

**Media Advocacy Group (MAG)  
Annual Report  
FY 078/079  
(2021/2022)**



**Address**

**Media Advocacy Group (MAG)  
Kathmandu**

**Tel no – + 977-01-4229440**

**Fax - +977-01-4229440**

**Email: [maggroup08@gmail.com](mailto:maggroup08@gmail.com)**

**Website: [www.mag.org.np](http://www.mag.org.np)**

## Table of Contents

### Contents

<b>Organization Background:</b> .....	5
<b>Legal Status:</b> .....	5
<b>Vision:</b> .....	6
<b>Mission:</b> .....	6
<b>Goal:</b> .....	6
<b>Objective of the Organization:</b> .....	6
<b>Organizational Structure:</b> .....	6
<b>Networking and Partners</b> .....	7
<b>International/UN Partner Organizations:</b> .....	7
<b>Government Alliances:</b> .....	8
<b>3. Program Details</b> .....	9
<b>A. United Nations Population Funds (UNFPA) Supported Program</b> .....	9
<b>Activity 1: Workshop for Journalists on Responsible Reporting on Gender Based Violence in Province 1.....</b>	10
<b>Activity 2: Workshop for Journalists on Responsible Reporting on Gender Based Violence in Sudurpaschim Province .....</b>	10
<b>B. UNESCO Supported Program</b> .....	13
<b>Activity 1: A Dialogue on Women’s Role in Disaster Risk Reduction and Management .....</b>	13
<b>Activity 2: A Two- Days Training Program on Women’s Role in Disaster Risk Reduction and Preparedness for the Community Level Women of Koshi and Tirahut Rural Municipalities.....</b>	14
<b>Activity: 3 Dissemination of Information through IEC Materials .....</b>	16
<b>C. United Nations Development Program- Parliament Support Project (UNDP/PSP) Supported Program</b> .....	16
<b>Activity 1 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Gandaki Province .....</b>	17
<b>Activity 2 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Madhesh Pradesh .....</b>	17
<b>Activity 3 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Province 1 .....</b>	17
<b>Activity 4 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Lumbini Province .....</b>	18

<b>Activity 5 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Bagmati Province .....</b>	<b>18</b>
<b>Activity 6 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Karnali Province .....</b>	<b>18</b>
<b>Activity 7 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Sudurpaschim Province.....</b>	<b>18</b>
<b>D. Article 19 Supported Program.....</b>	<b>20</b>
<b>E. TEWA Supported Program.....</b>	<b>22</b>
<b>Program 1: Media Monitoring on Coverage of Women Politicians in the Media .....</b>	<b>22</b>
<b>Program 2: Effective Communication Skill Workshop for Potential Women Candidate in Upcoming Local Elections .....</b>	<b>23</b>
<b>F. FES Supported Program.....</b>	<b>27</b>
<b>Activity 1: Orientation on Gender Equality for Journalists” .....</b>	<b>27</b>
<b>SESSION 1: GENDER AND FEMINISM.....</b>	<b>27</b>
<b>SESSION 2: GENDER RESPONSIVE.....</b>	<b>28</b>
<b>SESSION 3: INTERACTION/SHARING BY PARTICIPANTS.....</b>	<b>29</b>
<b>Recommendations .....</b>	<b>29</b>

## **Abbreviations:**

MAG: Media Advocacy Group

CSOs: Civil Society Organizations

NGOs: Non-Governmental Organizations

INGOs: International Non- governmental Organizations

GESI: Gender and Social Inclusion

RTI: Right to Information

UNSCR: United Nations Security Council Resolution

ToT: Training of Trainers

FES: Friedrich Ebert Stiftung

SAWF: South Asian Women's Fund

UNDP: United Nation Development Program

PSP: Parliament Support Program

FHI 360: Family Health International 360

SMJT Nepal: Samjhauta Nepal

CS: MAP: Civil Society: Mutual Accountability Project

MPCC: Multipurpose Community Center

NFN: NGO Federation Nepal

FNJ: Federation of Nepalese Journalists

PSA: Public Service Announcement

USAID: United States Agency for International Development

EU: European Union

FCA: Finn Church Aid

NNDSWO: Nepal National Dalit Social Welfare Organization

GESI: Gender Equality and Social Inclusion

DRRM: Disaster Risk Reduction and Management

WFDM: Women Friendly Disaster Management

PWDs: People with Disability/ Disabilities

### **Organization Background:**

MAG is a Not-for-Profit Organization established in 2008 by a group of experts in the domain of media, advocacy and management. It has been particularly established to help support the endeavors to maintain democracy and freedom to exercise the rights of all the people. It has been extensively working for the rights of the women and the people from the socially excluded groups. Besides, it has been reviewing the existing laws and policies through the gender equality and social inclusion (GESI) perspectives and makes lobby to the concerned policymakers for the policy change. In addition, it also works to improve the confidence of the CSOs and Media towards each other and also works for the promotion of Safer Migration and Right to Information. After the Massive Earthquake of April 2015 in Nepal, it has been working in the Disaster and Post-Disaster period as a member of WFDM, a loose network of Women led Non-profit organizations that lobby for the incorporation of GEEW agenda in the DRR and Disaster Preparedness Effort of Nepal.

The target groups of MAG are the Parliamentarians and the policy makers related to women; information and communication, media persons, grass root communities with focus to marginalized group such as women, and socially excluded groups.

To meet its mission and vision, MAG organizes policy dialogue and interactions with the Honorable Parliamentarians, Policymakers, CSO leaders and media persons; review the existing laws and policies through gender equality and social inclusion (GESI) perspectives for the policy gap and recommend for the policy change. It organizes workshops, seminars, capacity enhancement training ,orientations and for the capacity building of journalist and target audience on contemporary issues such as Gender Equality and Social Inclusion; Gender based violence, Adolescent issues, Civic education, right to information, safer migration, UN security council resolution 1325, 1820 etc. Above than this, MAG has been organizing media campaigns on above issues for broader dissemination and awareness creation from grass root level to policy makers.

Most importantly, MAG was involved as core consulting member for finalization of Five years strategic plan of National Information Commission, which is related to implementation of right to information. MAG also conducts research and study wherever relevant and publishes the findings for dissemination. The organization promotes publications on various issues related to women and gives priority to women's articles through newsletters, feature publications, books, etc. It has a strong network of journalists in all the strategic locations of the country.

### **Legal Status:**

Status of NGO	National NGO
Legal Status	Registered as Non-profit social welfare organization According to Nepalese act 1977.
District Administration Office (Kathmandu district) Registered No.	997 (2008 A.D)
Social Welfare Council Registered No.	25010
Permanent Account Number (PAN):	303094184

Organization's financial auditing system	MAG carries out its financial audit annually through registered auditor and report submits to Tax office and District Administrative Office.
Contact	P.O.Box: 897, Thapathali Height-Kathmandu  Tel:+977-01-4229440 Fax:+977-01-4229440 Email: <a href="mailto:maggroup08@gmail.com">maggroup08@gmail.com</a>
Website:	<a href="http://www.mag.org.np">www.mag.org.np</a>

**Vision:**

A well-informed and empowered society where every individual can take equal benefit of democracy and can feel proud to be a citizen

**Mission:**

Advocate on prominent issues related to Gender, Media, Women, Migration, Democracy, Peace & security through Right to Information (RTI)

**Goal:**

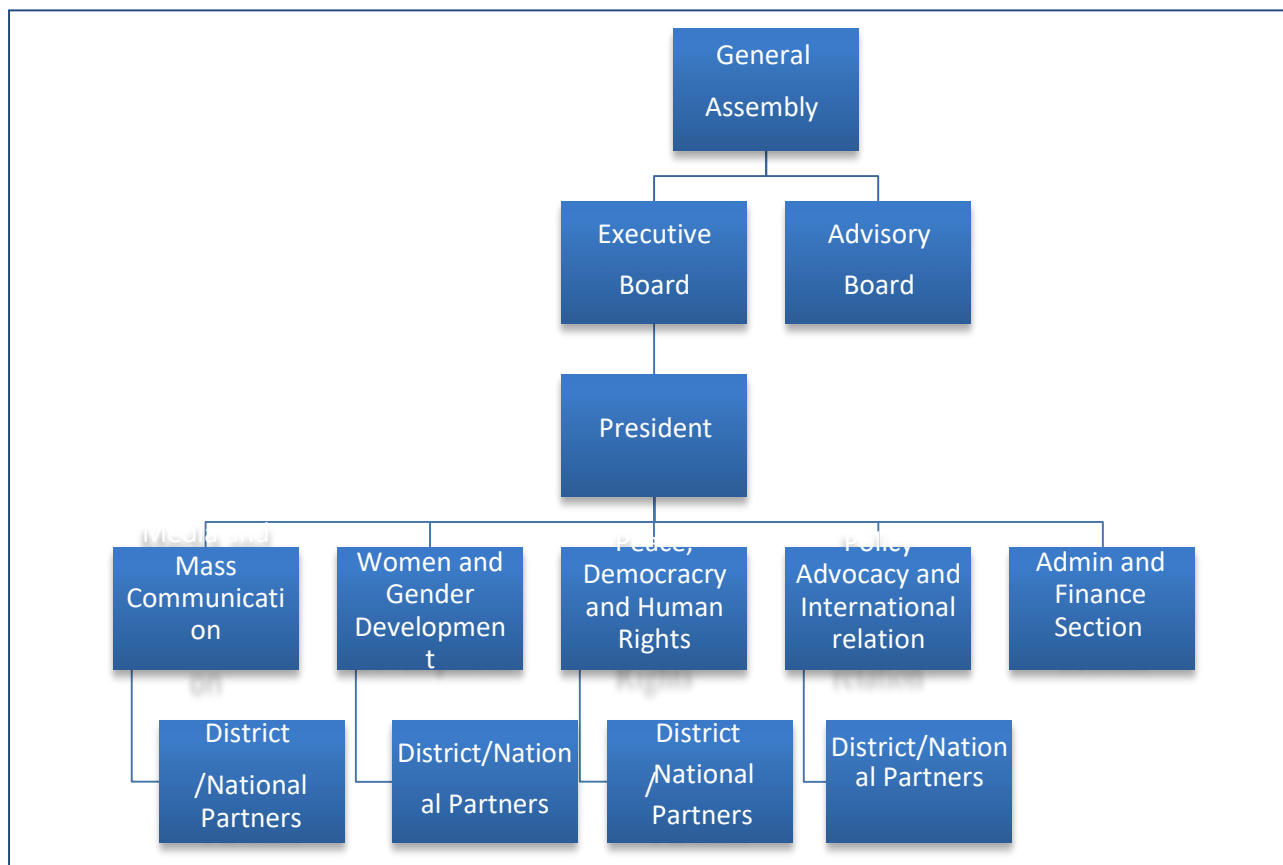
Create well informed, peaceful and gender equal society

**Objective of the Organization:**

- To advocate issues related to Gender, Media and Access to Information
- To advocate on issues of women and marginalize group through the media.
- To advocate on right to information (RTI) and international instruments in relation to women issues such as Beijing Platform for Action (BPFA), CEDAW, UNSCR 1325 & 1820 for strengthening democracy.
- To advocate and lobby for effective implementation of national laws policies and action plans related to women
- To advocate for safe migration
- To bridge the gap between media and civil society
- Provide management services to development program implementation

**Organizational Structure:**

The organization consists of a seven-member Executive Committee comprising professionals from media and development sector. MAG is led by woman having expertise in media, mass communication, gender development and right to information. The organization has also a three member Advisory Committee to provide necessary guidance to achieve organization's Vision, Mission, and Goal and longer term strategic plan.



## Networking and Partners

MAG has good relationship with various national and regional/international networks working in the area of women and gender equality, information and media.

### Networking

- Federation of Nepalese Journalists (FNJ)
- Online Journalists Association Nepal (OJAN)
- Global Network of Women Peace Builders (GNWP)
- Global Alliance on Media and Gender (GAMAG)
- Working Committee of the Shadow Report Preparation of CEDAW in Nepal
- National Network for Beijing Review in Nepal
- National Network on Gender and Climate Change
- National Network Against Domestic Violence
- National Network for Safe Migration(NNSM)
- 1325/1820 Action Group
- SancharikaSamuha

### International/UN Partner Organizations:

- UN Women
- UNESCO
- UNDP/ (PSP)

- USAID FHI360
- EU
- Friedrich Ebert Stiftung (FES)
- Geneva Global
- South Asian Women's Fund (SAWF)

**Centre for International Studies (CECI)**

- HELVITAS Swiss Intercooperation Nepal
- NDI (National Democratic Institute)
- WWF Nepal

**Government Alliances:**

- Ministry of Women, Children and Social Welfare
- Ministry of Peace and Reconstruction
- Ministry of Labor and Foreign Employment
- Ministry of Information and Communication
- Information Department
- Social Welfare Council
- Controller Office of Certification
- National Women Commission
- National Information Commission
- District Coordination Committ



### 3. Program Details

---

#### A. **United Nations Population Funds (UNFPA) Supported Program**

**Project Title: Workshop for Journalists on Responsible Reporting on Gender Based Violence in Province 1 and Sudurpashchim Province**

**Project duration: 1<sup>st</sup> December 2021-15<sup>th</sup> January 2022**

**Supporting Partners: Solidarity Center and International Labour Organization (ILO)**

The Government of Nepal has made progress in enhancing legislative framework by having constitutional, legal, policy and institutional structures in the country to address discrimination and violence and promote gender equality. It has introduced several legislations such as the Sexual Harassment at Workplace (Elimination) Act 2015, which was adopted with a view to creating safer working spaces for both women and men. There are also other laws such as the Electronic Transaction Act, Muluki (General) Criminal Code, 2017, Domestic Violence Act, 2008 that are relevant to gender- based violence and harassment. Press Council Nepal and the Federation had their joint Code of Conduct in 1998. Journalists Code of Conduct is operational after its first amendment in 2019. However, due to limited understanding of the laws by relevant stakeholders as well as general public and limited capacity of the key stakeholders to implement the laws, the issues of violence and harassment largely remain unaddressed in reality.

MAG, in collaboration with the International Labor Organization (ILO), the United Nations Population Fund (UNFPA), and the Solidarity Center, envisioned this workshop as a space for broader provincial consultations on COC and to familiarize journalists with the existing handbook and knowledge products on responsible reporting on GBV in Province No. 1 and Sudurpashchim Province. The orientation served a dual purpose of providing an opportunity for journalists to consult on the COC while also orienting them with the guidebook and principles surrounding responsible reporting on GBV problems. Furthermore, the workshop's material has the potential to be repeated in other Nepalese province.

#### **Objectives:**

Two workshops in Province no. 1 and Sudurpashchim Province were organized to meet the objectives listed below:

- To raise awareness of journalists on national and international provisions on violence and harassment including ILO Convention no. 190 (C190)
- To promote “Responsible Reporting on GBV,” by orienting the journalists on the UNFPA Guidelines on Reporting on GBV during Humanitarian Settings as well as the Media

Guidelines for Reporting on GBV in Humanitarian Contexts, developed by the Global Protection Cluster.

- To garner the feedback from the participants on the draft media code of conduct for the prevention and elimination of violence and harassment at the workplace, in accordance with ILO Convention No.190 (C 190).

### **Activity 1: Workshop for Journalists on Responsible Reporting on Gender Based Violence in Province 1**

- **Date:** 6<sup>th</sup> December 2021, Monday
- **Time:** 9:00 A.M to 1:00 P.M
- **Medium:** Virtually, via Zoom App
- **Total number of participants:** 25
- **Honourable guests:**
  - Ms. Torun Dramdal, Norwegian Ambassador to Nepal
  - Beulah Muchira, Gender Team Leader, UNFPA

### **Activity 2: Workshop for Journalists on Responsible Reporting on Gender Based Violence in Sudurpaschim Province**

- **Date:** 8<sup>th</sup> December 2021, Wednesday
- **Time:** 9:00 A.M to 1:00 P.M
- **Medium:** Virtually, via Zoom App
- **Total number of participants:** 25
- **Honourable Guests:**
  - Mr. Richard Howard, Director, ILO NCO
  - Beulah Muchira, Gender Team Leader, UNFPA

### **Resource persons and topics of discussion:**

- **Ms. Babita Basnet, Senior Journalist**
  - Conceptual Clarity on GBV and existing media practices towards it
- **Ms. Maiya Twayanabasu “Matina” Journalist, BBC Nepal**
  - Ethical Reporting based on : Reporting on Gender- Based Violence in Humanitarian Settings: A Journalist’s Handbook – UNFPA
- **Dr. Mahendra Bista, Former President FnJ, Chief Executive, Image Channel**
  - Response Mechanism to Violence and Harassment: Code of Conduct in Journalism Sector

## **Results Achieved**

### **Expected Outcome:**

- Voices of a diverse group of journalists is incorporated in the media code of conduct for preventing workplace harassment and violence currently under development - in accordance with ILO Convention 190 (C 190).
- Enhanced understanding of participating journalists on the guidelines for sensitive and responsible reporting on GBV and dissemination of GBV issues.

### **Achieved Outcome:**

- The participants were briefly oriented on the national and international provisions on violence and harassment including ILO Convention no. 190 (C190)
- The participating journalists gained a better understanding of the criteria for covering and disseminating GBV topics in a sensitive and responsible manner.
- Challenges faced by reporters and journalists while reporting on GBV issues were identified and admissible recommendations were collected to mitigate them.
- The participants got the opportunity to reflect on their roles and activities to date and had a better vision to move forward with better reporting skills.
- The journalists got the opportunity to share their experiences, both professional and personal experiences, as well as to connect with one another in a constructive way.
- A wide collection of opinions, ideas and voices of a diverse group of journalists was collected to be incorporated in the media code of conduct for eliminating workplace harassment and violence

## **Challenges and Mitigation Measures**

The following are the major challenges faced and mitigation measures adopted to resolve them:

The programs were planned to mark the 16 days of Activism, hence the time window for planning, coordinating and organizing the workshops was tight. However, the challenge was alleviated by the MAG team's effective coordination abilities and regular follow-ups with participating journalists and resource persons.

In addition, the virtual workshop's four-hour long duration (9:00 A.M to 1:00 P.M) was much lengthier to ensure participants' complete participation. Despite of this, there was full and active participation from participants. It was diverse and well representative group from different media sectors. There were few who faced technological challenges, however, the team was able to troubleshoot

## **Lessons Learned**

The key lesson learned from the program was the importance of maintaining public relation and rapport building as a strategy to ensure participation and effective discussion on specific agendas.

Furthermore, in a program as such that required diverse group of journalists belonging to various media field, coordination played a key role. The selection of participants is a crucial step in ensuring the program's viability. Active coordination at every step of the project can result in the success of such programs and discussion. Also, having FNJ presidents and involving members of press council also helped in getting participants from provinces.

Moreover, the subject of GBV and its responsible reporting is an extremely significant subject and hold the capacity to generate a lot of discussion and sharing. Similarly, gathering feedback from the participants on the draft media code of conduct for the prevention and elimination of violence and harassment at the workplace, as mandated by ILO Convention No.190 (C 190) required time. Therefore, devoting more time to discussion sessions served the purpose of the project.

In addition, the design of the program allowed participants to share their stories and experiences which helped them personalise and contextualise the issue of violence and harassment. This helped them to realise that the issue of violence and harassment needs to be prioritised and need to be adopted by each media houses. The Resource Persons were able to bring in their expertise of being in Media and foregrounding the content with their own experiences. This helped the participants to open up. The rich experience of the Resource Persons helped in getting more credibility from the Provinces as leaders of FNJ had participated in these workshops.

## **Conclusion and Recommendations:**

The workshop's outcomes imply that the curriculum can assist journalists connect and share their experiences while covering any GBV or harmful norms-related concerns. They were also able to communicate reporting ideas and potential news themes, as well as write editorial pieces and news reports. Similarly, the workshop helped in collecting inputs for the directive on preventing and eliminating violence and harassment in the media being prepared by the Drafting Committee after series of consultations.

The two workshops served as a gathering point for major recommendations, which are outlined below:

- Every media house should have a system in place to deal with harassment complaints. A need is felt that a directive is needed to guide media representative to prevent and eliminate violence and harassment. Hence, efforts should be undertaken in this direction.
- There exists a need to establish a mechanism with the participation of related stakeholders and experts as per the essence of C190. Extensive discussion covering all seven provinces stands necessary.

- Reporting on GBV issues can often be particularly sensitive and upsetting for journalists. Psychosocial counselling has been acknowledged as a critical component in ensuring the mental health of journalists. As a result, programs integrating psychosocial counselling for reporters should be organized.
- There is a need for a more extensive discussion of responsible reporting on social media platforms such as YouTube, Facebook and TikTok as they are emerging as platforms that enable GBV violence.
- The program should be replicated in other provinces as well to allow for further provincial consultation on the COC and to advocate for responsible reporting of GBV.

## **B. UNESCO Supported Program**

**Project Title: Women’s Role in Disaster Risk Reduction and Management- “CapED Strengthening literacy and lifelong learning opportunities in Nepal” (467GLO1011.4.2)**

**Project Period- August 1, 2021 – September 15, 2021**

Government, other concerned agencies and related stakeholders have not been sufficiently engaging in capacity building, orientations and awareness raising activities in the issues related to DRRM and Preparedness. Similarly, despite the gendered dimensions of disasters and humanitarian crisis, women remain largely an afterthought and their capacities unleveraged in conventional disaster risk reduction, humanitarian action and resilience building processes. It is evident that there are gaps with regard to the leadership of women and excluded groups in DRR and preparedness and response efforts. Integration of GESI is aimed at mitigating the unequal and differential impacts of disaster and humanitarian crisis. Efforts are therefore needed to dissemination of information and to strengthening women particularly the community level women by providing them skills, knowledge and necessary information and create spaces where their voices and interests can inform planning and implementation of post disaster reconstruction and development.

### **Objective of the program:**

WFDM with the support of UNESO has implemented the assignment “Women’s Role in Disaster Risk Reduction and Management”. Following are the core objectives of the initiative:

1. To provide special training to community level women to strengthen their capacity and capability in disaster risk reduction and preparedness.
2. To conduct awareness raising programs to enhance knowledge of the people on DRRM related laws and policies.

### **Activity 1: A Dialogue on Women’s Role in Disaster Risk Reduction and Management**

Women Friendly Disaster Management Core Group (WFDM) with support from United Nations Educational, Scientific and Cultural Organizations (UNESCO) organized a virtual discussion on

the role of women in preventing, reducing, managing and responding disasters being at a front line on August 24, 2021. The event was aired live through the face book page of WFDM core group.

Senior Journalist Ms. Babita Basnet, Media Advocacy Group (MAG) facilitated the virtual discussion program and Dr. Balam Timilsena, Head of Education, UNESCO delivered welcome remark. During the speech, Dr. Timilsena informed that UNESCO advocates for gender equality and integrating gender equality and social inclusion (GESI) in every aspect while also working for disaster preparedness and highlighted on significance in women's role during disaster. He further stated that UNESCO has collaborated with WFDM to reaffirm the role of women in disaster risk reduction and management.

Different topics including Community of Practice on Women's Role in DRRM and Legal Framework on DRRM were discussed. Ms. Kala Swarnakar, President of Feminist Dalit Organization (FEDO) and Advocate Sabin Shrestha, Executive Director of Forum for Women, Law and Development (FWLD) facilitated the discussion respectively. Ms. Anita Niraula, joint Secretary, Ministry of Home Affairs/National Disaster Risk Reduction and Management Authority then facilitated the session dedicated to the Policy and Program on DRRM and Women's Role in DRRM. Mobilizing community volunteers, women's group, youth groups in rescue and response. The event was ended with the concluding remark by Ms. Chandani Joshi, Chair of WFDM.

The event was aired live through the face book page of WFDM core group. And it is so far viewed by Two Lakhs Eighty Thousands and Sixty-Seven (280067) viewers while the event owed Fifty-Eight (58) shares. More than hundred people appreciated and praised the program in the comment box while the dignitaries like Honorable Commissioner of Election Commission and Honorable Member of Parliament commended and applauded the event (Please see Annex 1 for detailed event report)

## **Activity 2: A Two- Days Training Program on Women's Role in Disaster Risk Reduction and Preparedness for the Community Level Women of Koshi and Tirahut Rural Municipalities**

Women Friendly Disaster Management Core Group (WFDM) with support from United Nations Educational, Scientific and Cultural Organizations (UNESCO) organized a "2-Days Training Program on Women's Role in Disaster Risk Reduction and Preparedness for the Community Level Women of Koshi Rural Municipality of Sunsari district and Tirahut Rural Municipality of Saptari district from September 13, 2021 to September 14, 2021 through online platform. The training was intended to provide necessary knowledge, skill and information to the community level women in order to enhance their capacity in disaster risk reduction, preparedness and management. The training ultimately expected to strengthen the women's role in disaster risk reduction and management.

Total 25 community level women including the representatives from the local level government, teachers, social workers, health workers, entrepreneurs, students and house makers were

participated in the training. The training was inaugurated in the presence WFDM members and representatives of UNESCO. Ms. Chandani Joshi, Chair of WFDM delivered an opening speech and welcomed participants and Ms. Prativa Shrestha, representative from UNESCO highlighted in the objectives of the training.

Different topics relating to disaster risk reduction, preparedness and management and women's role in DRRM including Common Understanding on GESI and DRRM terminology; Preparedness of Disaster: Personal, Family and Community Level; Impact of disaster on different women, men, girl, boys, LGBTQI, people with disability, people of socially excluded group and poor in DRRM Cycle; Response and Coordination: Concerned and Related Government and Non-government agencies, Existing Policies and institutional Framework on DRRM and Government's Policies and Programs on Preparedness with Special Focus on Community Women were covered by the training. Joint Secretary at the Ministry of Home Affairs and National Disaster Risk Reduction and Management Authority (NDRRMA) Ms. Anita Niraula, Senior Journalist Ms. Babita Basnet from MAG, Advocate Binu Lama from FWLD, Ms. Devu Parajurli from Disability Human Rights Promotion Society, Ms. Sristi Joshi Malla from Sabah Nepal and Ms. Manisha Subedi from Jagaran Nepal were the resource persons in the training. The training was concluded with way forward and closing speech by Ms. Chandani Joshi, Chair, and WFDM.

#### KEY ACHIEVEMENTS OF THE TRAINING

- 25 community level women of Koshi and Tirahut rural municipalities were provided with the necessary knowledge, skills and information on DRRM and Role of Women in DRRM.
- The participants were encouraged to be change makers and agents of their community apart from the running homes.
- The participants expressed their happiness and gratitude to the organizers for conducting such important training for the time which is very contextual and practical for them as they have been facing different challenges due to frequent disasters in their locations.
- The participants expressed their commitments to implement the knowledge and skills learned from the training in their life and to share the information and knowledge to other community people.

#### CHALLENGES AND LEARNINGS OF THE TRAINING

The training was conducted smoothly however there were a few challenges and learnings;

- Conducting virtual trainings for community level women particularly in the groups of women who are less educated and have less access to internet is a big challenge. It requires more time and efforts for them to access the training link.
- The virtual training modality is more challenging to make the participants involved fully in training and discussions.
- The practical sessions should be made available to allow participants to observe and learn.

## FEEDBACK

On the last day of the training the participants were given an opportunity to provide feedback for the training, trainers, and various aspects of the trainings. The participants shared that they are satisfied with the training and the trainers however, they suggested the training shall be conducted physically for more effective and better impact.

### **Activity: 3 Dissemination of Information through IEC Materials**

As it is often neglected the issue of women's role in disaster risk reduction and management it is felt necessary to aware people including the decision makers on women's role in disaster risk reduction and management WFDM developed and disseminated a poster demanding to Ensure Meaningful Participation of Women in Disaster Risk Reduction and Management Mechanism at the Federal, Provincial and Local Level. The poster was developed in English and Nepali languages. The poster was launched through the official Facebook page of WFDM Core Group on August 30, 2021 and it was promoted hugely with the intention to reach out the larger population. Total Seventy-Two Thousand Five Hundred and Seventy-Two (72572) people were reached out and 5.9K people liked the poster.

## KEY SUPPORTS AND COORDINATION

WFDM in support of UNESCO implemented the project activities. In order to smooth implementation of the project activities WFDM is hugely supported by all of its member organizations. Similarly, Ms. Anita Niraula, Joint Secretary, Ministry of Home Affairs/National Disaster Risk Reduction and Management (NDRRM) provided her generous support by accepting to be a resource person in the Dialogue Program as well as the Training. The focal persons of WFDM member organizations in the Koshi and Tiruhat Rural Municipalities supported to coordinate with the Community Level Women for completion of training program.

## CHALLENGES AND LESSONS LEARNT

There were no major challenges during the implementation of the assignment, all the set activities successfully conducted in accordance with the plan. It was possible due to support and involvement of all the member organizations of WFDM. Use of social platform is super helpful to reach out larger population however physical training will be more effective for community level people.

### **C. United Nations Development Program- Parliament Support Project (UNDP/PSP) Supported Program**

**Project Title: Consultancy for delivering GESI training to all 7 provincial assemblies secretariat's staffs**

**Project duration: 5<sup>th</sup> August- 30<sup>th</sup> September 2022**



UNDP's Parliament Support Project (PSP), 2018-2022 Nepal provides technical assistance to the Federal Parliament (FP) and seven Provincial Assemblies (PAs), as well as their Secretariats, for the effective and institutionalization of parliamentary functions. In the same vein, PSP identified the need for sensitizing Secretariat Staffs on GESI issues in its need assessment of the Secretariat's staff in early 2022. It was also clear that GESI-specific initiation was not prioritized in their plans and programs.

Understanding GESI has been identified as one of the first critical steps in GESI mainstreaming, with the goal of improving understanding of the various needs, concerns, and issues of men and women, people with disabilities, gender and sexual minorities, and other excluded groups, as well as power dynamics and relationships between them. Because the Provincial Assembly has not yet undertaken any GESI capacity building initiatives, it is critical to train Secretariat Staff from all seven provinces on GESI in order to raise gender awareness. The goal of this training is to make a significant contribution to the development of a gender-sensitive PA Secretariat and to promote gender equality through their policies and programs.

### **Objectives of the assignment**

The overall objective of the program is:

- To increase awareness level of PA Secretariat Staff on GESI

The specific objectives are as follows:

- To raise their knowledge and skills on mainstreaming GESI within their organization
- To create gender sensitive working environment at PA

### **Activity 1 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Gandaki Province**

- **Date:** September 2, 2022
- **Location:** Pokhara
- **Venue:** The Kantipur

### **Activity 2 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Madhesh Pradesh**

- **Date:** 13<sup>th</sup> September, 2022
- **Location:** Janakpur
- **Venue:** PA Secretariat office, Janakpur

### **Activity 3 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Province 1**

- **Date:** 18<sup>th</sup> September

- **Location:** Biratnagar
- **Venue:** Hotel Eastern Star, Biratnagar

**Activity 4 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Lumbini Province**

- **Date:** 20<sup>th</sup> September
- **Location:** Butwal
- **Venue:** Asian Party Venue, Butwal

**Activity 5 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Bagmati Province**

- **Date:** 25<sup>th</sup> September, 2022
- **Location:** Hetauda
- **Venue:** PA Secretariat office, Bagmati Pradesh

**Activity 6 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Karnali Province**

- **Date:** 27<sup>th</sup> September, 2022
- **Location:** Surkhet
- **Venue:** Hotel De Namaste, Surkhet

**Activity 7 One day Gender Equality and Social Inclusion training to Provincial Secretariat staffs of Sudurpaschim Province**

- **Date:** 29<sup>th</sup> September, 2022
- **Location:** Dhangadhi
- **Venue:** Hotel Sunlight, Dhangadhi

**Data Disaggregation for narratives (List the participation for each activity narrated above)**

Activity Title	Gender			Total =M + F +O	Segregation of the participation based on Caste and Ethnicity				
	M	F	OTHERS		Brahmin/Chhetri	Janajati	Dalit	Madhesh	Muslim
Activity 1	13	7	0	20	18	2	0	0	0
Activity 2	22	4	0	26	6	1	0	19	0
Activity 3	16	7	0	23	19	3	0	1	0
Activity 4	10	10	0	20	16	3	1	0	0

Activity 5	16	10	0	26	21	3	0	2	0
Activity 6	18	11	0	29	24	2	3	0	0
Activity 7	12	15	1	28	18	6	3	1	0

### **Expected Outcome**

- Enhanced understanding of GESI among PA Secretariat Staffs
- Improved PA Secretariat staffs knowledge on violence and harassment at workplace

### **Achieved Outcome**

- The PA secretariat staffs had greater insight on GESI and its importance
- The participants gained perspective on importance of representation of all gender, minorities and socially neglected population in all governmental programs.
- Concrete recommendations were gathered in order to make the PA Secretariat office GESI friendly, the majority of which are within the capacity of the PA Secretariat office itself.
- Enhanced knowledge of PA Secretariat staffs on violence and harassment at workplace.

### **CHALLENGES AND MITIGATION MEASURES**

The programs was framed for a period of one month. The time window for planning, coordinating and organizing the workshops was tight and physically travelling to all 7 provinces was challenging. However, the challenge was alleviated by the MAG team’s effective coordination abilities and regular follow-ups with PA secretaries and through continued support of UNDP/PSP team.

It was challenging to ensure participant’s involvement for a lengthier period of time. Effective time management was beneficial.

Moreover, as the program was in the month of September, right before Dashain, blocking the time of secretariat staffs for a whole day was challenging. It was difficult to fix the date for the workshop before Dashain. This challenge was alleviated with effective rapport building with the Secretary of all province by MAG.

### **LESSONS LEARNED**

The program's main takeaway was to devote more time to discussion sessions, as employees in the PA secretariat office had serious concerns about gender issues. The group sessions yielded very fruitful and need-based recommendations in order to make the office GESI friendly.

Furthermore, organizing the program outside of the PA secretariat office is more effective because the officers are constantly distracted by official duties if it is organized within their office premises. They can concentrate better if the program is set up outside of their work area.

The presence of secretary in the program is found to be more effective as the employees can directly put forward their issues and concerns. Also, involving a member of LGBTIQ community as a resource person to share their side of the story and hearing about importance of GESI from their perspective can make the participants more empathetic towards the community.

### **Way forward**

The outcomes of this workshop indicate that programs are critical for a fundamental understanding of GESI and its purpose. It is recommended that the implementing organization monitor and follow up on the project for evaluation and sustainability, particularly on the progress of the GESI focal point and the Child Care Center. Also, keep an eye on the progress of the breastfeeding room and changing room in the office. It is suggested that similar programs be organized in the future. When planning an upcoming program, at least two days of curriculum should be planned to allow for adequate time for in-depth discussion.

#### **D. Article 19 Supported Program**

**Project Title: Internet Freedom Initiative (IFI)**

**Project Duration: 2021-2023**

#### **Introduction**

Media Advocacy Group (MAG) is a non-governmental organization (NGO) founded in 2008 by a group of media, advocacy, and management experts. MAG is based in Kathmandu, Nepal, and supports efforts to promote and protect democracy and freedom.

Nepal Working Group (Nepal WG) is a group of experts assembled by the Media Advocacy Group with the support of A19 to enhance internet freedom in Nepal through the Internet Freedom Initiative – IFI.

MAG is serving as the Secretariat of the Nepal WG. It provides regular support and coordination when necessary and undertakes internal and external communications on behalf of the Nepal WG.

#### **Context**

Nepal Working group is assembled with an aim to oversee the digital freedom situation in Nepal. It works to increase CSOs coordination and ability by launching high impact advocacy campaigns aimed at shaping laws and policies to promote internet freedom in Nepal. Overall, the WG targets for promoting internet freedom in Nepal by taking collective actions and exchanging knowledge. In the same context, the group of Nepal plans to generate the National Action Plan (NAP) to be effective for 2022. It has identified the action areas integral for internet freedom in Nepal.

## Overall Objective of Nepal Working Group

The overall objectives of Nepal Working Group are to:

- develop and implement a strategy and a national action plan for advocating with different stakeholders and engaging them, in prioritized issue
- Organize discussion and coordination between Working Group (WG) members, authorities and other relevant stakeholders

## Action Areas

S.N	Action Plan	Tentative Time Frame
1.	Regular meet-ups with the group members Brainstorming, Priority area identification	Regular activity throughout the year
2.	Key stakeholders identification Reach out to different stakeholders (Policy makers, court, civil society, media, private companies)	Regular activity throughout the year
3.	Review of laws, policies and regulatory instruments	Need based and based on the availability of budget
4.	Analysis of Draft of Cyber Security Policy 2021 released for public consultation and IT bill submitted to the Parliament by the Nepal Government by hiring a consultant	After signing the contract between MAG and A19
5.	Series of consultation workshops for capacity enhancement of: <ul style="list-style-type: none"> <li>• Policy makers and Regulators</li> <li>• Law enforcement agencies</li> <li>• civil society</li> <li>• Media</li> <li>• Private sector</li> <li>• ICT service providers</li> <li>• on Draft of Cyber Security Policy 2021 and IT Bill</li> </ul>	After receiving the report from the consultant
6.	Press release by the Nepal WG on Internet Freedom issues	Regular activity throughout the year-as and when required basis

## **E. TEWA Supported Program**

### **Program 1: Media Monitoring on Coverage of Women Politicians in the Media**

**Duration: July-December 2021**

#### **Objectives of the Project**

- To analyze the trend of news coverage of women politicians in national media
- To compare and analyze the difference in news coverage on male and women politicians among newspapers and online media.
- To use the media monitoring report as an advocacy tool and bring women politicians in mainstream reporting

#### **Methodology**

- Focusing on women and politics, 7 broadsheet dailies published in Nepali and English languages and 3 online media has been monitored.
- The monitoring looked at both women and political issues and the voices of women in politics. The general trend, the place given to women politicians by the media and the overall issues of women and politics was monitored and analyzed.
- During the monitoring, newspaper sections were classified as Front cover, inside cover, Opinion and Editorial. For this, data was extracted by keeping media cutting file of each day.

#### **Analysis:**

- A high volume of news were concerning the National Convention of the political Parties
- Most of the news were concerning the Primeminister Sher Bahadur Deuba
- News on women politicians are concerning the President Vidhya Bhandari
- Maximum news on women politicians 65% are published in the inside cover and only 22% are printed on the Front Cover of the newspaper
- News on Women politicians were mostly written by a positive angle and some were neutral.

#### **List of printed newspapers**

- Kantipur Daily (Nepali)
- Gorkhapatra Daily (Nepali)
- The Rising Nepal (English)
- The Kathmandu Post (English)
- Nagarik Daily (Nepali)
- Nayapatrika (Nepali)
- Annapurna Post (Nepali)

## **Program 2: Effective Communication Skill Workshop for Potential Women Candidate in Upcoming Local Elections**

Program Duration: April 2022

Despite having women in senior positions in the state, such as President, Speaker of Parliaments, Members of Parliaments (MPs), and municipal governments, women politicians are less likely to occupy an influential position in parliament and within their political party. As in the previous election, we will see female candidates running for numerous positions in the next local elections. However, during election campaigns and Committee meetings, the majority of them lack confidence in voicing their ideas and opinions. Furthermore, they lack confidence when interacting with media, particularly social media, due to insufficient media exposure.

MAG's previous experience working with women politicians showed that they lack effective communication and public speaking skills and there is a need of a capacity building workshop to strengthen their message management skills to concretely present their views which is very crucial in influencing other male counterparts.

As a result, MAG with TEWA's support organized this workshop expressly (few days' prior local elections 2022) to assist women leaders, those who are potential candidates in the future elections in utilizing the current media platform to assure awareness among the voting public. Furthermore, the disparity in representation of female candidates vs. their male colleagues prompted the necessity for such skill development training to be conducted as needed. Because women leaders are significantly less visible in the media before local election campaigns begin, an urgent demand and immediate need for programs that empower them was felt.

### **Objectives**

The objectives of the workshop were as follows;

- To bridge the gap between the media and the women leaders and form healthy relationships
- Enhance potential women candidates' public speaking skill in the parliament and within their political parties.
- Capacitate women candidates' to deliver constructive message and views with clarity and precision during the mass gathering.
- Improve women candidates' reasoning ability to become more strategic and critical during media interviews

## Narratives- Short Brief of events

### **Event 1: Effective Communication Skill Workshop for Potential Women Candidate in Upcoming Local Elections**

- **Date: 13<sup>th</sup> April, 2022**
- **Time: 10:30 A.M- 3:00 P.M**
- **Location: Yak Palace, Pulchowk**
- **Total number of participants: 32**
- **Sessions:**
  - **Media relations for effective women Leadership** : Dr. Mahendra Bista  
Former President FnJ, Chief Executive, Image Channel
  - **Importance of Effective communication skills for women leaders:** Ms. Babita Basnet, Senior Journalist
- All sessions were followed by Q/A/ interaction session and practical sessions on public speaking and interview were organized towards the second half of the program

### **Event 2: Effective Communication Skill Workshop for Potential Women Candidate in Upcoming Local Elections**

- **Date: 18<sup>th</sup> April, 2022**
- **Time: : 10:30 A.M- 3:00 P.M**
- **Location: Yak Palace, Pulchowk**
- **Total number of participants: 32**
- **Sessions:**
  - **Importance of Effective communication skills for women leaders:** Ms. Babita Basnet, Senior Journalist (*ppt attached in the email*)
  - **Experience Sharing on Public Speaking** : Ms. Sita Rupakheti, Vice president, MAG
  - **Media relations for effective women Leadership Media relations for effective women Leadership:** Ms. Babita Basnet, Senior Journalist



- All sessions were followed by Q/A/ interaction session and practical sessions on public speaking and interview were organized towards the second half of the program.

## **Results Achieved**

### **Expected Outcome:**

- Established good relationship between media and potential women candidates.
- Improved confidence and capacity of Women leaders' with their enhanced public speaking skills.
- Improved women candidates' skills to deliver constructive message and views with clarity and precision during the mass gathering and media interviews.
- Improved women candidates' critical reasoning and questioning skills.

### **Achieved Outcome:**

- Enhanced women candidates' skills to deliver constructive message and views with clarity and precision during the mass gathering and media interviews
- Previously experienced as well as inexperienced women politicians oriented on the basic interview guidelines that helped them understand the periphery of an interview
- The participants had greater insight on importance of social media in the context of the present day
- List of challenges faced by women politicians in terms of their candidacy and due to lack of communication skills were raised and admissible recommendations made to solve them.
- The women politicians got the opportunity to share their experiences, both professional and personal and get a positive outlook and enhanced self-confidence.

## **Challenges and Mitigation Measures**

The following are the major challenges faced and mitigation measures adopted to resolve them:

The programs were planned to be conducted just before local elections with possible candidates, a time crucial for the participants as they would be occupied with applying for their candidacy and planning for their election campaign. Hence the time frame for planning, coordinating and organizing the workshops in given time frame was challenging. However, the challenge was alleviated by the MAG team's effective coordination skills and regular follow-ups with participating candidates and resource persons.

In addition, constrained time limit obliged the resource persons to make their presentation brief and only discuss the key topics of concern. Nevertheless, the materials were full covered despite time limitation. Effective time management and allocating time for discussion with participants proved to be beneficial.

### **Lessons Learned**

The key lesson learned from the program was the importance of maintaining public relation and building rapport can be a strategy to ensure active participation and effective discussion on specific agendas.

Furthermore, in a program as such which required diverse group of women politicians belonging to various political parties and of various rank, coordination played a key role. The selection of participants is a crucial step to ensure the need of the program. Active coordination at every step of the project can result in the success of such programs and discussion.

### **Conclusion and Recommendations:**

The findings of this workshop indicate that such programs enable female politicians who are potential candidates in upcoming elections to come together and work on their communication skills in public or within their party. The workshop was successful in orienting them on key factors to consider when speaking in public and providing key pointers to remember when appearing for interviews. Theoretical sessions improved their understanding, while practical and interaction sessions improved their public speaking skills.

The two workshops proved to be a platform for collecting key recommendations which are listed below:

- have a joint program including both media and the politicians for a practical session to develop their confidence and enhance their communication skills
- Some parliamentarians even recommended programs that included media participants in the coming future
- As the program proved to be successful in enhancing communication skills of women politicians, similar sessions and follow up by implementing organization is suggested for participants of other wards, municipalities or states.

## **F. FES Supported Program**

Friedrich-Ebert-Stiftung (FES), established in 1995, is working with partners such as trade unions, media, academia, political parties, and NGOs for capacity building on issues of social justice, human rights, rule of law, and inclusion. Furthermore, it holds discussions on current political and economic topics providing opportunities for cross-party dialogues and exchange between representatives of the government and civil society. It also provides civic education program/training to the people. FES Nepal, has been partnering with MAG in providing different training to the women journalists to enhance their capacities.

### **Program Title: Training Manual on Gender Equality for Journalist and Media**

**Duration: July – October 2021**

#### **Rational**

In both a national and international arena, the issue of gender equality and women's empowerment has been discussed repeatedly through and in the media. One of the 12 major areas of concern in the Beijing Declaration of Platform for Action (BPFA) to promote gender equality is women and the media. The BPFA (1995) Section “J” on women and the media also called attention to the centrality of media and ICTs for gender equality. It mainly focusses on promoting gender equality through:

- Increase in Women's participation and access to expression and decision-making in and through the media and new communication technologies.
- Encouraging the media to represent women in a more balanced and non-stereotypical way.

#### **Objectives**

The program's overarching goal is to improve journalists' conceptual clarity on gender equality issues in the media. Other program objectives, in addition to the primary goal, are as follows:

- To increase journalists' understanding of gender equality in the media.
- To develop and publish a Gender Equality training manual for journalists.

#### **Activity 1: Orientation on Gender Equality for Journalists”**

#### **Event 1: Date: 28th September, 2021, Kathmandu**

#### **SESSION 1: GENDER AND FEMINISM**

MS. BABITA BASNET -JOURNALIST

Ms. Basnet started the session by thanking Ms. Pabitra Raut, FES Nepal for the continuous support and all the participants for their valuable presence in the program. She said the interaction program was exemplary in its own manner. She then briefly introduced herself and proceeded towards her presentation.

Ms. Basnet started her presentation by highlighting the overarching goal of the program and briefly discussed on the following topics:

- Sex
- Gender
- Difference between sex and Gender
- Gender Terminology
- Gender beliefs of sexuality
- How much work do women and men do?
- Gender Role
- Gender Needs -Practical Needs, Strategic Needs
- Access and control
- Case Study of Access and Control
- Equity and Equality
- Positive Discrimination
- Masculinity
- Patriarchy
- Feminism
- Types of feminism

## **SESSION 2: GENDER RESPONSIVE**

MS. ANITA BINDU, JOURNALIST

Ms. Anita Bindu thanked Ms. Basnet for her informative session. She thanked all the participants once again and stressed that this orientation program is very sensitive and important. She began her session by addressing the need to not only be informed but equally sensitive. She briefly discussed over the following topics:

- The Role of Media on Women Empowerment
- Social responsibility of Media
- In House Gender Policy
- Appointment and participation
- Participation in Management Role
- Good Governance and complaint Mechanism
- Assurance of hearing
- Gender Mapping and Identification
- Working Environment
- Gender Needs, services and facilities
- Responsibility given to women journalist
- Sexual Harassment at workplace
- Capacity Building
- Security of Journalists
- Gender Responsive and Gender sensitive reporting
- Raised as a serious issue
- From empowerment to justice
- Sensitivity
- Protection of rights
- Depiction of pain
- Follow the perpetrators
- Gender Stereotypes in media

- Seeking for progressive changes

### **SESSION 3: INTERACTION/SHARING BY PARTICIPANTS**

After the session by both resource person, Ms. Basnet opened the floor for participants for interaction. The participants shared their personal and professional stories in the session. Some of the inputs by participants are shared below:

#### **Key Perspectives from the participants:**

- Gender is not related to any one subject. We believe that a gender perspective should be established in every issue. Therefore, the conceptual clarity of gender equality needs to be targeted at all journalists.
- As the media plays the role of a watchdog, it is the responsibility of the media to disseminate information on the country's constitution, international commitments, existing legal provisions and other policy provisions on gender issues as well as other issues.
- There is no in house gender policy so, organizations are not bound for it. Therefore, the organization should formulate a gender policy. Only on the basis of the policy can it be ensured that the organization is gender friendly for the concerned / journalists and media persons.
- In terms of services and facilities, the natural differences between men and women and gender roles should also be taken into consideration. Facilities should be ensured on the basis of equity rather than equality.
- Training is required for reporting and writing quality content on various topics. Newcomers need to be given basic journalism training and others need regular training from time to time.

#### **Recommendations**

- Encourage gender sensitive media literacy among aspiring journalists, preparing newcomers to approach various forms of media material responsibly, and enabling them to develop a critical view of media portrayals of gender and deconstruct sexist norms.
- Raising awareness and enhancing the skills of media professionals and students via regular educational and vocational training programs aimed at acquiring in-depth knowledge of gender equality and its critical role in a democratic society.
- Improve gender equality in the many activity areas of the new media ecosystem, support and promote good practices through the creation of networks and partnerships between diverse media outlets.
- Support internal code of conduct/ethics, self-regulation and internal monitoring in media organizations.
- Develop gender equality standards in media coverage in order to create a consistent organizational policy and working environment targeted at equal access to and representation in media work for men and women, especially in areas where women are underrepresented.

## **Event 2: Date: 27<sup>th</sup> October, 2021, Kathmandu**

### **SESSION 1: GENDER AND FEMINISM**

#### **MS. BABITA BASNET**

Ms. Basnet started the session by thanking Ms. Pabitra Raut, FES Nepal for the continuous support and all the participants for their valuable presence in the program. She said the interaction program was exemplary in its own manner. She then briefly introduced herself and proceeded towards her presentation.

Her presentation began her presentation with an ice-breaking image with an image of a child. She then asked all the participants to guess the gender of the child. To our surprise, majority of the participants could not identify the gender correctly. She might have intended to do so to question our confidence of observation and the perception we tend to have in general when it comes to gender.

Ms. Basnet moved ahead her with her presentation by highlighting the overarching goal of the program and briefly discussed on the following topics:

- Sex
- Gender
- Differences between Sex and Gender
- Gender Terminology
- General beliefs of sexuality
- How much work do women and men do?
- Gender Role
- Gender Needs -Practical Needs, Strategic Needs
- Access and control
- Case Study of Access and Control
- Equity and Equality
- Positive Discrimination
- Masculinity
- Patriarchy
- Feminism
- Types of feminism

### **SESSION 2: Journalism on Women's Issues: Identification and Presentation of Subject Matter**

#### **MR. SHIVA GAUNLE**

Speaking on the Gender Equality issues, Mr.Gaule provided a few instances that allowed the audience to reflect on the depth of the gender equality challenges from the surface, and broaden

the understanding and perspective. Mr. Shiva Gaunle sir thanked Ms. Basnet for the invitation and started his presentation. Mr. Gaule discussed on the following topics and

### **Identification of subject matter**

- Not following the rule of law
- Service flow delay
- Problems in access to justice
- Identification of discrimination and violence

### **Presentation**

- Violation of honor and dignity
- Unequal treatment
- Attempted to hide or hidden subjects
- Abuse of power. Structural arbitrariness
- Voice against violence or discrimination

He highlighted the challenges of gender equality by addressing some real-life incidences and examples he had encountered.

- We asked the women candidates of five Dalit slums in Saptari that their election slogans were while the capital was chanting Rail, WiFi, and Smart City. "Enter the temple, feast, give birth, and send the children to school," they added.
- He said, "When responsible entities avoid accountability, it becomes difficult for victims to obtain justice at the local level." The needless back and forth between the local level and the police means that justice fails from the start for those who are most in need of it.
- The slogan 'to vote for the candidate of one's choice with confidence' is just a false advertisement for the dalits and the poor of Bajhang. They say, without asking the owner we don't even sell our goats, what would happen to us if we voted voluntarily?"
- How did the Maoists spend the Rs. 200 million allotted by the government to construct four model communities in Dang, Rukum, Rolpa, and Salyan to house individuals who had lost their houses or been injured in the civil war? The victims have spoken up about the crimes after a decade and a half.

## **SESSION 3: INTERACTION/SHARING BY PARTICIPANTS**

After the session by both resource person, Ms. Basnet opened the floor for participants for interaction. The participants shared their personal and professional stories in the session. Some of the inputs by participants are shared below:

### **Key Perspectives from the participants:**

- Gender disparity is a nationwide issue, not simply a problem in the media. When women confront injustice, they need to feel more empowered to speak up rather than keep silent.
- Males must be inspired to combat injustice on behalf of women. Only until males are equally engaged in the battle for women's rights will we see real progress.
- Despite the fact that more women are entering the media industry, the workplace atmosphere does not appear to be conducive to their growth and advancement.
- Women are not treated with the same respect as their male counterparts and believe that their efforts are undervalued. They are also harassed and discriminated against both inside and outside their organizations.
- Changes in policies must be accompanied by changes in perceptions. A transition from a rigid patriarchal culture to one that is more open-minded and gender-friendly is required.
- When gender stereotyping leads to a violation or violations of human rights and basic freedoms, it is illegal. For example, not criminalizing marital rape because males believe women are their sexual property; and failing to investigate, prosecute, and punish sexual violence against women because victims of sexual assault were not dressed and behaved "modestly."

## **RECOMMENDATIONS**

- Encourage gender sensitive media literacy among aspiring journalists, preparing newcomers to approach various forms of media material responsibly, and enabling them to develop a critical view of media portrayals of gender and deconstruct sexist norms.
- Although Nepal has taken measures to recognize the rights of sexual and gender minorities (SGM), social stigma and legislative inconsistencies have hampered the fight for dignity, equal rights, and inclusion for those who identify as SGM. LGBTIQ people already endure prejudice and instability in society, particularly from workplaces. As a result, all aspiring journalists, both inside and outside the community, must function sensitively and fairly.
- Raising awareness and enhancing the skills of media professionals and students via regular educational and vocational training programs aimed at acquiring in-depth knowledge of gender equality and its critical role in a democratic society.
- Improve gender equality in the many activity areas of the new media ecosystem, support and promote good practices through the creation of networks and partnerships between diverse media outlets.
- Support internal code of conduct/ethics, self-regulation and internal monitoring in media organizations.
- Develop gender equality standards in media coverage in order to create a consistent organizational policy and working environment targeted at equal access to and



representation in media work for men and women, especially in areas where women are underrepresented.