed networks such as Federation of Women Entrepreneurs Association of Nepal (FWEAN) are engaging and participating on discussions around the issue of e-commerce. They are also harnessing their skills and knowledge to set up e-portals, for example, winbiz.com and are also operating e-commerce sites such as agbazaar.com and thulo.com. The future appears promising for women entrepreneurs in Nepal to be one of the prominent players of the e-commerce ecosystem. Addressing the digital gender divide and creating a gender responsive e-commerce ecosystem can bolster the government's vision of a 'Digital Nepal' as outlined in the Nepal ICT Policy 2015.



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# HOW THE ENHANCED INTEGRATED FRAMEWORK (EIF) HAS HELPED WOMEN ENTREPRENEURS IN NEPAL.



**HANG TRAN**  
Senior Coordinator, Executive Secretariat for the EIF at the WTO

The EIF is a global partnership on Aid-for-trade for the Least Developed Countries (LDCs). Launched in 2008, the EIF has provided support to the LDC governments to identify national development priorities, mainstreaming trade into national plan and strengthening productive capacity for trade.

Since its inception, gender inclusiveness and equality have been at the heart of the EIF. Gender sensitive measures are included throughout the EIF project cycle. Recently, the EIF has developed a dedicated EIF's Women Empowerment Programme, based on a pragmatic three-fold approach. First, it focuses on building capacity of women entrepreneurs to improve their productivity and access to international markets. Second, it supports strengthening institutional capacity, integrating gender measures in trade development and sector strategies to enable women harnessing opportunities and benefits from trade. Third, through seed investment in priority sectors, the EIF

helps leveraging partnerships and resources to support women economic empowerment and promote gender role models. This will thus create multiplier effects of women economic empowerment, success stories and facilitate women networking. The EIF Trade for Development News offers a platform for that effect.

Nepal has been a beneficiary of the EIF since the launch of the programme. The Nepal Trade Integration Study (NTIS), developed with support from the EIF, has set a solid foundation for charting actions and interventions in cross-cutting areas and priority potential sectors. Along with efforts from development partners and the government of Nepal, the EIF has funded 4 projects, amounting to about 8 million USD to support the implementation of NTIS. These projects aim at institutional capacity building and catalytic investment in selected priority sectors of the NTIS, such as pashmina, ginger and medical and aromatic plants, of which women have been among main beneficiaries.

How the EIF support has changed lives of women in those sectors?

The Nepal Enhanced Capacities for Trade and Development (NECTRADe), launched in 2010, has provided a platform for government agencies, private sector, development partners, donors and civil society to work together towards enhancing national trade capacity. The project organised regular training programs for women entrepreneurs through the district chambers of commerce and industries. Through this process, it has been observed that women entrepreneurs have built their confidence and awareness on various trade related issues, thus helping to participate better in the national and international economy.

The Pashmina Enhancement and Trade Support project, supported by the EIF and International Trade Center, has contributed to building sustainable capacities of local mountain goat yarn and re-establishing the premium position of Nepalese Pashmina, now trademarked as Chyangra Pashmina in the international market. The project has supported nearly 1600 weavers (many are women) obtained much needed skills and upgraded weaving facilities, contributing to 23% increase in exports and 21% in their overall

revenue. Pashmina entrepreneurs are also supported to participate in international trade fairs, which helped them enlarge their horizon, improve product design and penetrate new markets. Their average annual turnover had increased by 11%. About 700 new jobs have been created in the pashmina sector, resulting from diversification of markets and products based on market demand. It is therefore important to continue efforts to facilitate entrepreneurs, particularly women entrepreneurs participating in trade fairs, training, and other capacity building programmes.

Similarly, value chain support has been provided to ginger and medical and aromatic plants. The Ginger Competitiveness project, jointly supported by the EIF, Standard and Trade Development Facility and FAO, helped to improve ginger quality, increase compliance with SPS requirements and market access. Nearly 2000 ginger farmers, of which 60% women were trained on seed production, storage, marketing, SPS and postharvest. In addition, a ginger washing facility was put in place, allowing 4000 households wash ginger and sell it for higher prices.

For MAPs, the EIF, in collaboration with GIZ, has built capacity of MAPs actors on cultivation, processing and export. The project trained more than 2000 farmers on cultivated MAPs, of which 50% are female. Selected MAP enterprises and processors have been supported by the project to scale up their distillation units and expeller machines.

The EIF holistic support through value chain approach, together with institutional capacity building and policy reforms, have yielded tangible results. It particularly enabled women, being workers or entrepreneurs, to participate effectively in the economy, adapt to changes and catch-up with international trade trends. Key factors of success lay in the leadership of women support institutions, the mainstreaming of gender in trade and development policy of the Government and development partners and government. Finally, the proactive engagement of women entrepreneurs plays a significantly role. Once confidence and capacity are built, women entrepreneurs will be part of the locomotive for the national economy.






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## SABITA SUBEDI

DIRECTOR (FINANCE & OPERATIONS)  
NEW BUSINESS AGE (P) LTD.



Sabita Subedi, is one of the promoters of Nepal's pioneer business media house New Business Age Pvt. Ltd. (Nubiz) which publishes New Business Age monthly and Aarthis Abhayan National daily along with two dynamic news portals viz. [www.abhayan.com.np](http://www.abhayan.com.np) and [www.newbusinessage.com](http://www.newbusinessage.com).

Nubiz publishes news, articles, comments that help to understand how a free-market economic system led by the private sector under a clearly defined, predictable and transparent regulatory regime with no discretionary powers in the hands of the bureaucrats and political leaders will create wealth, prosperity and happiness in the society with distributive justice and what factors hinder such outcomes.

Subedi, Finance & Operation Director of Nubiz, is also the Director of Minds Nepal Pvt. Ltd., a Research, Training & consultancy organization, which organizes various events every year like Money Expo, Nubiz Conclave & Awards, BSchool Rating, Ranking and Awards, etc. Similarly, she is a Director in a tech company called Mango Tech Pvt. Ltd.

Also a promoter of TBMA Benchmark Communication Pvt. Ltd. a creative agency in operation since 2010, Subedi brings in extensive experiences like being a school teacher in the beginning of her career. She also used to sell life and non-life insurance policies as an agent after she got training from Insurance Board, (Beema Samiti) of Nepal.

BBS graduate from Padma Kanya College, Sabita likes traveling, watching movies, reading books, dancing and swimming. Sabita has visited countries like USA, China, Thailand and India, and been to many parts of Nepal. She also writes literary columns frequently in the daily newspapers. She is a new Member of Federation of Women Entrepreneurs Association Nepal (FWEAN).

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## ALPANA RAJBHANDARI

YEBDA  
RUBY OPTICAL

I was born and raised in Kathmandu, Nepal. In the year 1982, I gave S.L.C. After that I attended Shankar after college for a bachelor's degree. Before finishing my bachelor's degree, I got married, with three children, two daughters and one son. After raising these three children, I decided to do get involved in some business ventures. I started with Ruby Optical, where I am still working. In my shop, people can get all the products regarding eye problems. After some time, I decided to start a business on my own. So, I started with Yebda which means "beautiful thought." I started making bed sheets, aprons, shawls, etc. I later joined FWEAN, where I found all types of women entrepreneurs having their own business, which was such an inspiration for me. To start a business on your own is not an easy job. For my business, I need machinery, a maintenance room for sewing products and financial support. Since our society is male dominant, we do not have access to property. However, I have a plan to get a loan from bank and to make bed sheet along with other products. Further, another challenge business owners face is the raise of imported goods in Nepal.



## SHRADHA JOSHI

**DIRECTOR**  
ANT HOLIDAYS PVT. LTD.

Ms. Shradha Joshi runs a Travel and Tour Company that gives complete solution for the travelers located at Kathmandu. She started this company in 2012, with her colleague. Her office was first established in a room at her house, today she has a proper office at a prime location. Ms. Shradha is a business woman entrepreneur who is into travel and tour. Tourism sector is one of the prominent sector of development area. Similarly, she frequently participates in trade fairs in order to promote the Nepalese handicraft, particularly knitting wears produced by a woman. This has directly supported in skill development and living standard enhancement of the Nepalese women. Ms. Joshi born in Dharan, Eastern part of Nepal daughter of Mr. Lov Kumar Joshi (Father) and Mrs. Bhaagwati Joshi (Mother). She completed her master degree in business studies (MBS) from Shanker dev

mother of a beautiful daughter. She had to resign her work when she gave a birth to a child. In order to raise her, she had to search for another job after a certain time, 2017 March was her last contract work with Oxfam Nepal. Due to unstable and unsecured job environment, she established her own company related to travel office with support of her colleague. She has more than 15 year of working experience with Private Organization and NGOs. She is happy to implement her skills and knowledge into own business that were gained during her working period as an employee. Ms. Joshi is an active person, she was involved in several organizations from the beginning. She used to be a member of Jaycees Dharan, board member of local NGOs, Dharan, Board member of the Orphan house, member in Rotary Club of Lalitpur. At present, she is an executive member in Lions club of Kathmandu Barbar mahal and Member of Federation of Women Entrepreneurs Association of Nepal (FWEAN). She feels honored and privileged to be a member of FWEAN. It has created a good forum to expose their members talent and learn and gain more knowledge and skills to sharpen those into reality.

Nepal Republic Media (NRM) is a multi-million dollar media empire that employs more than 800 people in Nepal. Established in 2008, NRM brings out two broadsheet dailies: Nagarik daikik in Nepali and Republica national daily in English. Shukrabar - a weekly tabloid and Parivar - a monthly magazine. The Nepal daily also has two regional dailies. We also run two online news portals. Our papers cater to those look for an independent, honest, bold and objective journalism. We reach out to more than three million people every day. As the director of the company, I oversee its daily operations.

We started the media house to be the true voice of the voiceless, a firm supporter of democracy and the most trusted companion of the society. We have journalists stationed in every single district across Nepal. We have the largest paper print and distribution network in Nepal. We print our newspapers from Kathmandu, Nepalgunj in Western Nepal, Biratnagar in Eastern Nepal, Butwal in Mid-Western Nepal and Pokhara. To cater to the regional readers, we have Purbel and Paschimel, four-page daily supplements that cover Eastern and Western regions of the country. Besides, we are also the proud official partner of the New York Times (NYT), global edition of New York Times, in Nepal.



## SHOVA GWAWALI

**DIRECTOR**  
NEPAL REPUBLIC MEDIA

### OTHER INVOLVEMENT.

I have been part of executive committees of the SAARC Chamber of Commerce, and we successfully completed international trade fairs in Kathmandu. Similarly, I am the third Vice President of the Federation of Women Entrepreneur's Association of Nepal (FWEAN). It has its network all over Nepal. The organization works to promote women entrepreneurship through advocacy, networking, information dissemination, capacity building and promotion of women entrepreneurs throughout the country.

I am also the chairperson of People Welfare Media Concern from its inception. I played a crucial role in providing social protection to vulnerable individuals and groups. Through this, I have been actively working at the municipal level to implement of social protection legislation.

I am a Life Member of SAARC CCI, and Executive Member of SAARC Chamber Women Entrepreneurs Council. I am involved as an Executive Member in Chambers of Commerce and Industry that promote bilateral economic activities between Nepal and Australia (NACCI), Brazil (NBCCI), India Nepal-Philippines Chamber of Commerce and Industry (NPCCI) in Senior Vice President's capacity.

I am also a director of Subhuzamrba Holdings and Developers Private Limited, a real estate business house, from its inception to present date.

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## SHOVA SHRESTHA

BEST GENERAL MEMBER 2018

Shova Shrestha is the managing director of "Versatile Boutique", established in 2009. She has completed diploma course from contemporary Fashion Design Institute and also received many relevant trainings.

The success story of the present Versatile Boutique goes back years ago when a home a home based small tailoring shop was started whose customers were only friends and relatives.

Shova is a dedicated entrepreneur, who has taken many challenges in her difficult hour of business. Her ability to work hard, persistence and patience in nature has made her a successful business entrepreneur within a short period of time.

She is also an active member of Federation of Woman Entrepreneurs Associations of Nepal (FWEAN), member of WEAN Association, as well as a member of WEAN-Multipurpose Cooperative which is a sister organization of FWEAN.

She feels much honoured receiving the award by FWEAN as the "Active General Member" during 15th AGM program, reflecting her contribution towards the upliftment of the society through the organization.

Meanwhile, she has been honoured as a Successful Entrepreneur Award by the Ministry of Industry.

Also, she has received the Best Design Award during Miss Teen Beauty Pageant in 2005. She has participated in Miss World International Beauty Pageant in 2010 in China.

Her business organization the "Versatile Boutique" is well known now in Nepal for the innovative ideas, high standard and attractive products, designs particularly party wears, formal dress coat, bridal wears and many more..



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# SAARC

South Asian Association of Regional Cooperation. The SAARC Development Fund (SDF) was established by the heads of the eight SAARC Member States in April 2010 with the aim to promote the welfare of the people of the SAARC region, improve their quality of life, and accelerate economic growth, social progress and poverty alleviation in the region.

Since January 2018, FWEAN has been representing Nepal and working in collaboration with other SAARC country organizations in the implementation of the (SDF) Project titled "Networking and Capacity Building of Women Entrepreneurs from SAARC Countries". This project aims to encourage and promote the co-operation and partnerships between the business women and facilitate entrepreneurial activities among SAARC Women leading to betterment of economy of SAARC region. Major objectives of the project are:

- Development of Web Portal for networking of women SMEs in SAARC region
- Women entrepreneurial network for advancement of their business
- Co-operation and partnerships for promotion of their products at regional level
- Facilitate women entrepreneurial activities for betterment of their economies

This project mainly focuses to promote co-operation and partnerships between the business women and facilitate their entrepreneurial endeavors leading to their socioeconomic development mainly through the following project activities:

- Development of web portal for networking of women SMEs from SAARC region
- Awareness of web portal among women SMEs
- Data collection of Women SMEs form FWEAN board, General members and WEAN Chapter.

Under this project data collection of women SMEs form FWEAN board, General members and WEAN Chapters is ongoing. WEAN Chapter visits to Kaski, Bhaktapur, Kavre, Sunseri, Jhapa, Ilam, Dhanकुटा, Chitwan and Dangri has been completed and in total 200 data collection has been done. Similarly, to promote the success story of women SMEs, video documentary about success stories of Ramkali Khadka, Kiran Gurung, Chenu Gurung from Kaski, Pokhara, Dang Sahanshi Didi Bahin Alio Dhago Upadana Samuha and FWEAN President Ms. Sharada Fijal has been completed. Video documentary about the success story women SMEs can be the effective tool of promotion of their business as well as it can be the medium for proper market linkage not only in the local and national level but internationally.



# CIPE

The Center for International Private Enterprise (CIPE) has supported FWEAN since 2012, to improve its policy advocacy and institutional development through various capacity building activities and program support. From 2012 and onwards, FWEAN has organized several meetings, consultations, interactions, workshops, and talk programs to contribute to policy reforms supporting women entrepreneurs' development, and institutional capacity building for leadership, governance, and management of women entrepreneurs in Nepal.

With the support of CIPE, FWEAN was the successful recipient of a grant agreement for the project entitled "Empower Women", which was conducted from September 2015 – July 2017. The project mainly focused on providing best practices for empowering women through involvement of different business associations. This was done through focus groups, round table discussions, and workshops, and was very successful.

As a result of the success of the previous initiatives "Empower Women", CIPE is currently supporting FWEAN with its new project "Empower Women Strategic Planning" which has commenced from November 15th, 2018. The goal of this project is to use an advocacy plan that will raise awareness about the WEEDF loan, simplified application process of WEEDF loan scheme, and increased loan amount (10-25).

## FCA PROJECT – In Sinduli District

### BACKGROUND:

FWEAN and SAHAKARYA Nepal are jointly implementing the "Women Employment through Sustainable Access to Finance and Skills" (WESAF) project in partnership of FCA in Sindhuli district of Nepal and funded by Finn Church Aid and Women's Bank Finland. The project aims to create employment opportunities to targeted women with sustainable financial access and skills and ultimately socio-economic empowerment of the targeted beneficiaries.

WESAF project is implementing since March 2018. Project has completed its second quarter of implementation. During this reporting period several projects activities were initiated and completed.

**Project Objective:** To promote economic and social rights of women in target area of Sindhuli district through developing, expanding and strengthening women-led local institutions.

**Result 1:** Increased business/income opportunities for women particularly for socially marginalized and economically poor groups through enhanced technical and entrepreneurship skills and better market linkage.

**Result 2:** Increased access to finance to rural women through establishment and strengthening of women owned and led cooperatives.

**Result 3:** Better access to public resources, opportunities, services and participation of women in decision making through their empowerment and networking for collective voice and action.

### Project Activities are as followed:

- Feasibility Study on possible enterprises at target area was assessed
- Participatory gender analysis was done at all wards, ie 13 wards of the target area
- WEAN chapter Sindhuli formation and Mobilization, the WEAN chapter Sindhuli is in operation in Sindhuli district since May 2018.
- Teel Trade Expo 2018 was organized by WEAN chapter Sindhuli. In collaboration with the Karmalaini Municipality in district headquarter of Sindhuli district. Altogether 16 stalls of the products produced by women entrepreneurs and a total number of visitors of the expo is recorded 2100.
- Product Development, interactions/workshops: The WESAF Project has supported the targeted beneficiaries to be organized in to different women entrepreneur groups (WEGs). The total number of formed WEGs has reached 64 and the number of women in these groups has reached about 1700.
- Buyer-seller interactions among the representatives from different 20 districts of Nepal has empowered to the women entrepreneurs participated from Sindhuli district.
- Video documentary of a successful women entrepreneur was developed
- An exposure visit event organized focusing the targeted beneficiaries of WESAF project Sindhuli. The visit was scheduled for Kathmandu and Lalitpur districts.



# FCA

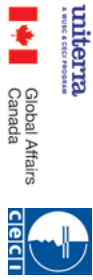
FWEAN in collaboration with SOLVE Nepal, has been implementing the SEED Project in 12 wards of southern Lalitpur. SOLVE Nepal through women cooperatives establishes the network of women while FWEAN enhances their capacity through skill development and strengthen their capacity. This will assist women who are willing to start their business or interested in income generation activities by imparting financial opportunities to them. The project applies inclusive approach to reach women living in the remote and isolated location of the project wards, socially marginalized groups and economically poor women.

FWEAN under SEED project organizes the capacity development sessions such as SIVB/TOPE/TOSE, TOEE/TOCE entrepreneurship enhancement. Furthermore, FWEAN also imparts in skill based vocational trainings such as Crystal beads handicraft training, Bamboo product development training etc. After providing skill based trainings, FWEAN also provides the required basic materials to further practice to ensure the quality goods production and to create motivation towards the entrepreneurship development. FWEAN also focuses on the workshop sessions such as IPM for awareness and sensitization in agro product development. FWEAN has further been supporting the basic sapplings, seeds and other technical infrastructures to the beneficiaries.

In order to ensure proper and sustainable market linkage, FWEAN provides a platform targeting beneficiaries, by providing women stalls in expo events organized by various organizations and associations to showcase their products.

### In 2018 FWEAN has been able to provide:

- Crystal beads handicraft training to 75 beneficiaries of Bhatatedanda, Chuseli, Dalchowaki, Nalju and Bukhne.
- Manikhel Bamboo product refreshers training sessions were organized to 10 beneficiaries.
- KIWI sapplings were supported to 30 beneficiaries of Chuseli and Devchaur as per their interest and demand while in Dalchowaki the poles and frames to support the KIWI plant has been provided to 16 KIWI farmers.
- Organized 1 exposure visit focusing on KIWI farming which included 16 participants from Dalchowaki.
- Organized 2 IPM sessions at Bukhne and Bhatatedanda for almost 75 beneficiaries and a Vermicomposting training sessions at Bukheli which included 13 participants.
- Organize 2 TOEE sessions at Ashang and chaughare amongst the 74 beneficiaries while SIVB at Manikhel and Bhatatedanda amongst 53 beneficiaries.
- At the end of the 2018, 165 women were provided with various skill and technical supports for the entrepreneurship development.



# CECI / Uniterra



In 1987, Center of Study and International Cooperation (CECI) opened its office in Nepal. Since then, CECI has carried out 34 projects in more than 40 districts of Nepal divided among five priority regions. CHECK UP ON FACTS CECI continues to act as the most active Canadian International development organization working towards economic and social development in Nepal. Working with numerous sectors, CECI cultivates long-term partnerships with many NGOs, cooperatives, private businesses, local councils, and central government agencies and departments.

Their main areas of work are as followed:

- Rural poverty reduction
- Good governance and democracy
- Reducing disparities between women and men and between castes, particularly in terms of participation and access to services
- Community health, nutrition, and hygiene
- Natural resources management with a priority on rural electrification and marketing of forest resources

Uniterra, one of Canada's largest international volunteer programs was set up as a joint initiative of CECI and World University Service of Canada (WUSC). Presently, it is in 15 countries spread amongst 3 different continents. Uniterra began in Nepal in 2004. Through volunteer exchanges, this program aims to develop long-term partnerships in order to strengthen the capacities of participating organizations to better attain development targets outlined in the Millennium Development Goals and Poverty Reduction Strategy of Host Countries. Volunteering is an experience of sharing and collaborating between volunteers and host partner organizations. The benefits are including learning to be adaptable, understanding other cultures and traditions, listening to people and finally, trying to support them as best as possible in participating with partner organizations to reach their goals.

FWEAN has welcomed two new volunteers, one volunteer from Sept 2018, Puspa Jayathavapriya who is a communication and documentations intern and Jonathan Oideburger as the Event Manager starting December 2018. CECI has proudly supported a number of FW EAN programs this year, including the sponsorship of the 9th edition Entreprising Women Magazine that is led by Puspa Jayathavapriya and the 4th International Women's Trade Expo in Nepal led by Jonathan Oideburger.

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## बुला र दूर शिक्षा र महिलासशक्तिकरण

विश्वमा अहिले खुला र दूर शिक्षा (Open and Distance learning) अत्यन्तै लोकप्रिय भएको छ । यस प्रणालीमा हरेक उमेर समूहमा उच्च शिक्षाका आकाशीहरूको सहज पहुँच हुन्छ । ईन्टरनेटको सुविधाले गर्दा यस प्रणालीको प्रभावकारिता भन्दा बढेको छ । माध्यमिक तहदेखि उच्च शिक्षाका आकाशीहरू यस पद्धतिबाट लाभान्वित भई शिक्षाका विभिन्न संकायहरूमा भर्ना भई उच्च शिक्षा हासिल गरि दक्षताका साथ विभिन्न पेशा र व्यवसायमा लागेका छन् ।

खुला र दूर शिक्षा (Open and Distance learning) परम्परागत (Conventional) शैक्षिक प्रणाली भन्दा भिन्न हुन्छ । संसारको कुनै पनि कुनामा बसेर पनि यस प्रणालीबाट लाभान्वित भई वृत्ति विकास (Career Development) गर्न सक्छन् । परम्परागत (Conventional) शैक्षिक प्रणाली कक्षा केन्द्रित (Class Oriented) हुन्छ । कार्य व्यस्तता, निश्चित समयसिमा र आर्थिक र अन्य कतिपय कारणले गर्दा क्याम्पस र विश्वविद्यालयमा नियमित पठन-पाठन गर्न जान अशक्यता उच्च शिक्षाका आकाशीहरूलाई संभव हुँदैन । तर खुला र दूर शिक्षा प्रणालीमा परम्परागत भन्दा भिन्न विद्यार्थी केन्द्रित लचिलो (Flexible) र मितव्ययी हुन्छ ।

यस प्रणाली अन्तर्गत ईच्छुक व्यक्तिहरूले आफू वसेको ठाउँबाटै आफ्नो दैनिक पारिवारिक जिम्मेवारीमा कुनै पनि बाधा नपुग्ने गरी, हलामा एक दिन शनिवार मात्र लिनड सेन्टरमा आई वा नआईकनै आफ्नो शिक्षा पुरा गर्न सक्ने सुविधा उपलब्ध छ । यस समयमा विद्यार्थीहरूले अनईलाइन शिक्षण सामग्रीहरू प्रयोग गर्न सक्ने छन् ।

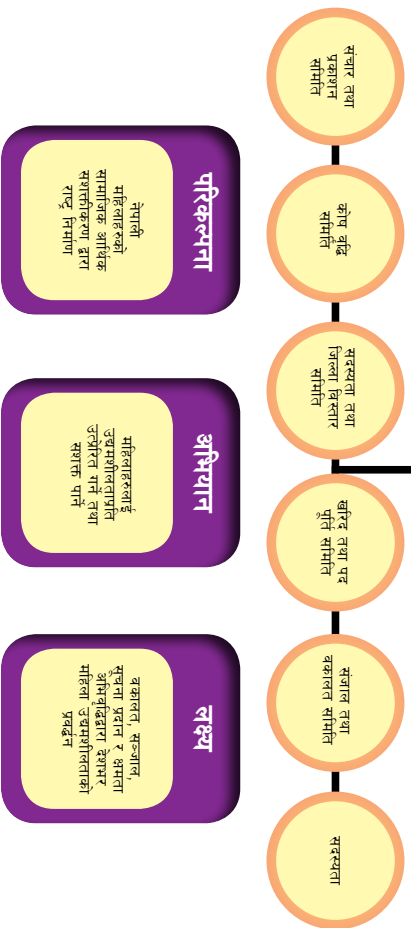
प्रारम्भमा नेपालमा पनि यसको लोकप्रियता बढेको छ । खुला र दूर शिक्षा प्रणालीबाट केही सिमित व्यक्तिहरमात्र लाभान्वित हुन्थे । नेपालमा खुला र दूर शिक्षालाई स्थापित गराउन सन् २००२ देखि ICA (International Center for Academic) नामक संस्था गठन भएको हो । खुला र दूर शिक्षाको क्षेत्रमा समर्पित यस संस्थाले भारतको नयाँ दिल्ली स्थित खुला र दूर शिक्षाका लागि विश्व भरि नै अत्यन्तै लोकप्रिय विशाल विश्वविद्यालय (Megha University) (विद्यार्थी भर्नाको हिसाबले) ईन्टर्या गाथि खुला विश्वविद्यालयको समन्वयमा र नेपाल सरकार शिक्षा मन्त्रालयको स्वीकृति दिई विगत डेढ दशक देखि खुला र दूर शिक्षाका क्षेत्रमा उच्च शिक्षाका आकाशी हजारौं विद्यार्थीहरूलाई सेवा पुऱ्याउन सफल भएको छ ।

नेपालको जनसंख्याको आधा भन्दा ज्यादा हिस्सा ओगटेका महिलाहरूमा अझै पनि शिक्षाको सहज पहुँच छैन । महिलाहरू शिक्षित नभई समाज शिक्षित हुन सक्दैन । महिलाहरू कतिपय पारिवारिक कारणहरूले गर्दा पनि रहन हुँदा हुँदै पनि उच्च शिक्षाको अवसरबाट वञ्चित हुने गर्छन । महिलाहरूका ज्ञान हुन्छ, सिप हुन्छ, जागर हुन्छ तर उचित शैक्षिक अवसर नपाउँदा उनीहरूका ज्ञान, सिप र जागरले विस्तार हुने मोका पाउँदैन । तसर्थ खुला र दूर शिक्षा प्रणालीबाट महिलाहरूमा शिक्षाको ज्योति फैलाई उनीहरूलाई आफ्नो अस्मिता, हक र अधिकारका लागि सचेत बनाउन खुला र दूर शिक्षा प्रणाली एउटा सबल संयन्त्र (Tools) सावित हुन सक्छ जो कालान्तरमा महिला सशक्तिकरणमा रूपान्तरण हुन्छ ।

# FEDERATION OF WOMEN ENTREPRENEURS' ASSOCIATIONS OF NEPAL (FWEAN)



**महिला उद्यमी महासंघ नेपाल**  
कार्यकारिणी समिति



## उत्कृष्ट महिला उद्यमी संघहरू



● महिला उद्यमी संघ नेपाल, पर्वत

महिला उद्यमी संघ नेपाल, पर्वत २०६९ असार २६ गते गाउन भएको हो र २०६९ मंसिर १८ गते जिल्ला प्रशासन कार्यालय पर्वत तर्फ भएको हो । यस संघको कार्यालय कुशमा नगरपालिका ६ मा रहेको छ । संघमा अन्य कर्मचारी छैनन् । संघका पदाधिकारीबाट नै संघ सञ्चालन भइरहेको छ ।

अहिले संघमा छका बुन्ने, अल्लोको कपाडा तयार पार्ने, बिनाइसट्टाई नातिम दिन, ज्याउछेती, मेनबती बनाउने, गौड्या बनाउने, बोटक, तरकारी लगाउने, बाछ्यापालन, कफीछेती, मोरीपालन, टिपुर् छोप बनाउने काय सघसब्बाइ महिला उद्यमीहरूबाट हुँदै आएको छ । संस्थामा सम्बन्ध महिला उद्यमीहरूले आफूना उत्पादन बहाई संस्थाको सञ्चालन बढाउने र व्यवसाय प्रवर्द्धन कायमा सक्रिय रूपमा काय गरिरहनुभएको छ ।

यसै कारण संघले क्रमशः २०७१ असार २५, २०७३ मंसिर १७ र २०७५ पुस ६ मा उत्कृष्ट तृतीय संघ, उत्कृष्ट द्वितीय संघ र उत्कृष्ट प्रथम महिला उद्यमी संघ पर्वत घोषित भई पुरस्कार र सम्मानपत्र प्राप्त गर्ने सफल भएको छ । यस सम्मान र पुरस्कारले उद्यमीहरूमा उचा भयोको छ ।

यसै छरीपका सोलसाउन उपपान नर लक्षमा महिला उद्यमीलाई प्रोत्साहन गर्नउत्पन्न साथै सीपमुलक तालिम दिई आएको छ । साथै महिला विदेशीविदेशाई आत्मनिर्भर बनाउने र महिला सशक्तिकरणका लागि सहयोग पुऱ्याउदै आएको छ ।

साथै उद्यमीहरूको छला सांगुन महासंघले यस जिल्ला संघ पर्वतलाई बेलाजिल्लामा तालिम र अन्य कार्यकमका माध्यमबाट सहयोग पुऱ्याउदै आएको छ । यस संघले महिला उद्यमीहरूद्वारा सञ्चालन गरिएका साना तथा मझौला उद्योगलाई बाप व्यवस्थित बनाउने प्रयत्न गर्दै आएको छ । यसका कार्यका लागि संघले शुल्कमा छै महेरत गर्नुभएको विचो । जिल्लामा उद्यमी विकास समिति उद्योग बाणियाञ्चनगत गरेको र अर्को आवश्यक छैन भनेर पनि कसै समय यस संघका बारेमा विचार गरियो ।

पछि सरोकारवालाहरूले यस संघको उद्देश्य बुझ्नै गाएपछि यो संघ ठीक रहेछ भन्ने अनुभव गर्नुभयो । अहिले उत्कृष्टबाट सम्पन्न-सम्पन्ना सहयोग प्राप्त भई नै रहेको छ ।



● महिला उद्यमी संघ नेपाल, कास्की



● महिला उद्यमी संघ नेपाल, भोजपा

महिला उद्यमी संघ नेपाल भोजपा विधिवत रूपमा जिल्ला प्रशासन कार्यालय भोजपा तर्फ भई सञ्चालित संस्था हो । छोटो समयमा नै सक्षमता पूर्वक हुँदै महिला उद्यमीहरूलाई समष्टित साथै संस्थान रूपमा महिलाहरूलाई आर्थिक सशक्तिकरणमा जोड दिई अगाडी बढीरहेको छ । आ.व. ७४/७५ र ७५/७६ मा यस संस्थाले सयभौ लक्षको आर्थिक बोनोको सुस्ताले गरेर संस्थाको बलै पहिचान बनाउन सफल भएको छ । उक्त उत्पादनले जोडै भएपनि बाह्य रूपमा आयात भइरहेको सयभौ फूलको आयात प्रतिस्थापनमा संस्थाले सहयोग पुऱ्याएको छ । विगतमात्र न.पा. १ तारई रथा हजार विपदा विस्तार सहेत गरेको छ । महिला उद्यमी संघ नेपाल भोजपाले लगाएकी सयभौ फूलकोको अन्वेषण गर्न स्थानिय स्तरका व्यक्तिको साथै स्थानीय सरकारका प्रमुख प्रमुख सार्व सभेको उपस्थिति रहेको विद्या । यस संस्थाले गरेको कामको प्रसंग पछि उक्त कायले सकेको छ । व्यवसायिक रूपमा पूरु खेत गरि उच्च आय-आजन गर्न सकिन्छ भन्ने प्रमाण जगुन भएको छ । साथै सामुहिक रूपमा काम गर्ने वातावरण सिर्जना भएको छ । यस आ.व मा महिला उद्यमी संघ नेपाल भोजपाले गरेको कामले जिल्लामा संस्थाको गरिमा उच्च भएको छ र सबैको प्रसंशाको पात्र बन्न संस्था सफल भएको छ ।



## WEAN ACTIVITIES LALITPUR



## WEAN ACTIVITIES



**BACKGROUND**  
WEAN Multipurpose Cooperative is a Women Producers' Marketing Cooperative Ltd. It was established in 1991 under the cooperative Act of Government of Nepal. It has been promoted by Women Entrepreneurs Association of Nepal (WEAN).  
WEAN Multipurpose Cooperative is a fair trade organization.

**VISION**  
Develop economic and social status of women entrepreneurs.

**MISSION**  
Develop women entrepreneurship through effective marketing of quality products.

**ACTIVITIES**  
The activities regularly performed by WEAN Multipurpose Cooperative are:  
• Regular skill upgrading trainings  
• Counseling and monitoring with relation to all production activities.  
• Regular training in costing and pricing, quality control, product development, labeling & packaging.  
• Helping the members to participate in domestic and international Exhibitions/Trade Fairs.  
• Marketing food and handicraft products locally and internationally.  
• Provide Saving & Credit facility to the members.

Activities of 2018 performed by WEAN M. Cooperative are:

\*Organized 12th Teel Meela & Trade Fair  
27th AGM held successfully

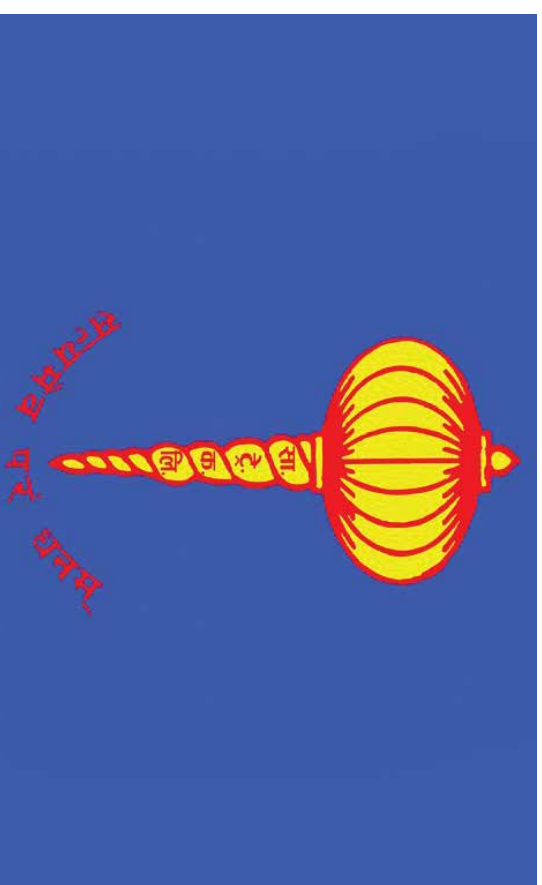
\*Participate in  
-2nd International Women's Expo 2018 organized by FWEAN  
- Christmas Bazaar 2018 organized by FTC Nepal

Organized Trainings:  
• Lapsi products Making Basic Training  
• Lapsi products Making Advance Training  
• Book keeping, Costing & pricing Training  
• Hand Knitting Training

**PRODUCTS**  
Products ranges of this organization are Handicrafts and Agro based food products. Food products are marketed under the brand name "Navaras" and has been able to displace other foreign brand from the market to some extent.

**Handicraft Product**  
Hand & machine knit-wears, Dhaka products, Lokta paper products, Wooden products, Felt, Cotton, Pashmina (Cashmere), Silk products, Silver & Glass bead products, Natural Fiber (Jallo, Hemp) products, candles, Natural herbal products, Detergent & Liquid soaps, incense etc.

**Food products**  
Variety of pickles, chutneys, lassy, candy, titaura, kwaati, Honey, traditional snacks (Furandana), Organic tea, Astamanda Traditional Soup, dehydrated health food such as maseura, mungil, titaura etc.



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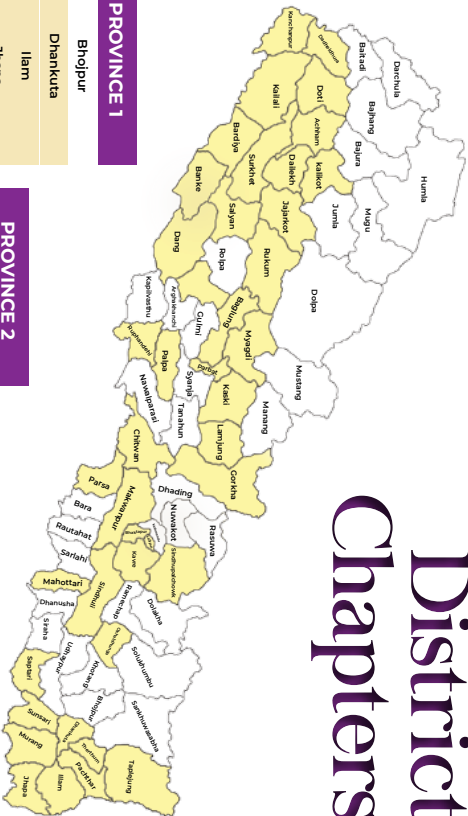
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## PROVINCE 1

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2.	Beni Kumari Khadka	Vice-President	98425483307
3.	Bishnu Maya Khandangwa	Secretary	9842071112
4.	Durga Nirala	Treasurer	9842081915
5.	Nirmala Rai	Member	9842221065
6.	Purna Maya Rai	Member	9842710421
7.	Muna Shrestha	Member	
8.	Kiradga Maya Rai	Member	
9.	Indra Limbu	Member	

### WEAN ILAM

S.N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
1.	Susila Sapkota	President	9852681804
2.	Milana Khatri	Vice-President	9842789347
3.	Usha Niraula	Secretary	9862610655
4.	Lili Bhandari	Treasurer	9844691762
5.	Arifa Dahal	Member	9842696663
6.	Sita Dahal	Member	9862755626
7.	Srijana Dahal(Bisai)	Member	9817935793
8.	Padam Kumari Bista	Member	98079044495
9.	trathi Banjika	Member	9842682887

### WEAN TAPLEJUNG

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2.	Maya Gurung	Vice-President	98426369869
3.	Pabitra Gurung	Secretary	9842635121
4.	Asmita Subba	Joint-Secretary	9842681343
5.	Ranjila Sunwar	Treasurer	
6.	Jaganmaya Gurung	Member	
7.	Khiranmaya Rai	Member	9868697965
8.	Bhurnika Gurung	Member	
9.	Tikamya Gurung	Member	9868009507
10.	Isvora Gurung	Member	
11.	Ratna maya Gurung	Member	9842660084
12.	Goma Devi Gurung	Nominate	9842677432
13.	Shusila prasai	Nominate	

### WEAN JHAPA

S.N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
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2.	Suarna Bhandary	Vice-President	9844637609
3.	Niranjala Bhaktarai	Secretary	9842735611
4.	Sharmila Adhikari	Joint-Secretary	9816960336
5.	Vasudha Chappagai	Treasurer	9842674427
6.	Younita Dawadi	Member	9842699246
7.	Kalpna Dahal	Member	981407164
8.	Olja Bhandary	Member	9842717730
9.	Rajani Bajagai	Member	9862643257

### WEAN TERATHUM

S.N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
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2.	Padma Kumari Limbu	Vice-president	9842257815
3.	Chanda Kurungwang	Secretary	9842238332
4.	Srijana Limbu	Treasurer	984279194
5.	Lalia Limbu	Member	984195469
6.	Surendra Kumari	Member	
7.	Kandagawa	Member	
8.	Durga Devi Adhikari	Member	9862048217
9.	Yegawa Subba	Member	

### WEAN SUNSARI

S.N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
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2.	Sumitra Chaudhary	Secretary	9841912372
3.	Rupa Shrestha	Treasurer	9842024025
4.	Sharmila Niraula	Member	9842223333
5.	Manita Regni	Member	9842713224
6.	Bhurnika Pradhan	Member	9842097860
7.	Pabitra Dahal Karki	Member	9842083331
8.	Anupama Shrestha	Member	9842209590

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2.	Pratima Poudel	Vice-President	9842656831
3.	Sharada Thapa	Secretary	9842707703
4.	Pratikya Rai	Joint-Secretary	
5.	Abhina Jabeju	Treasurer	
6.	Mina Kumari Gurung	Member	
7.	Bhagwati Maya BK	Member	
8.	Malati Kharel	Member	
9.	Durga Kumari Sewa	Member	

### WEAN OKHALDHUNGA

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3.	Chandra kala Rai	Secretary	9817791097
4.	Yam Kumari Rai	Treasurer	9807703980
5.	Prem Kumari Rai	Member	
6.	Rasmita Bhujel	Member	
7.	Goma Magar	Member	
8.	Vaj Kumari Shrestha	Member	97420397803







## PROVINCE 7

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3.	Manna Gurung Chatri	Secretary	
4.	Parbat Nepali	Treasurer	
5.	Asha Shrestha	Member	
6.	Laxmi Devi Gurung	Member	
7.	Palatra Kuwar	Member	
8.	Sangita K.C	Member	
9.	Basundhara Bista	Member	

### WEAN DADELDHUDA

S/N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
1.	Meena Phulra	President	968975112
2.	Parbat Deula	Vice-President	9648497046
3.	Sangita Bhandary	Secretary	9648973676
4.	Sita Khadka	Treasurer	9648983565
5.	Menaka Shahi	Member	9689751536
6.	Chanda Pathak	Member	9648807050
7.	Purnam Nagarjoti	Member	9648497978
8.	Sarawoti Jaru	Member	9648807335
9.	Indra Sauda	Member	964896912

### WEAN KAILALI

S/N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
1.	Hira Bahara Bhandari	President	9689539720
2.	Rashmi Shahi	Vice-President	9648425555
3.	Sangita Khadka	General Secretary	9648422025
4.	Bhuban Joshi	Treasurer	9689424451
5.	Meena Oli	Member	9689541388
6.	Narayani Joshi	Member	9648428444
7.	Parbat Chaudhary	Member	9689813745
8.	Ratna Bista	Member	9648999833
9.	Sharada Thapa	Member	9614645274
10.	Chitra Parnu	Member	9648422134
11.	Bhawana Joshi	Member	9648438675

### WEAN KANCHANPUR

S/N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
1.	Sarala Khadka	President	96484722096
2.	Maya Bhatra	1st Vice- President	968975138
3.	Sushila Chand	2st Vice- President	96484724138
4.	Bhawana K.C.	Secretary	96484975385
5.	Marnata Rawal	Treasurer	96484750296
6.	Laxmi Degoura	Member	981350484
7.	Allyha Rawal	Member	9648955566
8.	Asoryaa Sovar	Member	964849758262
9.	Karnali Tiwara	Member	9641324806
10.	Codawati Shahi	Member	964849758251
11.	Cita Dagaura	Member	

### WEAN ACHHAM

S/N	CONTACT PERSON	DESIGNATION	CONTACT NUMBER
1.	Tilana Bista	President	966576846598487027
2.	Shanti Shahi	Vice-President	
3.	Indra Rignni	Secretary	980463059779804672314
4.	Tara Kadayak	Treasurer	9741066113
5.	Bhavana Adhikari	Member	
6.	Shanti Pokaya	Member	9815684406
7.	Darbana Challaune	Member	9815696189
8.	Mathura Adhikari	Member	9619222231
9.	Draupadi Adhikari	Member	
10.	Dudhkala Bista	Member	9643359955
11.	Jaidhara Bista	Member	9819751863
12.	Sabitra Adhikari	Member	9646482769
13.	Nirmala Kadayak	Member	9804647198

## CONTRIBUTION NAME LIST FOR THE ESTABLISHMENT OF DISTRICT CHAPTERS

S.No	Name	Designation	Amount Nrs
1	Ms. Shurda Rijal	President	5000
2	Ms. Beeta Smita	1st Vice-President	5000
3	Ms. Beenu Jagannath Khatr	2nd Vice-President	5000
4	Ms. Shova Sovwal	3rd Vice-President	5000
5	Ms. Darshana Shrestha	General Secretary	5000
6	Ms. Suma Yadav Shrestha	Secretary	10,000
7	Ms. Hajar Bista	Treasurer	5000
8	Ms. Sumtra Panchowle	Executive Board Member	10,000
9	Ms. Preeti Panchan	Executive Board Member	5000
10	Ms. Sarita Tolsheer	Executive Board Member	5000
11	Ms. Kuntim Pokharel	Executive Board Member	5000
12	Ms. Mahabarni Shrestha	Executive Board Member	5000
13	Ms. Manjula Chirwe	Executive Board Member	5000
14	Ms. Malia Shrestha	Executive Board Member	5000
15	Ms. Malia Pokharel	Executive Board Member	5000
16	Ms. Soni Joshi	General Member	14,900
17	Ms. Binus Shrestha	Executive Board Member	5000
18	Ms. Deepa Thapliya	Executive Board Member	5000
19	Ms. Laxmi Kharel	Executive Board Member	10,000
20	Ms. Sarawati Bhandary	Executive Board Member	5000
21	Ms. Sarawati Panali	Executive Board Member	5000
22	Ms. Kalpana Shrestha	General Member	5000
23	Ms. Shova Shrestha	General Member	5000
24	Ms. Sumita Karmachari	General Member	15,000
25	Ms. Shreehari Thudhar	General Member	5000
26	Ms. Chandra Kala Bhandari	WEAN Bhaktapur	5000
27	Ms. Kasi Gurung	WEAN Kaski	5000
28	Ms. Sarawati Thapa	General Member	5000
	<b>Total</b>		<b>304,500</b>

# नागरिकको आवाज एकमात्र राष्ट्रिय दैनिक नागरिक



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