



ANNUAL REPORT 1995/1996



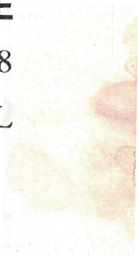
WOREC

ANNUAL REPORT - 1995/96

WOMEN'S REHABILITATION CENTRE

GAURIGHAT, KATHMANDU - 8

P.O. Box 4857, NEPAL



Published by : ***Women's Rehabilitation Centre***
Kathmandu, Nepal

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Publication Year : 1997

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Printed at : ***Indreni Offset Press***
Kathmandu, Nepal

Computer : ***Ne-Puter Desktop Computer***
Bagbazar Kathmandu, Nepal

Cover Photo : Photographs showing various activities of
WOREC

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ACRONYMS

AIDS	= Acquired immune Deficiency Syndrome
ANC	= Antenatal Care
CBD	= Community Based Distribution
CBOs	= Community based Organizations
CDO	= Chief District Officer
CDWs	= Child Domestic Workers
CHV	= Community Health Volunteer
CHW	= Community Health Worker
CSWs	= Commercial Sex Workers
FP	= Family Planning
FY	= Fiscal Year
GO	= Governmental Organization
HIV	= Human Immune Deficiency Virus
HMG	= His Majesty's Government of Nepal
IEC	= Information Education & Communication
INGO	= International Non- governmental Organization
LDO	= Local Dev. Officer
MCH	= Maternal Child Health
MP	= Member of Parliament
NFE	= Non Formal Education
NGO	= Non Governmental Organization
PNC	= Post natal Care
PWAs	= Persons with AIDS
SP	= Superintendent of Police
STD	= Sexually Transmitted Disease
TAF	= <i>The Asia Foundation</i>
TBA	= Traditional Birth Attendees
TOT	= Training of Trainers
VDC	= Village Development Committee
WGs	= Women Groups
WHO	= World Health Organization
WOREC	= Women's Rehabilitation Centre
WTI	= Women' Training Institute

FOREWORD

Women's Rehabilitation Centre (WOREC) is a registered non- governmental organization. It is working in the field of women's empowerment and community development mobilizing the rural women, who have been socially rejected, discriminated and humiliated . The targeted layer of women includes those who are at risk to trafficking or relieved from prostitution, who have contracted HIV/AIDS or those without family or enough resources . WOREC strives to help them through animation, empowerment and educational, socio-cultural and income generation based development activities .

WOREC facilitates the targeted grassroots women to form their groups. These groups are provided with leadership and other training by WOREC. The rural women groups are supported and mobilized by the centre to assess the need of and implement various programs in their communities for the benefit and development of the communities as well as to mobilize other community members to participate in the noble endeavor of community development. Moreover, the rural women after being involved in the rehabilitation program of the centre at Kathmandu are sent back to their communities to work in association with the local women groups. Thus the socially rejected, humiliated or resource poor rural women have been rehabilitated in their families and society. This is the unique program conducted by WOREC which is based on the philosophy of community based rehabilitation.

Moreover, the centre has also been providing support to the targeted community for enjoying basic facilities like drinking water, adult literacy, advocacy, health education & services and education for the prevention of sexually transmitted diseases and AIDS. The integrated programs of WOREC are directed towards preventing girl trafficking, making the community aware of the causes and impacts of STD/AIDS and the women's rights and health needs.

This report provides information about the mission, goal & objectives, activities and accomplishments of WOREC in the year 1995/1996 . It is hoped that the experience gained and lesson learnt by the centre in the field of integrated community development by mobilizing the resource poor rural women of the community will be better shared through this publication.

On behalf of WOREC I would like to express sincere thanks to the Caritas/Nepal; The Asia Foundation, Nepal; Misereor, Germany; Caritas, Switzerland; Caritas, Germany; The Ford Foundation and other INGOs and agencies for providing support to WOREC towards meeting its goal. I would also like to acknowledge members of local women groups working in cooperation with WOREC at Nuwakot and Udayapur. Sincere thanks goes to all staff of WOREC without whose sincere efforts and conscious commitments this report would not have come in light.

Gaurighat, Kathmandu
May 20, 1997

Dr. Renu Rajbhandari
President

I. INTRODUCTION

NEPAL is one of the least developed countries of the world where majority of the population are struggling hard for livelihood in the socio-economic environment ruled by illiteracy, malnutrition, diseases, unemployment and social injustice. This rule has so pressed the people in rural areas that they have been forced for migration into towns and cities in search of employment opportunities. The rural girls are trafficked into prostitution in Indian brothels, the rural women and children are forced to work in carpet factories in Kathmandu and the youth are forced to hard labor in other countries of Asia. The ever increasing rate and trend of migration of rural youth, and social crimes including girl trafficking, have been a serious problem in this Himalayan country.

WOREC is one of the indigenous NGOs established with the sense of social responsibility and devotion for resolving the above mentioned problems and to contribute in building the nation.

WOREC is a service oriented women's organization which is governed by the Executive Committee assisted by a Board of Advisors. At present it has been leading the socio-economically disadvantaged and oppressed layer of resource poor rural women towards lawful, productive and conscious life style which bears a sense of devotion for social service and community development.

MISSION:

The mission of WOREC is to convert the resource poor, disadvantaged and oppressed rural women into an advantage to create the infrastructure needed in the society for bringing about an improvement in the quality of their lives and socio-economic environment by launching, specific to population and environment, various advocacy and development activities in an integrated fashion.

GOAL & OBJECTIVES :

GOAL :

The goal of WOREC is to contribute in community development by empowering ,educating and mobilizing the resource poor, disadvantaged and oppressed rural women .

OBJECTIVES :

In present national context the specific objectives of the centre are as follows:

- * To make the Nepalese women aware to exercise their rights;
- * To work for preventing girl trafficking.
- * To launch community based rehabilitation programs for socially rejected and discriminated layer of resource poor rural women;
- * To bring about substantial changes in the skill and household income of the rural community through micro-enterprise programs;
- * To implement an integrated non-formal education, advocacy, STDs/AIDS and health education programs in rural communities;
- * To improve the health of rural women and children and make it sustainable by mobilizing and networking the local women's organizations and local GOs;
- * To safeguard and strengthen women's right in close co-operation with the national and international organizations.

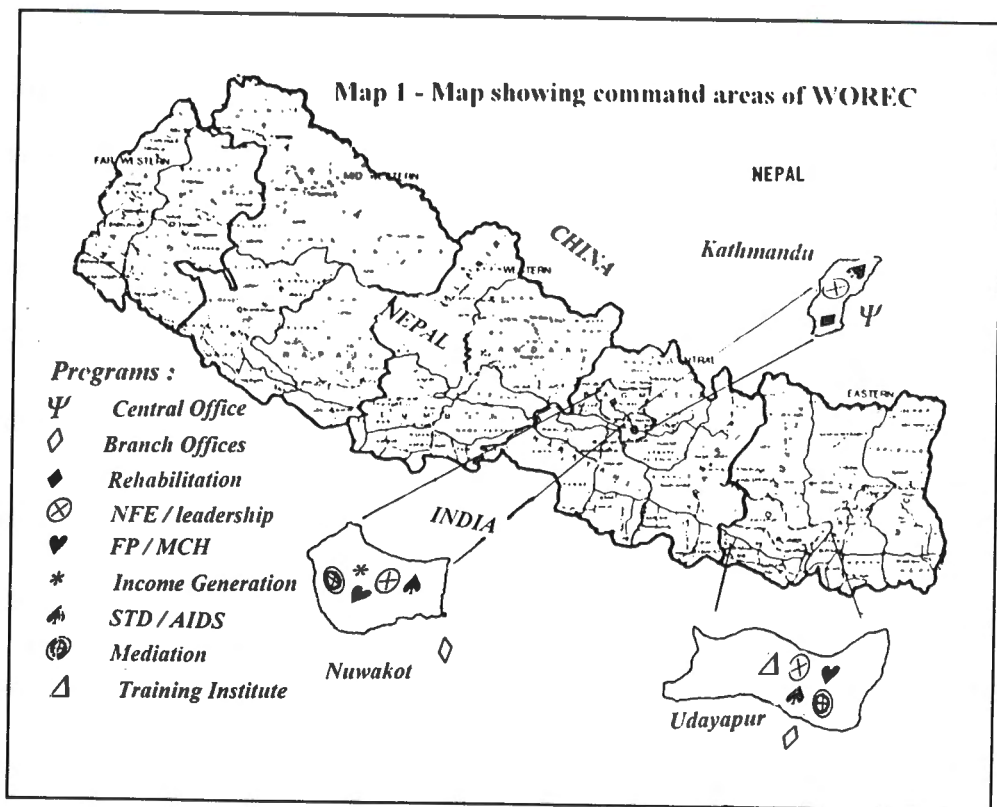
ACTIVITIES:

WOREC has been conducting various activities which can be broadly grouped into the following six major fields:

- Rehabilitation of rural women who have been victims of or are at risk to trafficking, relieved from prostitution and have contracted HIV/AIDS;

- Community based integrated family planning and STD/AIDS education in various levels;
- Integrated entrepreneurship development for resource poor rural women ;
- Animation/ non-formal education including legal, health and hygiene for targeted population groups;
- Service to the rural communities;
- Research/survey studies in relevant fields for identifying, analysing and developing efficient community based programs.

The project areas of WOREC are as shown in the chart- 1 .



PROGRAMS OF WOREC IN 1995/1996

1. PROGRAM AGAINST GIRL TRAFFICKING

Trafficking of girls has become a serious socio-economic problem in Nepal. It has been estimated that around 200,000 girls are trafficked into sex salvery in India. Each year 5000-7000 girls from rural areas of Nepal are trafficked into sex industry in India. It has also been estimated that about 40% of the CSWs in India have contracted HIV/AIDS. The Nepali CSWs who have contracted HIV are returned to Nepal. The victims of trafficking are not accepted by the family & society. The victims of trafficking, therefore, need rehabilitation support.

The centre has identified that trafficking of rural girls has been caused primarily by social unconsciousness, illiteracy, poverty and unemployment. The unskilled and unemployed women are mostly exploited, humiliated and discriminated in the rural society also from the gender perspective. This layer of rural women immediately need support to make them aware of the environment they have been operating in and the tradition they have to change in favour of the harmonious development of the society. In other words, these layers of women need community based rehabilitation and empowerment program. The centre recognizes trafficking of girls as a serious violation of human rights and has initiated a rehabilitation program for the victims of trafficking.

This program has been conducted by WOREC for last 5 years. During this period a series of advocacy activities against girl trafficking has been conducted and a total of 177 targeted girls were rehabilitated.

ACTIVITIES :

WOREC conducted following activities against trafficking in women and children during 1995 / 96 .

- ◆ Workshop on " Socio - economic and legal aspects of girl trafficking " 27- 28 March. Sikhabeshi, Nuwakot .
- ◆ Workshop on " Trafficking of girls: a social crime" March, 1996, Trishuli, Nuwakot. Dr. Renu Rajbhandari and Mr. Kumar Pandit presented working papers in the workshop which was attended by CDO, SP/ SSP, LDO, District Chair, Mayor of Bidur Municipality and representatives of local clubs, NGOs and women groups. Mr. Ganesh Pandit Ex-MP was the chief guest in the inaugural ceremony chaired by the Mayor.
- ◆ Impact assessment of intervention programs of WOREC against girl trafficking at Nuwakot. , 1995
- ◆ Production of Video film against trafficking of girls "Bedana Ra Mukti". The story is written by Dr. Binayak Rajbhandari and major roles are played by Ms. Seema Acharya and Mr. Raj Thapa. Mr. Hari Sivakoti is the Director of this film. It is a 2 hours long film that narrates various tricks and routes of trafficking in girls, the weaknesses of the court to prosecute the trafficker.
- ◆ Premier show of VDO film "Bedana Ra Mukti" was organized at National Conference Hall, Kathmandu. The program was inaugurated by the Ex-Prime Minister and President of CPN (UML) Mr. Mana Mohan Adhikary.

Rehabilitation program :

The components of rehabilitation program included : animation & literacy; housing and health support; skill training and income generation activities.

☞ Animation & NFE:

The girls were provided with non-formal education along with special training on personal and environmental health, women's right, women's grassroot organization and animation. These activities were conducted daily following a routine.

☞ Housing and Health Support:

The targeted girls were provided with housing, food and other supports at the centre's dormitory at Gaurighat, Kathmandu.

These women were also provided with regular health check up, treatment and emotional and psychological supports. In the year 1995/96 the women under rehabilitation included two HIV positive girls, two girls rescued en-route into trafficking in India and 20 girls belonging to resource poor family who were at risk to trafficking into sex slavery.

Skill Training & Income Generation:

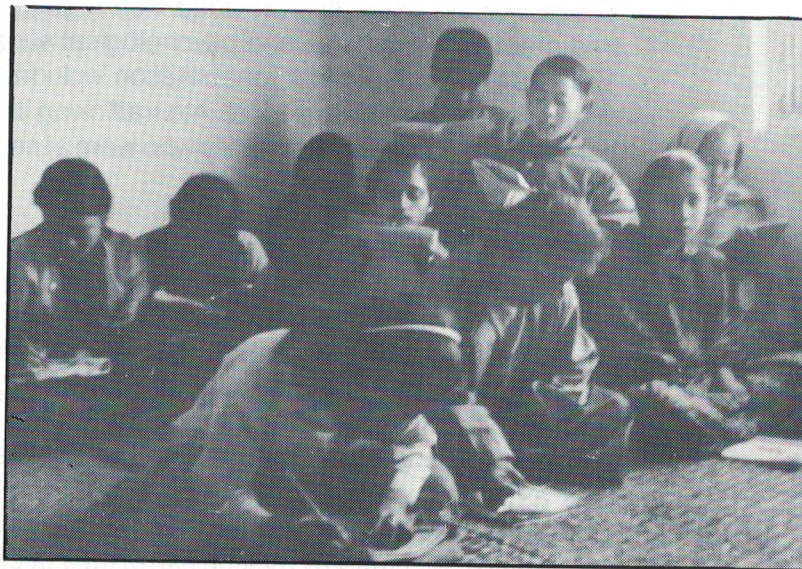
The resident girls have been provided with skill training in tailoring and knitting. These activities were conducted as sole daily routine works. They have also been provided with income generation opportunities, i.e. to produce and sell their goods (sweaters, clothes, gloves, shocks, etc.) through WOREC. The skill training and income generation opportunities are provided to the targeted girls as an equipment against trafficking into prostitution. It has helped to build up their confidence that they can sustain themselves and their family by making use of their talents and skills. This is one of the most important aspects of psychological bases for community based rehabilitation of the resource poor women.

THE IMPACTS:

The program has not only provided housing and other relevant support to targeted girls but it has also provided educational and animation, skill training and income generation opportunities to the targeted women. In other words, this program empowered the targeted girls in a real sense. In the year 1995/96 twenty four girls were benefitted by housing, sustenance, educational, skill training and health care supports and income generation opportunities. Most of them are in the process of transforming their personalities into social workers or entrepreneurs.

2. ANIMATION & NON-FORMAL EDUCATION PROGRAM

The literacy rate in Nepal, particularly in rural hilly areas, is very low. It is very nominal among the female population in the hills. Due to lower economic status and unemployment even the women and children from hills are forced to migrate from their native villages to the towns. They are found to migrate in search of job opportunities for livelihood and to support the elderly members of their families. Such migrant populations are now mostly engaged in the carpet factories or employed as child domestic workers (CDWs) at Kathmandu. The migration of active labor force from hills to the towns and even to Indian cities does not look likely to decline in



Child domestic workers in a NFE class conducted by WOREC at Kathmandu.

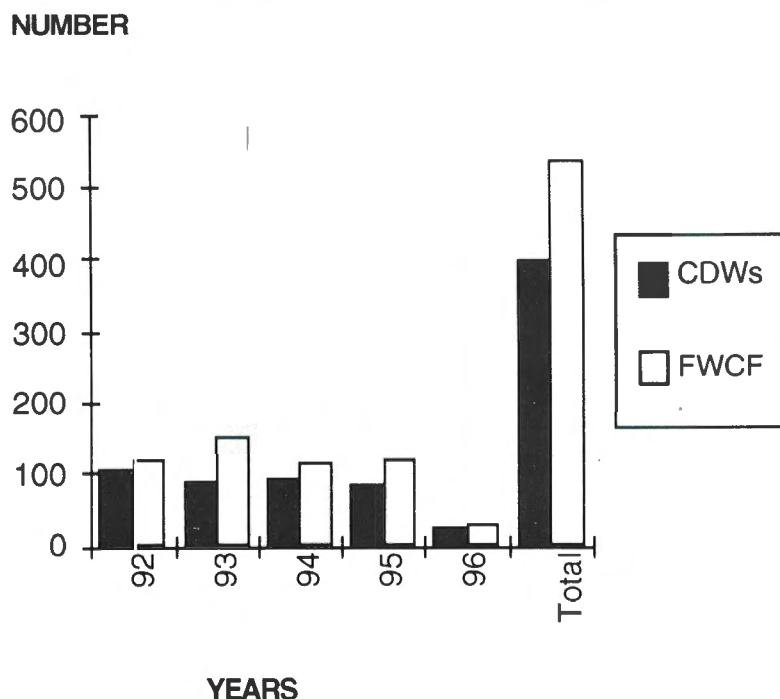
forthcoming years rather it is increasing each year. Because the gap between the rich and poor is widening and the employment opportunities in rural areas are not increasing with population growth.

The environment in which the women and children are working in various carpet factories calls for immediate action for creating awareness among the migrants about their needs, problems and resources and necessity of utilizing them for the development of their native villages. They, at the same time, need to be made aware of the environment they work within, their sanitary and nutritional problems, social welfare and health hazards and also the potential income generation enterprise in their native villages. Such type of awareness can be created only on the basis of animation and special non-formal education (NFE) program.

Keeping the situation in mind and being governed by this concept WOREC has been conducting NFE program in various carpet factories at Kathmandu and also at Nuwakot and Udayapur among women groups. The NFE program also includes literacy, legal education, moral education, health education and empowerment activities. The carpet factories covered by this program were those in Bouddha and Dhobikhola at Kathmandu. The number of CDWs

and female workers of carpet factories benefitted by animation / NFE program during 1992-1996 was as presented in chart 2. During the period of last five years a total of 396 CDWs and 534 female workers of carpet factories were made literate and animated. Two third of the participants of this program included Tamang and Sherpa ethnicities (table -1). Tamang and Sherpa belong to underprivileged ethnicities residing in higher mountains in Nepal. WOREC's programs at Nuwakot and carpet factories at Kathmandu are focused basically to these ethnicities.

Chart - 2
NUMBER OF BENERICIARIES OF NFE PROGRAM OF WOREC



CDWs – Child domestic workers

FWCF – Female workers of carpet factories

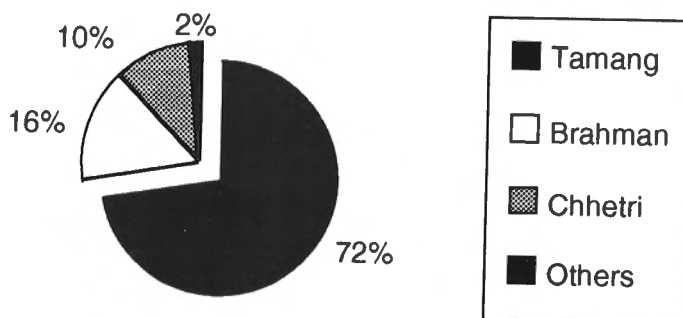
The NFE activities at Nuwakot and Udayapur were conducted integrating with community based STD/AIDS and FP/MCH program. In both districts 680 rural women were directly benefitted by this activity. Above 72% of the total (259) participants of NFE at Nuwakot belonged to Tamang ethnicity (chart -3)

**Table 1 :Ethnic composition of the participants to NFE program
in Carpet factories, Kathmandu (1995/96)**

Ethnicity	Percentage
Tamang	35.47%
Sherpa	32.87%
Brahman/Chhetri	16.20%
Miscellaneous	15.26%

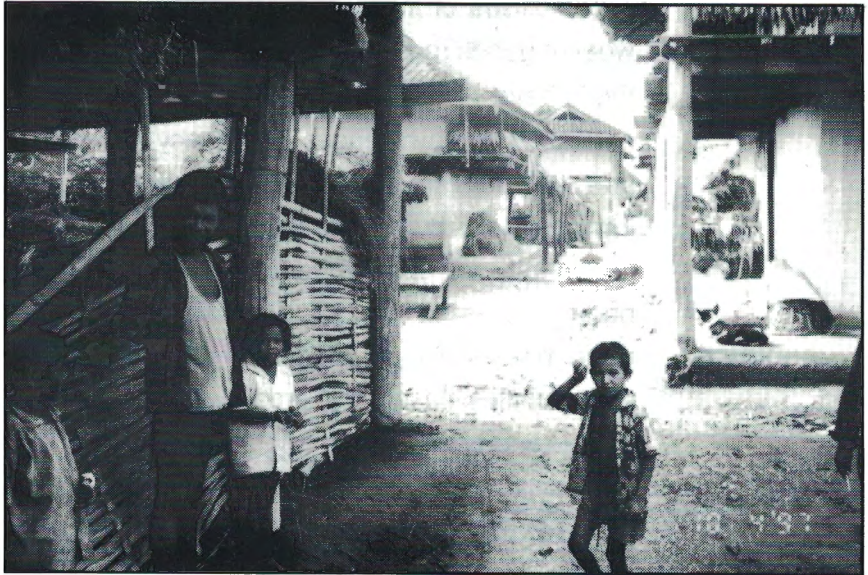
Chart- 3

**ETHNIC COMPOSITION OF PARTICIPANTS OF ANIMATION/
NEF PROGRAM, NUWAKOT (1995-96)**



The animation / NFE program has been found to be a success. It has not only converted the illiterate targeted population groups into literate one but it has simultaneously helped to boost up their morale, broaden their horizon of understanding about the environment they have been operating in, about the health and hygiene that play major role in their productivity and size of income and also about the legal aspects involving salient social problems that frequently arise in their households and the communities.

3. ENTREPRENEURSHIP DEVELOPMENT PROGRAM



A typical Danuwar village in Udayapur where WOREC has started intervention programs since 1992

The entrepreneurship development is the key factor that needs immediate attention if community development is to be achieved through optimum utilization of existing local resources, latent potentials (manpower) and eco-friendly traditional technology and experience. In a narrow sense such activities are usually termed as income generation activities. Such activities are based on appropriate technical skill training and marketing management. The centre has been involved in implementing entrepreneurship development projects at Nuwakot and Udayapur districts since last five years. Such projects included bamboo based income generation activity, *sikki* based enterprise and vegetable production activities.

A few girls after completing skill training in bamboo crafting (at Sikharbeshi) and *sikki* based enterprise (at Rajabas) were selected for further training on knitting under the rehabilitation program of the centre at Kathmandu. In the course of time they were converted into

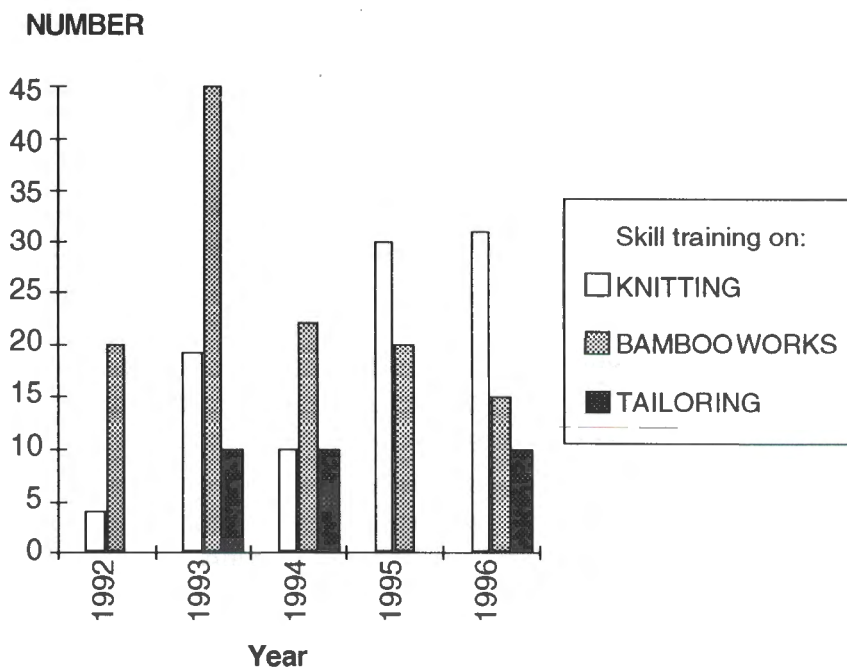
entrepreneurs and returned to their native villages with new responsibilities of implementing knitting enterprise and producing woolen goods required for the district and also for export. Some of them have now also been involved in conducting non-formal education and awareness / advocacy activities against trafficking and HIV/AIDS among the local women groups. In this light trafficking of girls into prostitution is thought to be checked by the community members themselves. In other words the centre has been striving to educate and support the targeted community through literacy, legal advocacy, skill training and self employment opportunities based on empowerment of the rural women and entrepreneurship development.

Keeping the availability of natural resources(bamboo), skill and experience of *Tamang* people in bamboo crafting and the lower economic status of the targeted population groups in Nuwakot the bamboo based enterprise was first implemented by the centre in financial assistance of the UNDP. But after one year this program was continued by WOREC utilizing its own resources. In 1994/95 this program was supported by Misereor, Germany. In 1995/96 it was again continued by WOREC utilizing its own resources.

In 1995/96 15 girls from lower economic strata households and those at risk to trafficking into prostitution were selected for the bamboo craft training. These girls were also provided with animation and non-formal education in order to produce local human resources essential to implement other projects as per need of the communities.

The targeted women were provided with skill training on knitting, bamboo works and tailoring(chart - 4). These professions are adopted by the trained women as optional income generation activities.

Chart - 4
NUMBER OF WOMEN PROVIDED WITH SKILL TRAINING FOR
INCOME GENERATION ACTIVITIES (1992 - 96)



Technical training for vegetable production and marketing were conducted at Udayapur and Nuwakot. (Table 2)



Vegetable Production & marketing is an important income generation activity of women groups. Vegetables grown by a women group at Udayapur

Table 2 : Location and number of participants of technical and orientation training on vegetable production and marketing (1995-96)

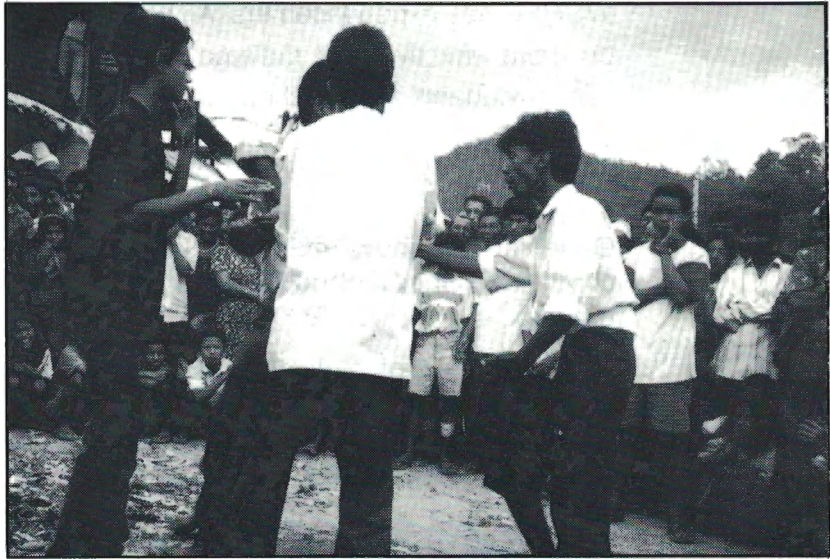
Location	# of participants	Training period (days)	# of Training	Type of Training
Rajabas	20	10	1	Technical
Sikharbeshi	197	2	23	Orientation

The small income generation program has been quite popular among the targeted communities and has been contributing to earn extra household income and indirectly helping to reduce girl trafficking into prostitution in India. Non-formal education has been the integral part of this program that has been making the trainees not only literate but also aware of the impacts of trafficking, STDs and AIDS. They are encouraged even because they are respected in the family and society owing to their social consciousness, literacy and economic support to the family.

4. COMMUNITY BASED HIV /AIDS PROGRAM

HIV/ AIDS has been a serious threat to mankind. In the south-east and south Asia this syndrome is reported to be spreading very rapidly. The situation is much more alarming in such countries like Thailand, India and Myanmar. In Nepal also the number of people with HIV/AIDS is reported to be increasing each year.

In this Himalayan country HIV is reported to be most prevalent among the people involved in commercial sex business, visiting the brothels or with STDs. This fact indicates that one strategy towards effective prevention of HIV/AIDS in Nepal would be to stop sexual transmission of the virus. This strategy relies primarily on dissemination of health and HIV/AIDS related information and education to change the sexual behavior of the population groups at risk to HIV contraction.



Street drama has been found to be an effective means of IEC.
Members of local youth club supported by WOREC performing a street
drama on various issues of social discrimination & HIV/AIDS.

Udayapur

Trafficking and migration of girls from hills to towns and Indian cities has been quite common in Nepal. This sort of migration is caused basically by illiteracy, social unconsciousness, unemployment and poverty prevalent in the rural areas. WHO has reported that about 40% of the CSWs in India have contracted HIV. It means that at least 8,000 Nepalese CSWs in Bombay and 80,000 Nepalese CSWs in India might have contracted HIV. Some of these women, particularly the brothel owners and senior prostitutes, occasionally visit their native villages each year endangering the communities with HIV transmission. The concept of WOREC underlying behind the implementation of community based AIDS education program is that the only effective means of preventing HIV transmission is integration of the education, information and communication about STDs/AIDS with NFE, FP/health education and income generation activities implemented in the communities concerned. Such program would be cost effective and more productive if conducted in an integrated way by the members of the community or peer-educators in their mother tongues.

WOREC has experienced that AIDS awareness campaign would be more effective and radiated if conducted by mobilizing the school students and teachers as well as peer educators in factories.

ACTIVITIES:

Governed by above mentioned concept the centre has been conducting HIV/AIDS education program in following population groups:

- A. students of high schools at Kathmandu, Nuwakot and Udayapur;
- B. youth working in various carpet industries at Kathmandu;
- C. rural communities

Previously WOREC had conducted STD/AIDS education for campus students (Chitwan, Nuwakot and Banke districts) and Nepalese prostitutes in the brothels at Bombay.

A. HIV/AIDS Education in The Schools:

Improvement in the curriculum of school education, particularly that of higher classes, to include sex and HIV/AIDS education as a compulsory subject has been widely felt. The First National Conference on HIV/AIDS organized by WOREC at Kathmandu during 11-12 December, 1994 had also suggested that sex education and HIV/AIDS education should be included in the curriculum of high school and campus. But such improvement has not so far been done by the concerned ministry. WOREC has been conducting HIV/AIDS education program in various high schools at Kathmandu since 1 June 1993 in the financial assistance of Caritas, Switzerland.

This program was previously conducted for the students of ninth and tenth classes. But later on with the request of the Principals and other teachers the students of class eight were also included in the program. In 1995/96 the school AIDS program covered 14 schools at Kathmandu (Table 1). The science teachers from these schools were provided with TOT on HIV/AIDS education. These teachers have been converted into peer educators in targeted schools.

WOREC has been providing IEC materials on STD/AIDS as well facilitating to conduct AIDS classes in the schools when and wherever needed. The program has been monitored regularly.

Table 3:

**The schools covered by WOREC's school AIDS
education program**

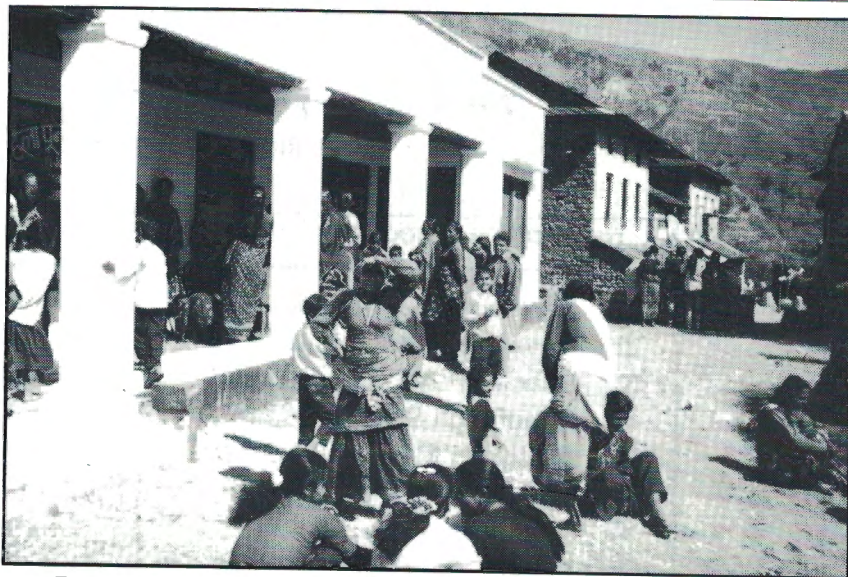
Name of the school	Location
1. Shivapuri High School	Maharajgunj
2. Ratna Rajya High School	Old Baneshwor
3. Bhanu Bhakat High School	Panipokhari
4. Nandi High School	Naxal
5. Martyer's Memorial H.School	Dilli Bazar
6. Kshitiz Boarding School	Gyaneshwor
7. Baba High School	Chabel
8. Siddhi Ganesh High School	Kathmandu
9. Suryodaya High School	Kathmandu
10. Prithvi High School	Kathmandu
11. Tilingtar High School	Kathmandu
12. Navajyoti High School	Koteshwor
13. Maha Manjushree High School	Kathmandu
14. English Preparatory High School	Baneshwor

B. AIDS education in carpet factories :

WOREC has been conducting AIDS education to the youth working in carpet factories at Kathmandu. So far this program has been conducted in 30 carpet factories at Kathmandu. This endeavor was started from 1 June 1993 in the financial assistance of Caritas, Switzerland.

Above 1200 youth involved in various carpet factories were benefitted by this program. The methodology employed to deliver STDs/ AIDS education among the youth working in carpet industries included group discussion, mini-lecture, poster show, VDO show, role play, etc. In 1995/96 WOREC conducted basic training to peer educators. These peer-educators were selected by the Carpet Workers Association.

Analysis of pre- test results have revealed that 77% of the randomly sampled respondents (300) were found unfamiliar even with the



Free health check up was an useful activity of the mobile camp for the community deprived of health facilities in their villages. Nuwakot

word AIDS. The post test results after peer education revealed that 70.37% of the respondents had acquired satisfactory, 14.8% of the respondents had acquired good and 3.4% had excellent knowledge about HIV/AIDS .

C. AIDS education in rural communities

The centre has launched community based integrated sexually transmitted diseases and AIDS prevention program in its command areas in Nuwakot and Udayapur districts. In 1995/96 the centre conducted following activities for preventing AIDS in rural communities at Udayapur and Nuwakot:

Udayapur : AIDS education to community people, Condom day, AIDS day, mobile camps etc.

Nuwakot : Condom day, AIDS day, mobile camps
STD/AIDS counselling integrated with FP & STD/
AIDS education to community people.

Pre- and post-test results of STD/AIDS education conducted in Udayapur and Nuwakot have revealed that IEC on STDs/AIDS through peer educators in local language in a door-to-door fashion is the effective way to educate the rural people towards preventing STDs/AIDS.

5. COMPREHENSIVE COMMUNITY HEALTH SERVICE PROGRAM

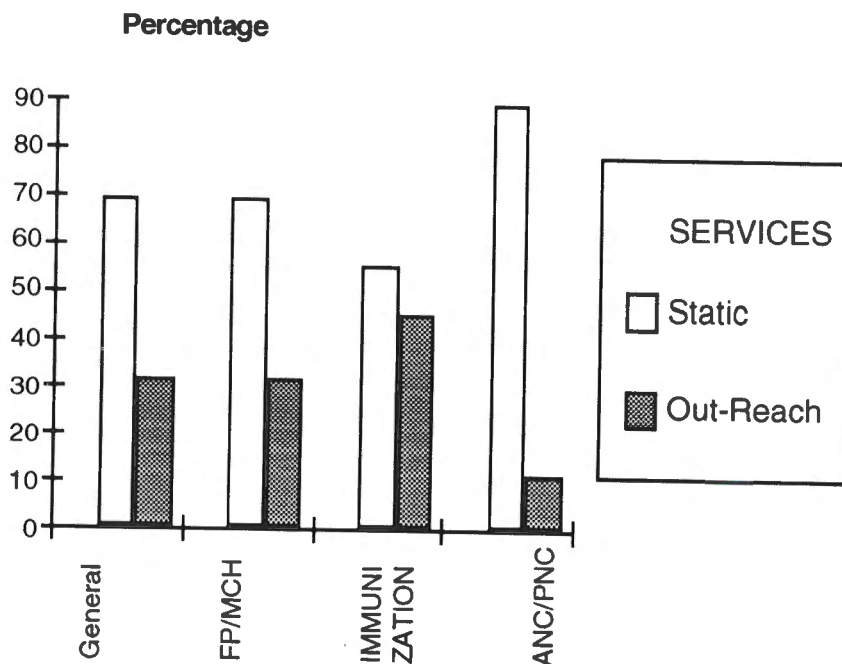
Despite various family planning efforts the population of Nepal has been increasing at the rate of 2.1% per annum. On the other hand food production has not been increasing to keep pace with the population growth. In the rural areas where more than 90 % of the population reside the population growth rate has been considerable because the reproductive health services have not been reaching to this sector of population. The infant mortality rate, the child mortality rate and maternal mortality rate in Nepal are 102/1000, 165/1000 and 850/100,000 live births, respectively.

These figures indicate that health care service should be promptly and locally available to the rural population. More emphasis needs to be paid on making primary health service available at community level. There is no scope for imposed FP contraceptives to rural communities. Keeping these situations in mind WOREC has been conducting comprehensive community health service program at Udayapur and Nuwakot since 1992.

Accomplishments:

Under this program two community based comprehensive health clinics were established at Rajabas of Udayapur and Shikharbeshi of Nuwakot district. The paramedical staff, site supervisors, field workers were recruited, trained and stationed in the field based offices. These staff have been working both in the static clinic and mobile out reach clinics in the command areas. Percentage of patients provided with various services in the static and mobile out-reach clinics in Udayapur in 1995/96 is presented in chart 5. Nearly 1/3 of the targeted population groups were provided with general health check-up and FP/MCH care services through out-reach clinics. The out-reach clinics were found to be effective for immunization. The static clinic provided ANC/PNC to about 90% of the targeted children.

Chart - 5
PERCENTAGE OF PATIENTS SERVED IN STATIC CLINIC
AND OUT-REACH MOBILE CLINICS, UDAYAPUR (1995-96)



Frequency of patients by age groups served in static clinic at Shikharbeshi is presented in chart 6. It is evident from the chart that overwhelming majority of the population groups benefitted by static clinic belonged to age group 15-45 years. The percentage of patients of different age groups varied with seasons. Most of the patients of age groups (6-14 and 15-45 years) were found to be ill during April-June. An attempt was made to assess the frequency of health problems among the patients attending the static clinic at Shikharbeshi during 1995 & 1996. The findings are presented in chart 7. In both years most of the patients were found suffering from dysentery and worms followed by throat and chest infections.

Chart - 6

FREQUENCY OF PATIENTS BY AGE GROUP
STATIC CLINIC, SIKHARBESHI, NUWAKOT (1995-96)

PERCENTAGE

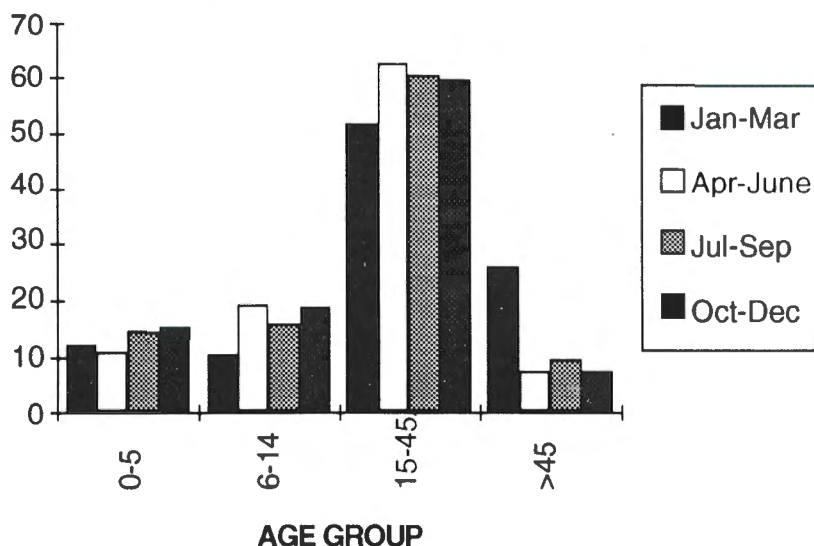
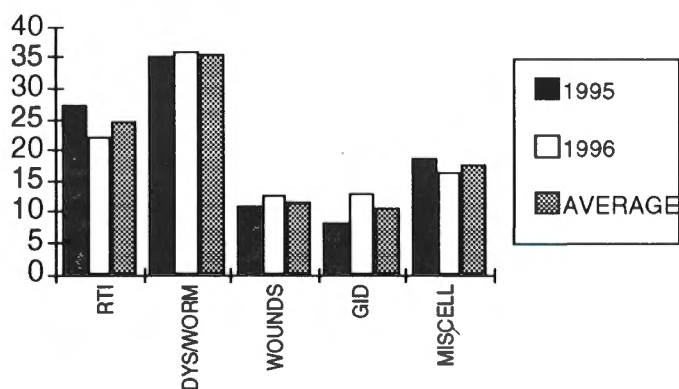


Chart - 7

FREQUENCY OF HEALTH PROBLEMS AMONG THE PATIENTS
ATTENDING THE STATIC CLINIC AT SIKHARBESHI (1995-96)

Percentage



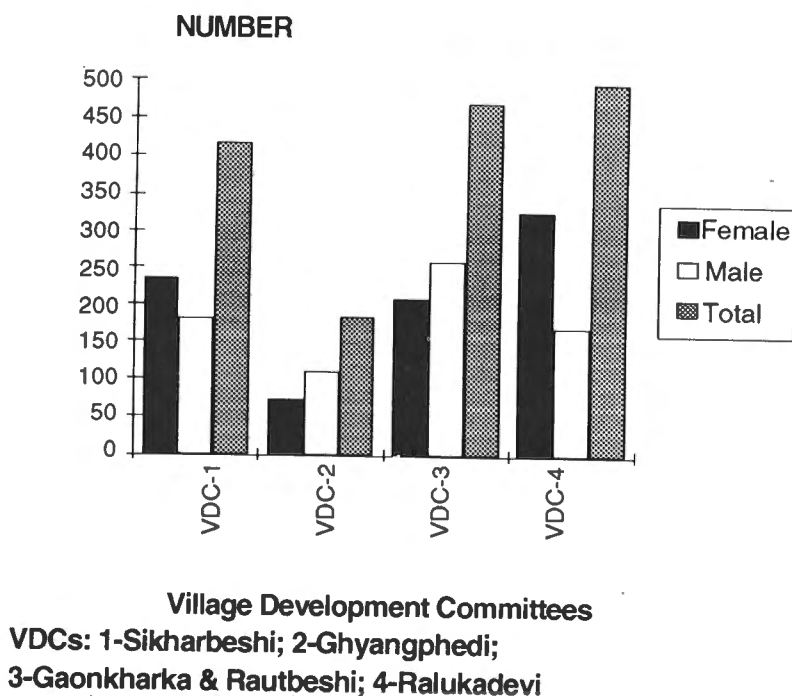
Years

RTI – Respiratory tract infection; DYS - Dysentery;
 GID - Gastro - intestinal disorders

Keeping the worse situation of hygiene, sanitation and unawareness of the rural communities about personal and environmental health WOREC conducted a special pilot project on sanitation at Bhumrasuwa VDC of Udayapur and Sikharbeshi. VDC of Nuwakot. Under this project the targeted population groups & women leaders were provided with relevant education and training. Support was provided to resource poor households (200) to build modern toilets. Later on the community people started to build their family toilets.

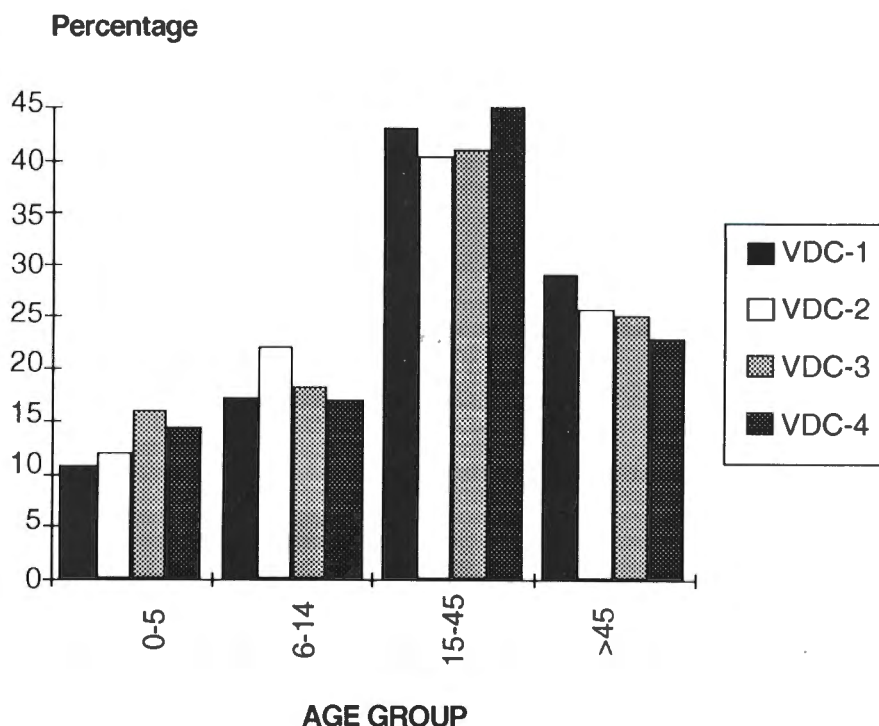
Moreover mobile health camps are also organized by WOREC in the targeted VDCs periodically. In mobile camps both the female and male members of the community receive service and counseling. The number of female, male and total patients benefitted by mobile health camps in 4 targeted VDCs at Nuwakot during 1995/96 is presented in chart - 8. The number of patients provided with free health check-up and medicine ranged from 170 (Ghyangphedi VDC) to 495 (Ralukadevi VDC). The number of female patients was higher in the mobile camps at Shikarbeshi and Ralukadevi VDCs.

Chart - 8
NUMBER OF FEMALE AND MALE PATIENTS BENEFITTED BY
MOBILE HEALTH CAMPS (NUWAKOT, 1995-96)



Assessment of frequency of the patients by age groups attending mobile health camps in Nuwakot during 1995/96 revealed that above 40% of the total patients belonged to age group 15-45 years (chart-9). It might be interpreted as a result of the health concerns of households adhered to active age group members who have direct impact on household activities such as collecting fire wood and grasses, fetching water, preparing food, working in the crop field, etc.

Chart - 9
FREQUENCY OF PATIENTS BY AGE GROUP
MOBILE HEALTH CAMPS, NUWAKOT (1995-96)



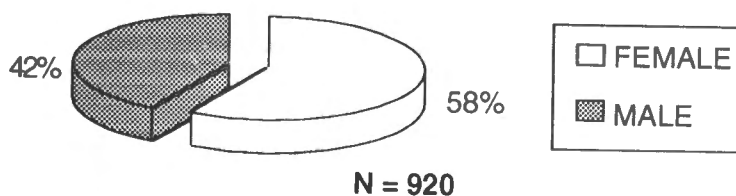
**VDCs: 1-Sikharbeshi; 2-Ghyangphedi;
 3-Gaonkharka & Rautbeshi' 5-Ralukadevi**

Targeted population groups in the command areas were provided with population welfare, contraceptives, health education and health services. In 1995/96 WOREC has started health insurance

scheme in Bhumrasuwa VDC of Udayapur. A health service board consisting of member from women groups, local VDC leader and teachers was formed. This board has authority to make decisions regarding management of the clinic. In 1995/96 altogether 150 households were registered as per health insurance scheme and free health service was provided through static clinic. The static clinic at Rajabas has basic facilities for conducting routine tests of stool, urine, haemoglobin counts, etc. In the next year a local women will be supported for lab technician's training who will then work as lab technician in the clinic. Keeping the need of medical supplies to the targeted population a community based drug store has been established. The drug is owned and handled by the community through a sales girl appointed by the health service board. WOREC has provided NRs 50,000 as a revolving fund for the drug store which at present is within the boundary of WOREC, Rajabas. TAF has supported the endeavour.

WOREC has also supported to establish a community based drug store at Sikharbeshi, Nuwakot. The drug store belongs to the community and is managed by a salesman appointed by the local care-taker board. The care taker board consists of members from women groups, local leaders and teachers. STD/AIDS prevention program Hedelberg University / HMG has provided NRs 50,000 to the drug store as a revolving fund. Save the Children (US) has supported to strengthen (equipment) the clinic at Shikherbeshi. The clinic at Sikherbshi has capability to conduct routine tests for urine, stool and haemoglobin counts. In 1995/96 the clinic also provided counselling on FP and STD/AIDS to 920 members of the community of which 58.15% were female (chart - 10)

Chart - 10
PERCENTAGE OF FEMALE AND MALE MEMBERS OF THE COMMUNITY
PROVIDED WITH COUNSELING ON FP AND STD/AIDS (1995-96)
(VDCs: Sikharbeshi, Ghyangphedi, Rautbeshi, Gaonkharka, Raluka)



6. COMMUNITY MEDIATION PROJECT

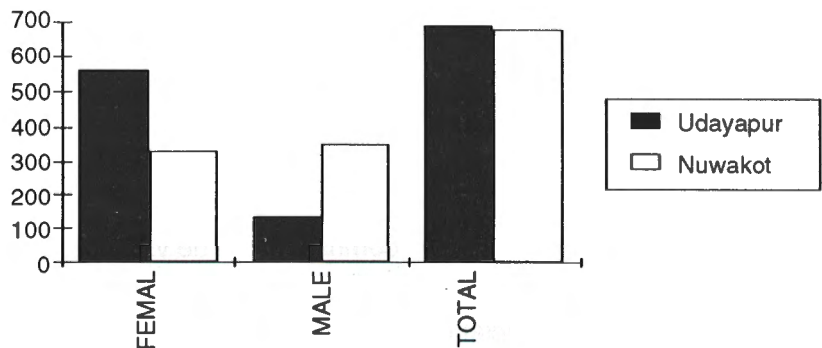
The community mediation project was started since September 1995 in the financial assistance of The Asia Foundation, Nepal. This project was implemented both in Nuwakot and Udayapur districts covering altogether 8 VDCs.

The main objective of this project was to provide legal literacy as well as mediation support to the villagers, members of women's organizations and local VDC leaders. Moreover, the project assures timely solution of small cases and arbitration between village people thereby enhancing not to go to the court. This saved both money as well as time of the conflicting individuals/groups. To facilitate legal literacy activities and mediation activities in grass roots level WOREC has published such educational materials as Guide Book for community Mediators, Pictorial book for targeted population groups and Newsletter on mediation for wider population groups. These materials were widely circulated and used by other NGOs and INGOs also.

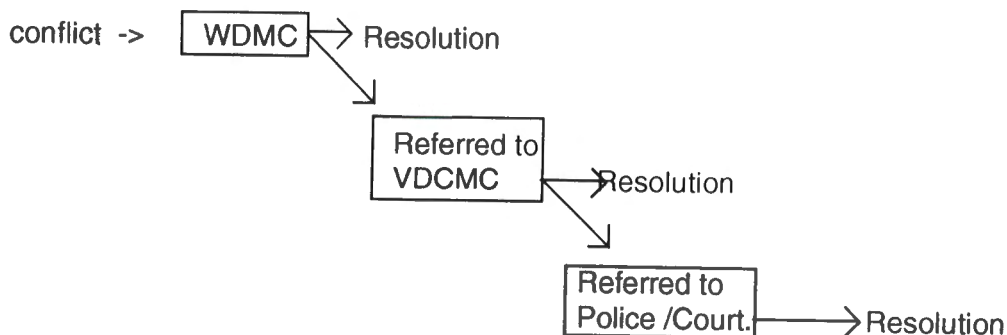
The number of the female and male members of the community benefitted by legal education was as presented in the chart - 11. The number of the female members was nearly equal to the number of male members benefitted by this activity in Nuwakot while it was four times higher than the number of male participants in Udayapur. Besides legal education classes WOREC had conducted mass orientation activities on legal aspects.

Chart - 11
NUMBER OF FEMALE AND MALE BENEFICIARIES
OF LEGAL EDUCATION CLASSES (1995-96)

NUMBER



In order to facilitate the mediation activities core mediation committees (CMC) were formed in both districts. The core mediation committees consisted of the following members : VDC leaders - 11, VDC secretary -1, Women leaders - 9, local teachers-1, intellectuals -4. Besides the core mediation committees a special VDC level mediation committees (VDCMC) consisting of 5 members and ward level mediation committee (WDMC) of 3 members were also formed. The ward level mediation committee (WDMC) consisted of ward chair person -1, women leader-1, and social worker / teacher-1. The process of conflict resolution employed by WOREC under this project was as follows:



Under this project various conflicts were resolved in the local level. Altogether 145 and 206 cases of conflicts were registered in Nuwakot and Udayapur, respectively. Out of these cases 37 and 120 cases involved female members of the community in Nuwakot and Udayapur districts (table 4). The total number of cases resolved in the community level through mediation was 307 (119 in Nuwakot and 188 in Udayapur) i.e. 87.5%. Nearly 12.% of the cases registered in WDMC was referred to police or the court (table 4).

This project was found to be one of the most popular and useful activities in rural communities. The VDC leaders, women groups and local people have demanded to continue this project. However, due to financial constraints this project could not be continued.

Table#4. Number of cases registered and resolved through community mediation (1995 - 96)

District	VDC	# cases (Total)	#cases involving female	Resolved cases	Referred cases
Nuwakot	Ralukadevi	37	10	31	6
	Shikharbeshi	44	12	35	9
	Ghyangphedi	26	7	23	3
	Rautbeshi	38	8	30	8
TOTAL		145	37	119	26
Udayapur	Bhumrasuwa	61	42	56	5
	Rauta	47	21	44	3
	Saune	62	38	56	6
	Khanbu	36	19	32	4
Total		206	120	188	18

Lessons learnt :

In the course of this project the following lessons were learnt.

- ☞ *Nearly 88% of the local conflicts were resolved in ward level mediation committee. It indicated that this committee needs to be continued and strengthened.*
- ☞ *Participation of police and teacher in the meeting of mediation committee was found to be effective in resolving the conflicts.*
- ☞ *Involvement of legal advisor in the mediation activity made it more effective in the community.*
- ☞ *A number of cases required special mediation from the WOREC itself. It indicated that the people have faith on WOREC .*
- ☞ *A number of cases which were beyond the mandate of mediation committee were also registered asking mediation effort. Such cases, however were referred to police or court*

7. WOMEN'S TRAINING INSTITUTE



Complex of Women's training institute of WOREC at Rajabas, Udayapur.
Parts of training building (right) and Dormitory (left)

In order to improve the health delivery system, to increase awareness on women's health and sexually transmitted diseases and HIV/ AIDS and empower the rural women and strengthen women groups and other NGOs the Women's Rehabilitation Centre has been conducting various training courses at the Women's Training Institute (WTI), Rajabas, Udayapur. This institute was established in the financial assistance of TAF, Nepal in 1994.

WTI has its own training complex with modern physical facilities and a dormitory with a capacity of 50 beds. The training complex and dormitory were constructed by WOREC utilizing its own resources.

The major training courses offered by WTI in 1995/96 were as follows.

1. BASIC TRAINING ON FAMILY PLANNING & COMMUNITY BASED DELIVERY SYSTEM

Targeted group: FP workers and supervisors involved in community based service delivery projects.

2. TRADITIONAL BIRTH ATTENDEES TRAINING

Targeted group: Traditional birth attendees (TBAs) working in different parts of the country.

3. COMMUNITY BASED DISTRIBUTION SYSTEM AND FAMILY PLANNING COUNSELLING

Targeted group: FP Field workers , supervisors and community health volunteers (CHV)

4 FAMILY PLANNING AND STD CASE MANAGEMENT

Targeted group: Paramedical personnel working under different GOs, NGOs and INGOs.

5. COMMUNITY BASED AIDS PREVENTION

Targeted group:Community leaders and Field workers .

6. COMMUNITY BASED COUNSELLING ON HIV/AIDS

Targeted group: AIDS educators/ counsellors.

7. LEADERSHIP DEVELOPMENT AND MANAGEMENT

Targeted group: Leaders of women groups, NGOs/CBOs

8. NON-FORMAL EDUCATION FACILITATORS TRAINING

Targeted group: Facilitators selected for NFE activity.

9. CLINICAL TRAINING FOR PARAMEDICALS

Targeted group:Paramedical personnel working or intended to work in community based FP clinics.

10. COMMUNITY HEALTH WORKERS TRAINING

Targeted group :Community health workers(CHWs)

11. WOMEN'S HEALTH FROM GENDER PERSPECTIVE

Targeted groups :Women health workers, paramedicals, Trainers, CHWs

Summary of various training courses conducted at WTI/WOREC during 1995-96 is presented in table 5. These trainings were conducted for field based staff of various NGOs like NCDC, BASE, SCAD, WDA, WWESC and WOREC as well as leaders of local Women Groups . The total number of trainings conducted during 1995-96 was 48 and the total number of participants benefitted by these trainings was 937.

Table 5. Training conducted by WTI in 1995 - 96

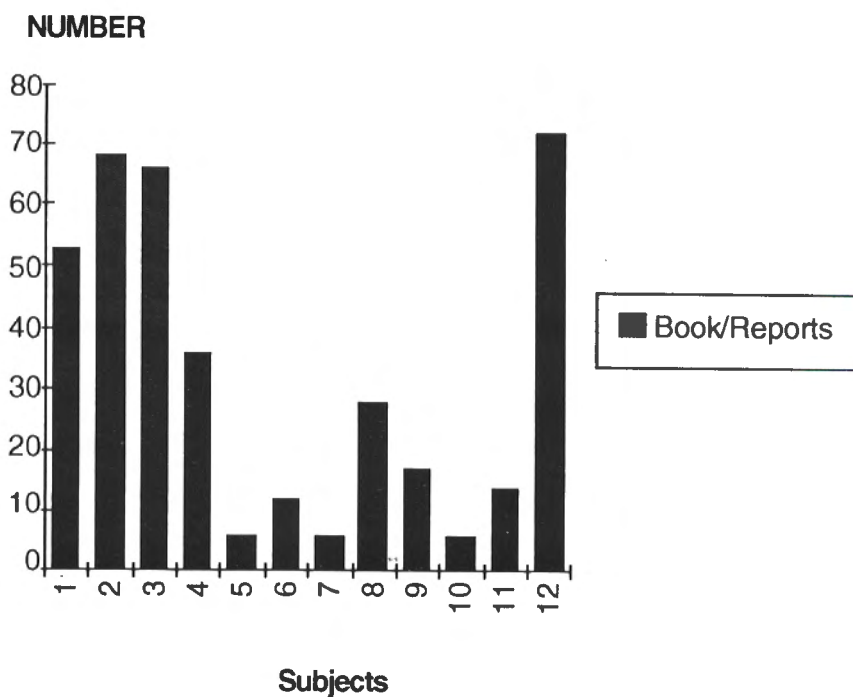
Course Title	Number of participants	Participating NGOs
Leadership development (WGs)	60	WOREC
Animation (WGS/Facilitators)	45	WOREC
NFE(TOT)	65	WOREC
Gender & Development	54	WOREC
Community Mediation	22	WOREC, SCAD
FP/CBD	432	NECD, DASE, WDA, CWS, WWESC
COFP	115	WOREC, BASE, CWS, NCDC,
STDs/AIDS	59	WOREC, WWESC, HSA, NCDC
Kitchen Garden Organic Farming	85	WOREC

8. DOCUMENTATION AND PUBLICATION

Collection and dissemination of information among the staff and targeted population groups play an important role in the development of an organization. It is very essential that each organization should have its own resource centre. WOREC has established a documentation centre Kathmandu which has been strengthened for collecting, maintaining, increasing and disseminating information on various fields of the centre's interest and work. At present the documentation centre of WOREC has books and reference materials in various subjects as shown in chart -12. Most of its

collection are on STDs/AIDS, law, health and nutrition and WID/GAD/trafficking. It has a collection of various reports of national and international organizations and conferences.

Chart - 12
NUMBER OF BOOKS AND REFERENCE MATERIALS
AT DOCUMENTATION CENTRE OF WOREC, 1996



1-STDs/AIDS; 2-Law; 3-Health/Nutrition; 4-WID/GAD/Trafficking
5-Politics; 6-Agriculture; 7-Management; 8-Animation/NFE;
9-Population/Children; 10-Computer Science; 11-Miscell; 12-Re-
ports

In future, WOREC would establish and strengthen documantation centres in other districts, where it has been lauching various programs.

Publications :

WOREC has published books, posters, flipcharts, leaflets and journals on various subjects. The major publications of WOREC are as follows:

1 Girl Trafficking :

- a. " Girl Trafficking : Problem & solution " -Flip Chart
- b. Cheliko Byatha - Quarterly Magazine
- c. "Girl Trafficking :The Hiddden Grief in Himalayas" - Book
- d. Girl Trafficking : Legal Aspects - Book

2. STD/AIDS :

- a. AIDS Education - Book
- b. Pademic AIDS : An introduction - Book
- c. Pictorial Book -1 (AIDS)
- d. Pictorial Book -2 (STDs)
- e. STD : Diagnosis & prevention - Flip Chart
- f. HIV / AIDS : Trainer 's Manual -Book

3. Health & Nutrition :

- a. Family Planning & Nutrition – Book
- b. Good Nutrition Good Health – Book

4. Community Mediation:

- a. Manual for community mediator - Book
- b. Chetana (Pictorial Book)

5. Non -formal Education :

- a. Diyo Part -1 - Book
- b. Diyo part -2 - Book

Poster ,wall chart and other regular publications are not included in this list . WOREC publishes Newsletters and Annual Report which are distributed free of cost.

9. CAPACITY BUILDING OF LOCAL WOMEN'S ORGANIZATIONS

WOREC believes that any community development program may not be successful and sustainable without peoples participation. Peoples participation in the other hand needs special focus and programs on strengthening local community based organizations, particularly women's organizations. Governed by this concept WOREC has launched special program to facilitate local rural women in its command areas to form their organizations and strengthen them. WOREC has facilitated formation of local women groups at Nuwakot and Udayapur and mobilized these women's organizations to implement various community based programs in their native villages. At present there are 94 & 39 women groups (WGs) in Udayapur and Nuwakot, respectively . WOREC has been providing training to these WGs on leadership development, animation, sustainable agriculture and rural development (in cooperation with CIRDES, Nepal a sister organization of WOREC), STD/AIDS, community mediation and women's right etc.

The leading women groups in Udayapur and Nuwakot are listed below . These women groups have been involved in implementing such community programs as mediation, saving and credit scheme, advocacy against trafficking, STD/AIDS education, mobile health camps, social awareness against liquor consumption etc. Before being involved into such programs the members of women groups undergo training on leadership development and empowerment as well as non-formal education.

UDAYAPUR :

BHUMRASHUA VDC :

- 1 Chaukidevi WG Bhumrashuwa -5 , chaukibari
 President : Mrs Menaka Niraula
 No of members : 33

2. Baidhetar WG Bhumrasuwa - 9, Hokse
 President : Mrs. Kali Maya Thapa Magar
 No of members : 15

3. Gunte WG Bhumrasuwa - 9, Gunte
President : Mrs. Indira Dahal
No of members : 11
4. Kakani WG Bhumrasuwa - 9, Kalikhola
President : Mrs. Kumari Raut
No of members : 9
5. Himat WG Bhumrasuwa, Cuhade - 8
President : Mrs. Bimala Danuwar
No of members : 11
6. Sarashwati WG Bhumrasuwa, Saraswati - 8
President : Mrs. Mana Maya Tamang
No of members : 11
7. Sakriya WG Bhumrasuwa - 4, Ratmate
President : Mrs. Chandra Kumari Khadka
No of members : 10
8. Ganga Devi WG Bhumrasuwa - 3
President : Mrs. Ratnimaya Danuwar
No of members : 11

DEURI VDC :

1. Pragati WG Deuri -1, Mohanpur
President : Mrs. Budmati Devi Chaudhari
No of members : 11

JOGIDAHHA VDC :

1. Ram Janaki WG Jogidaha - 4
President : Mrs. Ramabi Chaudhari
No of members : 11
2. Jan Jagriti Kopila WG Jogidaha - 4
President : Mrs. Kalim Devi Chaudhari
No of members : 25

RAUTA VDC :

1. Dewane WVG Rauta - 9, Dewane
President : Mrs. Padmawati Balampaki Magar
No of members : 10
2. Rajabas WG Rauta - 9, Rajabas
President : Mrs. Ganga Maya Khadka
No of members : 11
3. Kopche WG Rauta Kopche - 8,
President : Mrs. Ran Maya Loyo Magar
No of members : 18
4. Pabu WG Rauta - 1, Pabu
President : Tille Maya Wngeli Magar
No of members : 17

CHILAUNE VDC :

1. Mahila Jagaran Utthan WG Chilaune -5, Bangri
President : Mrs. Indu Kumari Rai
No of members : 16

NUWAKOT

SIKHARBESHI VDC :

1. Himal WG, Sikharbeshi -1, Simtang
President : Mrs. Kanchhi Tamang
No of members : 15
2. Silame WG, Sikharbeshi -3, Silame
President : Chandrika Budhathoki
No of members : 12
3. Nava Jyoti WG, Sikharbeshi -6, Paharamuni
President : Mrs. Suvadra Thapa
No of members : 14

4. Bansbote WG, Sikharbeshi -7, Bansbote
President : Mrs. Tok Sani Tamang
No of members : 11

RALUKA DEVI VDC :

1. Bhirkatheri WG, Raluka Devi - 2, Bhirkatheri
President : Mrs. Bina Maya Tamang
No of members : 15
2. Chhaphthok WG, Raluka Devi -6, Chhaphthok
President : Mrs. Gauri Devi Rimal
No of members : 13
3. Majhgaon WG, Raluka Devi -4, Majhgaon
President : Mrs. Punam Maya Shrestha
No of members : 15

GHYANGPHEDI VDC :

1. Negi WG, Ghyangphedi -3, Negi
President : Mrs. Serphole Tamang
No of members : 16
2. Bolung WG, Ghyangphedi -7, Bolung
President : Mrs. Maili Moktan
No of members : 14

RAUTBESHI VDC :

1. Karejung WG, Rautbeshi -9, Karejung
President : Mrs. Marbindo Tamang
No of members : 15
2. Karejung WG, Rautbeshi -9, Karejung
President : Mrs. Kanchhi Maya Tamang
No of members : 16

III. PROGRAMS OF WOREC AND FUNDING AGENCIES**Fiscal Year : 1995 / 96**

PROGRAM	FUNDING AGENCIES
1. Women's Rehabilitation Program	Caritas, Germany / WOREC
2. STD/AIDS Education Program for School girls	Caritas, Switzerland
3. STD/AIDS Education to the youth working in Carpet Factories	Caritas, Switzerland
4. Community Based STD/AIDS Prevention Program	AmFAR, USA
5. Literacy Program in Carpet industries	Misereor, Germany
6. Small Income generation program	WOREC
7. Non-formal education program	SC(US), AmFAR & WOREC
8. Leadership Training to local Women	Caritas / WOREC
9. Women's Training Institute	TAF/Nepal
10. Community Mediation Project	TAF/Nepal
11. Sanitation Program	CARITAS
12. Comprehensive Health Clinic	TAF / Nepal
13. Planning grant on Women Health	Ford Foundation

IV. THE ANNUAL EXPENDITURE OF WOREC FOR**F.Y. 1995/96**

PROGRAM AND ACTIVITIES	EXPENDITURE NRs.
I. Management and support :	460,263.00
II. Development & Service Programs:	
1. Women's Rehabilitation Program Trafficking	433,964.00
2. AIDS Education Program for School girls and youth working in Carpet industries,	30,065.00
3. Community Based STD/AIDS Prevention program	921,200.00
4. Literacy Program in Carpet industries	23,500.00
5. Small income generation program	80,660.00
6. Community Mediation Project	12,59,331.00
7. Women's Training Institute	696,111.00
8. Leadership Training to WGs	318,373.00
9. Sanitation Program	105,519.00
10. Comprehensive health Clinic	63,150.00
11. Planning grant on Women's Health	243,412.00
11. Non - Formal Education, Nuwakot	88,127.00
TOTAL NRs.	47,23,675 .00

V.THE COLLECTIVE OF WOREC

CENTRAL OFFICE,KATHMANDU:

<i>Dr.Renu Rajbhandari</i>	<i>Executive Director</i>
<i>Dr.Binayak Rajbhandari</i>	<i>Advisor (Planning / Research / Publication)</i>
<i>Mrs.Shashi Raut</i>	<i>Legal Advisor</i>
<i>Mr.Nava Raj Raut</i>	<i>Coordinator (STD/AIDS Program)</i>
<i>Mrs.Sarita Kafle</i>	<i>Coordinator(Women's Program)</i>
<i>Mr.Navin Raut</i>	<i>Management/Account Officer</i>
<i>Mrs.Minu Pokharel</i>	<i>Trainer(Knitting)</i>
<i>Mrs.Bina Pokharel</i>	<i>Computer Assistant / Office Secretary</i>
<i>Ms. Seema Acharya</i>	<i>Animator / Counsellor (trafficking)</i>
<i>Ms.Bindu Gurung</i>	<i>Animator(NFE)</i>
<i>Ms.Binu Danuwar</i>	<i>Assistant</i>

STAFF IN THE FIELD BASED PROJECT OFFICES:

NUWAKOT:

<i>Mr. Babu Ram Gautam</i>	<i>District Coordinator</i>
<i>Mr. Bala Ram Dawadi</i>	<i>Legal Advisor</i>
<i>Ms. Sabina Shrestha</i>	<i>ANM</i>
<i>Ms. Devi Chaulagain</i>	<i>ANM</i>
<i>Ms. Tara Sharma</i>	<i>ANM</i>
<i>Mr. Ain B. Shrestha</i>	<i>JTA (SARD)</i>
<i>Ms. Sapana Tamang</i>	<i>Trainer(Bamboo Crafting)</i>
<i>Mr.Prem B.Tamang</i>	<i>Management Asst.</i>
<i>Ms.Durga Sitaula</i>	<i>Communicator(Mediation)</i>
<i>Ms.Chhayamendo Tamang</i>	<i>Entrepreneur(Bamboo) KTM</i>
<i>Ms.Maili Tamang</i>	<i>Entrepreneur(Bamboo) KTM</i>
<i>Ms.Risang Tamang</i>	<i>Communicator(Mediation)</i>
<i>Ms.Manmaya Tamang</i>	<i>Entrepreneur (Bamboo) KTM</i>
<i>Ms.Saraswati Tamang</i>	<i>Entrepreneur (Bamboo) KTM</i>
<i>Mr.Shiva Ram Thapa</i>	<i>Supervisor (NFE)</i>
<i>Ms.Nirmala Dahal</i>	<i>Facilitator (NFE)</i>
<i>Mr.Ram Sing Tamang</i>	<i>Facilitator (NFE)</i>
<i>Mr.Basudev Acharya</i>	<i>Facilitator (NFE)</i>
<i>Mr.Junil Thing</i>	<i>Facilitator (NFE)</i>

<i>Mr. Shyam Bahadur Tamang</i>	<i>Facilitator (NFE)</i>
<i>Mr. Buddhi Bahadur Tamang</i>	<i>Facilitator (NFE)</i>
<i>Ms. Maya Tamang</i>	<i>Facilitator (NFE)</i>
<i>Mr. Kedar P. Acharya</i>	<i>Facilitator (NFE)</i>
<i>Mr. Bal Bahadur Tamang</i>	<i>Facilitator (NFE)</i>
<i>Mr. Sun Bahadur Tamang</i>	<i>Facilitator (NFE)</i>
<i>Ms. Hira Shrestha</i>	<i>VDC Coordinator (Mediation)</i>
<i>Ms. Dolma Sherpa</i>	<i>VDC Coordinator (Mediation)</i>
<i>Ms. Makuri Tamang</i>	<i>VDC Coordinator (Mediation)</i>
<i>Mr. Kedar Prasad Acharya</i>	<i>VDC Coordinator (Mediation)</i>
<i>Mr. Sitaram Kuikel</i>	<i>Facilitator (Mediation)</i>
<i>Ms. Chandra Bina Shrestha</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Bhim Bdr. B.K</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Namche Tamang</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Rajan Budhathoki</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Bharat Kamar</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Ganesh Pandit</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Sircha Lama Tamang</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Kumar Pandit</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Tul Bdr. Tamang</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Kamal Gharti</i>	<i>Facilitator (Mediation)</i>
<i>Mr. Shyam Bdr. Tamang</i>	<i>Facilitator (Mediation)</i>
<i>Ms. Safala Kunwar</i>	<i>Office Assistant (Mediation)</i>
<i>Mr. Ganesh Thapa</i>	<i>Field Assistant</i>

UDAYAPUR:

<i>Ms. Dayamani Gautam</i>	<i>Dist. Coordinator</i>
<i>Mr. Khusiram Dhauniya</i>	<i>Project Officer (IGP)</i>
<i>Ms. Bhuvan Dongol</i>	<i>Incharge (WTI)/BSc Nurse</i>
<i>Ms. Sunita Chhatkuli</i>	<i>Training Officer</i>
<i>Ms. Sanju Neupane</i>	<i>Training Officer</i>
<i>Ms. Benju Shrestha</i>	<i>Training Officer</i>
<i>Ms. Ghana Devi Bhandari</i>	<i>Warden</i>
<i>Ms. Seema Maskey</i>	<i>ANM</i>
<i>Ms. Shanta Pathak</i>	<i>ANM</i>
<i>Ms. Aaradhana K.C.</i>	<i>H.A.</i>
<i>Ms. Bimala Thapa</i>	<i>C.M.A.</i>
<i>Ms. Jeeven Rai</i>	<i>Program Manager (Mediation)</i>

<i>Ms. Sarada Danuwar</i>	<i>Project Manager(FP/NFE/WGs)</i>
<i>Ms. Ganesh Thapa</i>	<i>VDC Coordinator (Mediation)</i>
<i>Ms. Neeta Dahal</i>	<i>Office Secretary</i>
<i>Ms. Gandaki Rai</i>	<i>Accountant</i>
<i>Ms. Puspallata Rai</i>	<i>Field Supervisor(NFE/WGs)</i>
<i>Ms. Rambhu Acharya</i>	<i>Supervisor (Sanitation Program)</i>
<i>Ms. Aruna Chaudhari</i>	<i>Animator</i>
<i>Ms. Tara Danuwar</i>	<i>Field worker (FP/MCH)</i>
<i>Ms. Tara Karki</i>	<i>Field worker (FP/MCH)</i>
<i>Ms. Ganga Rana</i>	<i>Field worker</i>
<i>Ms. Meena Adhikari</i>	<i>Field worker</i>
<i>Ms. Rammati Danuwar</i>	<i>Assistant Cook</i>
<i>Ms. Januka Danuwar</i>	<i>Helper</i>
<i>Ms. Muna Danuwar</i>	<i>Helper</i>
<i>Mr. Amrit B. Danuwar</i>	<i>Guard (Rajabas Office)</i>
<i>Ms. Hunde Maya Danuwar</i>	<i>Peon (Rajabas Office)</i>
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Writers : Binayak Rajbhandari, Renu Rajbhandari, Nava Raj Raut

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This manual is compiled based on the knowledge and experience gained in the course of last five years in providing HIV / AIDS education and information to the rural communities and school students. This manual is full of information, notes and directives for the trainer. This book is available in Nepali and English.