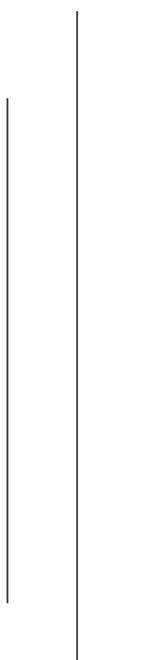


Women's Land Rights and Gender Justice Leadership Training



17th – 18th September 2017



Kalpana Karki

Rojvin Pradhan

INTRODUCTION

BACKGROUND OF WOMEN LAND RIGHTS

Across the developing world, rural women are among the most disadvantaged people. Widespread gender-based discrimination in laws, customs and practices cause severe inequalities in their ability to access and control land and other natural resources, and limit their participation in decision-making in land governance, from the household to local and national institutions. Women's land rights and gender justice in land governance are fundamental pillars in the promotion and protection of women's human rights in rural areas. Not only are they human rights themselves, being closely linked to women's status, legal capacity and inheritance and property rights, their position in family law and marriage, and their participation in public life.

Under the formal law, women in Nepal can access land through inheritance, land purchase, leaseholds, and government land allocations. The 2007 Interim Constitution states that all Nepali citizens are equal under the law and forbids gender-based discrimination. The Interim Constitution states that daughters and sons have equal rights to inherit ancestral property, and the constitutional mandate of equality takes precedence over inconsistent traditions, custom and practices (GON Interim Constitution 2007). In Nepal, only 19.71 percent women have land ownership. Deprivation of land rights is synonymous with poverty and denial of rights. During the program and budget of 2010/11, Government of Nepal made provision to waive registration fees while transferring entitlement to women. As a result, this will increase women's ownership in land.

Women's land rights are particularly crucial, as secure access to land and other natural resources is a basis for sustainable livelihoods and a key factor in assuring food security. It also contributes to the identity, dignity and social inclusion of the poorest and most vulnerable groups, whose property rights are often informal and unprotected by the rule of law. Even where poor women and men enjoy formally recognized tenure rights, other factors may effectively exclude them from formal administrative and legal services by other factors.

Two day workshop was organized by Community Self Reliance Center with the assistance of International Land Coalition (ILC-Asia). The aim of the training was to develop leadership skills in women and men from various districts of the country along with various policies related to land rights. It is hoped that the training program would contribute in raising awareness on women's land rights and increase the participant's expertise to analyze and deal with the issues. The training was a two day program which consisted of various leadership training presentations and exercises, presentations on policies and land reform rights, development of strategies. Participants were from various areas of Nepal and some of them are even leading the land reforms activities, assisting people in their village, raising awareness at the village level.

TRAINING OBJECTIVES

- To develop farmers (women and men) skills to tap into existing opportunities to voice for their rights (leadership/management behavior and practices).
- To increase knowledge on various policies related to land rights.

WORKSHOP PROCESS

LEADERSHIP TRAINING – DAY 1

The leadership training titled “Women’s Land Rights and Gender Justice Leadership Training” took place over a period of 2 days from September 17th to 18th, 2017. All the participants were welcomed by Kalpana Karki, Campaign Manager at Community Self Reliance Center (CSRC). The session started with a song “we shall overcome” and lighting the candles. The session had a purpose as lighting the candle meant understanding the leadership within oneself and spreading the knowledge within the community.

It was then followed by introduction session which was followed by ice breaking session named Champions, where the total numbers of participants were 16 and they were paired into two and they needed to introduce their partners. Even the facilitators and organizers participated in the introductory session to help create an environment for everyone. Participants were from various areas of Nepal and some of them are even leading the land reforms activities, assisting people in their village, raising awareness at the village level. Some of the participants were the active members who even participated during the national movement for women's land rights. After the introductory session, Rojvin Pradhan briefed the participants about the pre-test assessment regarding their level of knowledge on leadership and women’s land rights before the training. Then a program was later followed by presentation on introduction to leadership and role of leaders. The workshop continued with brief introduction on women’s land rights, ownership of daughter on land and discussions were done on the national as well as international policies of land and its ownership.

After the break, there was a video session, "Tough Talk with Shristi K.C" after which the participants discussed on the positive aspect of the video. As the training progressed, there was a session which involved identifying leader within the participant themselves which was termed self-assessment test. This was followed by Ms. Karki giving a briefing on various roles of women on land rights and the importance of dual citizenship. This session included participants to map their achievement, challenges and opportunities using tree method. There was a short break before a presentation by Lyam Darji on “How to lead a team and what the basic features a leader needed”.

LEADERSHIP TRAINING DAY 2

The second day of the program started with the reflection of previous day's activities which was followed by three presentations on "Social movement and leaders" facilitated by Jagat Basnet, "Advocacy and factors important for advocacy as a leader" was facilitated by Jagat Deuja and "Land rights of women – Khas land policy of Bangladesh" facilitated by Subash Kattel. The session also included various exercises where the participants were divided into two groups.

There was break before the presentation on ILC toolkit, where brief introduction were provided on each tools prepared by International Land Coalition – Asia (ILC-Asia). The session was followed by exercises on developing strategy: participants were divided into four groups based on their districts. Participants were tasked to come up with: 1) their experience as a leader 2) strategies needed to develop their community. The exercise allowed participants to access factors that limited their activities and identify issues to face the community which they could tackle as a leader. This was followed by presentation from each group on strategies developed for their future reference. The session was followed by post-test assessment to understand their level of knowledge after the training. The workshop ended with some concluding remarks by Kalpana Karki and vote of thanks by the participants.

BRIEF INTRODUCTION ON EACH SESSION

ICE-BREAKING SESSION

During the introductory session, to make the environment comfortable and introduce each participant's ice breaking session named "Champions" was used. Since participants come from different groups and areas ice-breaking session would help bond quickly so as to work towards common goal. The participants were paired and were given five minutes to discuss and understand each other after which they had to introduce their partners. The goal of this session was to show the rest of the group what a great asset their partner is to the training.

LEADERSHIP SKILLS



Picture: Participants being briefed on Leadership, types of leadership and qualities of a leader

PRESENTATION: OVERVIEW OF LEADERSHIP TYPES AND QUALITIES OF A LEADER

Rojvin Pradhan began by explaining leadership as the art of motivating a group of people to act towards achieving a common goal. She highlighted on three main leadership issues: importance of a leader in the community, types of leader and qualities a leader must possess.

Key Messages:

- A successful leader is the one who has the ability to influence others through communication skills, problem solving attitude and conflict management.
- Types of leadership includes:
 - Autocratic leadership: This style is centered on the boss where these leaders do not entertain suggestions and they make decisions alone for the whole group.
 - Democratic leadership: This style includes the group members while taking decisions, win cooperation from the group and can motivate them effectively.
 - Team leadership: This style involves the members of the group and create a vivid picture of the future, where it is heading and what it will stand for. The most important aspect of this leadership style is the good leadership qualities.
- Qualities a leader needs to possess:
 - Self-respect and respect for others
 - Ability to have effective communication
 - Honesty and character
 - Vision and goal setting
 - Courageous
 - Commitment and dedication

- Feeling of responsibility
- Decision

Discussions:

Questions: The topic vision for future, lets discuss on this?

Answer: If I want to discuss on myself then I would like to move forward with this movement. I was not supported by everyone but if anyone will support me in these then I would wish to move forward with the current land rights movement. One has to become like a "candle" to reach the destination. For example: one should not be stuck as a chairperson of certain area because if we become like that then we cannot be termed as a leader.

LEADERSHIP – SELF ASSESSMENT TEST

Rojvin Pradhan started the self-assessment test by giving briefing on what is self assessment test and why it is needed. The briefing on the game the facilitator focused on the qualities that is needed in a leader. The self-assessment test was divided into four topics each of which consisted of the characteristics of a leader. The topics included: personal characteristics, ability to work with others, managing performance effectively and deliver the vision. After the briefing session, participants were given 30 minutes time to rate themselves based on the list of questionnaires provided to them. The rating started from 1 to 5 where 1 is the "not at all" and 5 is "very often". This assessment helped the participants to their actions required to meet the indicators and identify the opportunities to improve their performance as a leader.

Discussion:

- The participants felt that the exercise was helpful for them to understand their leadership capability and the need of improvement as a leader.
- The excitement during the play showed that the participants were eager to learn about themselves.
- After the training one of the participant requested for a copy of the self-assessment test as he felt that it was important to use it at the district level.

PRESENTATION ON WOMEN'S LAND RIGHT (NATIONAL AND INTERNATIONAL)

Kalpana Karki started the presentation with the introduction of women and cultural and societal differences in society. The challenge women have to face regarding the societal norms, as boys and girls, differences in labor charges. There were discussions on the rights of daughter over the land ownership from the maternal house. The fact that women and men are equal was also discussed with an example: the perception of people to leave seats for women while riding buses shows the fragility of women rather than giving rights. Every ethnicity has different mindset regarding the land ownership that needs to be given to women as well. For example: in Brahmin and Chhetri community they do not try to

understand the importance of joint land ownership but in Tamang community it is hard to make them understand but once they understand they would take action to work on these issues.



"The family which actually respects women have always reached at the top." – Khadka Maya Neupane, a participant from Rasuwa

Picture: participants being briefed on various policies

Key Messages:

- Discussion on various policies regarding the rules and regulations, accountability of local level representatives.
- A data showed that domestic violence decreased by 75 percent when there was joint ownership of land.
- Changes should start from oneself and if a practice needs to be changed then one should work on it. For example: there is no rule that a man should not wash his dishes but it is still practiced in Nepal. These are small factors but are the first step towards change. This new generation may start to acknowledge that even men working at their home is normal.
- When it comes to work it is not that they want to be paid but it is regarding the ownership. The ownership of land and why is it necessary for women. So, as leader logic needs to be provided to change the mindset of people.
- The practice of prohibiting women to take part in normal activities during her menstrual period. This is a taboo that has never given logic to the action. Government has passed a law regarding

"Chaupadi" in Nepal. Actually this is a factor which should not have to come to this situation because this is a factor that everyone needed to acknowledge.

- No constitution or law can stop daughters to get land ownership of their family. The government cannot be blamed anymore but we need to fight for our rights.
- Women as well as men both need to discuss about the issues of women. The acceptance of changes needs to be done both by men which will help bring changes faster in the society.
- International laws regarding women's land ownership is strong even the Beijing conference mentioned it in their paper.
- As a leader, issues about single women need to be addressed as well.

Discussion:

Question: If a guy gets slapped on his face and comes home crying, the family would tell him why he not returned it but if a daughter is slapped then we would ask her to let it go. Why the parents didn't tell her to slap their face as well. How is this correct?

Answer: This is such an important discussion where society shows the difference as a woman. The fact that women are fragile and men are strong has been instilled in us since the beginning. A boy who has just learned to walk is termed stronger than girl who is already 10 years old. This is the fact of our society and even men are carrying the burden of having to become strong. So changes needs to start from within and from ones family which will slowly change the community.

Question: There are traditions in our community and on certain days we cannot leave the house but at one time I went to my maternal house. The same day one of our goat died and my mother-in-law said that since I left the house on forbidden day the goat died. However, I have always found it amusing as to what is the relation of me leaving the house and the goat dying?

Answer: One should not keep quite because we know that this concept does not have any logic. So when someone tells you something you should ask them for an explanation on a logical basis to your action.

PRESENTATION: ADVOCACY AND THE FACTORS IMPORTANT FOR ADVOCACY AS A LEADER



Picture: Presentation by Mr. Jagat Deuja on Advocacy and factors needed to focus during advocacy

Jagat Deuja began by explaining what is advocacy and who the leaders are. The presentation also discussed on the recent policies that are being changed and one of them was the right of children over their parent's property. He highlighted on the will paper and questioned the participants regarding their knowledge on the topic. The facilitator tried to share some key information on land rights which included "Muluki Ain" and the present days laws based on it. He shared the positive and negatives

"Action without vision is only passing time, vision without action is merely day dreaming, but vision with action can change the world."- Nelson Mandela

aspects of various laws and policies being developed in the current situation.

Key Message:

- "Muluki Ain" came in 1910 and it discussed on the key issue of land rights. It provided rights to daughter who is not married till the age of 35 would receive the right to land as much as her brother. But in 2020, it was amended and a clause was added which said daughter who is not married till the age of 35 would receive the right to land but half of what her brother is entitled to. In 2033, there was another amendment, a clause was added which said that the daughter who is not married till the age of 35 is entitled to get the right to land but should return it if she gets married. In 2058, there was another clause added where the daughter does not have to be

35 to get the right to land but has to return it back if she gets married. In 2063, we have constitutions which have a clause that says both son and daughter have equal right on the land and property of the parents. In 2072, same clause of 2063 has been included with shared ownership of land between husband and wife.

- In 2072, there is a provision which adds decrease in gender based violence.
- A new legal agreement is being developed which is being tried to replace with the new law – it says the will paper bill be applicable only after 18 years which says that the parents can give their property to their children as well as others if they wish to.
- Regarding the will paper, numerous discussion has been done. Some are positive about the new bill where as some are against it.
- Against the bill:
 - Son would only benefit from these type of bill because Nepalese society has still not accepted the fact that daughters also have equal right to the property.
 - Some have accused the bill as a conspiracy for not allowing women to have access to their parental property.
 - It is completely opposite to the constitution and is not necessary at the moment.
- For the bill:
 - Young generation will have to work because these days the young generation are relying too much on ancestral property.
 - There will be less disputes between brothers.
 - This would benefit elderly citizens because the one who will assist them will be liable for the property.
- A leaders is someone who understand others feeling and then create a vision and gain trust of others.
- A leader who is determined to reach the goal will become successful.

Discussion:

Question: In which side do agree with – parent property or the will paper?

Answer: One of the participant replied to will paper because she feels that rather than claiming over something it is better to get it by their wish and one cannot go to top if they only look for the property. Another participant also added that with this system there might be decrease in disagreements between brothers.

PRESENTATION – BANGLADESH KHAS LAND AND WOMEN'S LAND RIGHTS



Subash Kattel began the session by explaining the movement of the leaders of Nepal. The challenges, opportunities are some of the fact that needs to be faced by a leader. He shared his experience and knowledge of Bangladesh -Khas land policy. The facilitator shared the similarities and dissimilarities of Nepal land policy as well as Bangladesh – Khas land policy. He gave examples of women who actually fought with the society and became a leader despite the number of difficulties they had to face. One such example was of a woman from America who with perseverance provided justice to people who were getting sick from the polluted water thrown by a large industry.

Participants later took part in an exercise, where the participants were divided into two groups. One group would have to get a picture and the other group would have to listen to the person and draw a picture according to their partner's description. This exercise was done to show the essence of communication. How important it is for a leader to communicate clearly and precisely.

"The most important thing for a leader is determination which would help us move towards our destination." – Ram Shahi, a participant from Lalitpur

Key Messages:

- Challenges occur when there are no proper data available from the government.
- Various factors which causes people to deviate from their path was also seen in the Bangladesh when it was related to land. For example: making the procedures harder for the land less person.

- Conflicts cannot be avoided if the people in power will abuse their power. So similar incident was seen in Bangladesh regarding corruption and we cannot avoid the fact that it might arise here in Nepal as well if the current situation prevails. So, as a leader we should be able to fight back corruption
- As long as the government lacks the resources and the will to tackle these issues, leader must play an important role in trying to minimize the existing gaps.
- A leader must be aware of his/her strengths and limitations in conflict resolutions that might arise during the movement and be willing to learn and change.
- The rights of land provided to women would actually give them sense of ownership. They would be able to learn to be independent.

Discussions:

Question: The woman you talked about, she is from America?

Answer: Yes, she is from America even though her great grandfather was from Russia.

Question: How do we address the issue of current problem with brokers who use the information gathered by the leaders or social mobilizers on land and properties?

Answer: We can create an identity card who has become the member of the group and only who shows the card will be able to work on the issue. This system should be applied even with the government officials so that they become aware about these activities. This would help us track the person who is actually working unethically.

PRESENTATION: SOCIAL MOVEMENT AND LEADER

Jagat Basnet started the session by explaining what is leadership, who is a leader and why it is important to understand the meaning of being a leader. The facilitator started the session with an example of a person who did not participate in the local level elections because he feels that being a political leader,

"When you are hungry you cannot follow the movement and those who are full will not go for the movement". Thus, this revolution is not a joke but is full of challenges.

he would have to work for selfish reason was the main point he did not participate in the elections.



Key Messages:

- The movement always has a power connection, one power is to remove or overcome another power.
- Social movement is always connected in relation to power but politics about gaining power.
- Leader is a thinker, an instructor, a coordinator, an organization. Leader and leadership is not based on a personal level, leader's thinking drives the organization and the movement. A leader who drives the movement without any planning does not last for a long time, those who are selfish when working towards the movement is not a movement.
- Instruction
 - Planning helps to take movement forward, those who moves forward with the movement based on money will not last forever.
 - The movement moves gradually, such as: the movement of Kamaiya first was based on wage demand, second demand was based as paid farmers, the third was freedom and he fourth one is the right to land.
 - Clarification of role: group, organization to facilitate, the campaigner and associate body.
 - The character of the organization determines whether the movement is taking right direction or not.
- Leader's experience and guidance
 - Everyone should be able to participate: trainings should be based on village camps which includes practical action.

- Rather than having small one day program, there should be at least 15 days training.
- Movement should be based on change and for security rather than showing others that you have done something.
- Everyone should work together to find the source (financial, trainings, workshops).

PRESENTATION: ILC TOOLKIT

Kalpna Karki started by explaining the ILC toolkit developed by International Land Coalition – Asia (ILC-Asia). The presentation was based on five tools where objectives and outcomes of each tools were discussed. The presentation was based on rights of women and their access to information. The facilitator informed the participants about the ECS (Economic, Social and Cultural) which would help in developing strategies and policies in the future.

Key Messages:

Tool 1: The right to know the social economic status of women and their rights

Every country presents their data on situation of women in their country to the government but there is a case that it might not be correct data every time. Thus, circumstantial report is an alternative way to get the real situation and status of people. The objective of the tool is to check if the country is following the rules and regulations, polices designed for women.

Tool 2: Promotion of the land rights of the local folk-art, dance, and songwriting

The most important part for any movement to gain the rights of people is through promotion and one of the best medium to make people aware about rights is through dramas, dance, songwriting etc. The main objective to muse such medium to reach mass via the language that everyone can understand even only looking at it.

Tool 3: Ancestral tree and family land rights

The community that works according to traditional law is difficult to solve. In this type of community, the hereditary tree is useful because it clarifies the rights of the person. The objective of the tool is to clarify on the disputes and work for women especially single women and their children. The other objective includes freedom from the wrong testimony.

Tool 4: Gender evaluation criteria

The fact that data are important on gender is because based on these strategies, policies are developed. The tool should inform the policy makers, government, and non-governmental organizations about the flaws of certain policies.

Tool 4: Women's summit to get rights

Most of the countries are patriarchal country and being in such society women have been suppressed. Since most of the time women are deprived from the access of knowledge to their rights they cannot voice for their rights. The objective of this tool is to empower women to speak for their rights.

Discussion

Question: A case was presented by a member from Rasuwa where they have been fighting to get a citizenship card for elderly women. She has been deprived from getting elderly allowances given by government because she does not have a citizenship card. She added that the most ironical part for this is that she is a wife of a political leader in their district. After working on it for a long time, he has finally decided to provide his wife with citizenship card but on the condition that his name should not be mentioned anywhere as it would hamper his reputation.

Answer: The facilitator said that this case comes under Tool 1 which collects cases and data. She said that the representative of Rasuwa should provide these documents to the government.

Question: We are doing a research on joint ownership of land and at one point we went to have discussion with the mayor regarding joint ownership of land and women's right. He said that we should not bring these topics into discussions. He said something else outside but when we had conversation away from the public he said that we should not bring these topics into discussions. What we found from the search is most of the most do not want to share their ancestral property with women.

Answer: When the mayor said such thing did it get out in the media? No, but if we publish it in some newspaper, he has to be in the mayor post for five years and has to be responsible in every action possible.

STRATEGY DEVELOPMENT AND THEIR FUTURE IMPLICATION

Kalpana Karki started the session by explaining on what strategy is and why it needs to be developed. The facilitator divided the participants into four groups based on their districts. They needed to focus on all the information and exercises they received in the two days to complete the task. Each group were given 30 minutes to complete the task after which each group's representative will present on the topic. The activity would help the participants to critically and constructively consider attributes in their respective districts.

Strategy Framework of Each District

District: Rasuwa

S. No	Description of the program	Where	When	Responsible Person	Number of activities
1	District level meeting – includes sharing information on ILC toolkit	District Land Office	After Dashain (First Week)	District team, Social Mobilizer, Khadka Maya	As per the requirement
2	Government officials (Local level election representatives – sensitization regarding land policies)	Development Committee (Utargaya, Kalika, Gosaikunda, Parwaticunda, Naukunda)	Kartik (Third week)	District team, land rights social mobilizers	2 times
3	Joint ownership over land – 50 pairs	District Land Office	Poush (Third week)	District team leaders, District committee leader	1 time
4	Those remaining in 'Guthi' for application – 300 persons	Land registration office	Poush (Second week)	Social Mobilizer, District/village team	2 times
5	Women's land rights – issue (discussion program)	Ward Office, VDC	Mangsir (Third week)	Khadka Maya, Murali, Santa and Putali	6 times
6	Road dramas (covering the issues of guthi, women's land rights)	Kalika VDC	Magh (First week)	District team leaders, Khadka Maya, Murali, Santa and Putali	2 times
7	Meetings to discuss on land less people	Kalika VDC	Asoj (Second week)	Putali Tamang	3 rd of every month
8	Creating a artist group (memebers of Utargaya and kalika)	Utargaya, Kalika VDC	Magh	District team leaders, Khadka Maya, Murali, Santa and Putali	2 times

District: Lalitpur

S. No	Description of the program	Where	When	Responsible Person	Number of activities
1	Training on leadership (topics covered – women's land rights, ILC toolkit)	District office	Asoj 26 th	Tara, Ram, laxmi and Keshav	2
2	Ward level programs (government officials, mayor)	Godabari municipality 13, 15, 2, Mahalaxmi municipality	Asoj – Poush	Tara, Ram, laxmi and Keshav	5
3	Delegation to land registration office (joint ownership over land – 20 pairs)	Land registration office	Kartik	Tara, Ram, laxmi and Keshav	1
4	Orientation to people who have joint ownership	Godabari municipality, Mahalaxmi municipality	Kartik - Poush	Tara, Ram, laxmi and Keshav	3
5	Sustainable strategy development (source identification)	District office	Asoj 28 th	Tara, Ram, laxmi and Keshav	1
6	Showing documentary	Godabari municipality 13, 15, 2, Mahalaxmi municipality	Kartik 15 th – Poush 15 th	Tara, Ram, laxmi and Keshav	3
7	Road dramas (covering the issues women's land rights)	Chapagaun	Poush (Second week)	Tara, Ram, laxmi and Keshav	1

District: Nuwakot

S. No	Description of the program	Where	When	Responsible Person	Number of activities
1	Discussion session on leadership training and ILC toolkit	Bidur	Kartik (last week)	Kalpana, Ramchandra, Binda, District team members	1 time
2	Interactive program on women's land rights	District headquarters	Aswin 24 th	Leaders of VDC (Kalpana, Binda)	1 time
3	Interactive and discussion program on issues of guthi, land less people management at VDC and municipality	Bidur and Belkotgadi municipality and Tarkeshwor VDC	Kartik	Leaders of VDC and municipalities (Ramchandra, Dipak, Kalpana, Binda)	1/1 time

4	Discussion programs with village development committee	VDC	Mangsir 1 st week to 3 rd week	Leaders of VDC and municipalities (Ramchandra, Dipak, Kalpana, Binda)	4 times
5	Discussion programs (issues: land rights at VDC and municipality level, joint ownership of land)	Belkot municipality ward no 9 and 5, Tarkeshwor ward no 5	Ashwin 30 th	VDC team, Social mobilizers	1/1 times
6	Strategic planning for continuous source of income to manage the office at district	Every district	After Dashain	Ramchanda Gajurel, Dipak Bhatta	1 time
7	Joint ownership of land (100 pairs)	Belkot ward no 9 and 5, Suryagadi ward no 5	Kartik 1 st week	VDC team	1 time
8	Creating a artist group	Belkot	Mangsir	Ramchandra, Dipak, Kalpana, Binda	1/1/ time
9	Deusi Bhailo Program	Everywhere possible	Tihar 2074	Ramchandra, Dipak, Kalpana, Binda	1 time

District: Sindupalchowk

S. No	Description of the program	Where	When	Responsible Person	Number of activities
1	Meeting on women issue (land rights)	Helambu ward no 6., Bahrabise ward no. 9, Indrawarti ward no. 4	Kartik (first week), Asoj (last week), Kartik (second week)	Sumitra Katri, Patali Thami, Shiva Baspkota	1 time at each ward level
2	Joint ownership of land	Helambu ward no. 7	Asoj (second week)	VDC team, chairperson and treasurer	1 time
3	Buying machine for agricultural purpose and use it as source of income	1 area, 2 area and 3 area		VDC team	
4	Discussion on ILC toolkit (sharing information)	Talamarang	Mangsir 1 st week	Patali Thami	1 time
5	Strategy development meeting	Talamarang	Mangsir 15 th	Shiva Sapkota	1 time
6	Creating artist group	Talamarang	After Dashain	Sumitra	1 time

PRE AND POST EVALUATION OF THE TRAINING

Participants were asked to answer specific questions before and after the training program. Overall, the training covered the topics they wanted to discuss regarding leadership, policies of land rights, joint ownership of land or property, how to develop strategies using the current information and ILC toolkit. General responses to the question are presented below.

Pre-test questionnaire response:

1. Do you have information about women's land rights?
 - **Yes**
 - Both men and women have equal rights over land and property.
 - Daughter should also have the right to land and property of their parents.
 - Women's land right is not only limited to land but also includes the access to information and ability to take decisions as per the necessity.
 - To give access to women to participate in decision making activities.
 - Joint ownership of land and property.
2. Do you have information regarding the joint land ownership policies and regulations regarding the updates?
 - While most of the participants said that they had information about the policies and regulations some were not updated on the issue.
 - If there are more than 15 pairs who want to have joint ownership over land then the government officials need to set a group to the village.
 - Joint ownership fees would be Rs. 100, if the land is in name of woman then there will be 25 percent discount in registration fees, single women would be 35 percent discount in registration.
 - I have information about the previous policies.
3. Do you know which government offices work for land? If yes, name them below.
 - **Yes**
 - Land registration office, Village Development Committee, Land rights offices, municipality offices, national land rights offices.
4. What do you expect from the leadership training?
 - Ability to share information that I have learned from the training.
 - Ability to advocate on land rights issues.

- To be able to answer the questions of women's land rights issues and assist those in need to find the solution.
- Ability to exercise on various issues by developing strategies using the current sources.
- Access to information of women's land rights and be able to share these information at district level.

5. During the training, what topics do you feel should be discussed?

- Provisions on women's land right
- Understand the updated procedures of joint ownership of land.
- Understand the policies and procedures updated for daughter over the parental property.
- How to provide rights on land rights to women and which organization to contact if there are issues in the district.
- Learn about time management, strategy development and be able to give counselling on the land rights issues.

6. If you have any topics that you want the training to cover, mention it in points?

- Proper use of time, if someone needs to say something they have to take time.
- To inform the participants about the agenda of the training and the topics that will be covered.

Post-test questionnaire response

1. Do you have information about women's land rights? If yes, what do you understand?

- Yes
 - Women have been provided with equal rights.
 - Both women and men should work together in leading the land rights issue.
 - Equal right for daughter as much as the son gets.
 - Women's land right is not only limited to land but also includes the access to information and ability to take decisions as per the necessity.
 - Access to equal rights on land and property, decision making which could lead to decrease in violence.

2. Do you have information regarding the joint land ownership policies and regulations regarding the updates?

- Yes

- Registration fee for joint land ownership would be Rs. 100.
 - If there are 20 pairs who want to have joint ownership over land can go to the land registration office and fill the form by themselves.
 - If the land is in name of woman then there will be 25 percent discount in registration fees, single women would be 35 percent discount in registration.
3. Do you have information about the procedures of joint ownership over land? What are the procedures that have been made easy for the joint ownership?
- Yes
 - If there are 20 pairs who want to have joint ownership over land can go to the land registration office and fill the form by themselves.
 - Registration fee for joint land ownership would be Rs. 100.
4. Mention the important points that you have learned from the leadership training?
- Understood the factors needed to become a leader and have vision, knowledge, determination and ability to face challenges.
 - Evaluated my leadership which showed my weakness which needs to addressed to become a good leader.
 - Single women would get 35 percent discount if the land is registered under their name.
5. Were the points that you wanted to discuss during the training mentioned in the training?

Yes

- I learned if I had the capability to help people understand on the issues.
 - Daughters have equal rights over the land and the discussion done under this issue was a fruitful one.
 - Creating strategy and the sources required to complete the activities.
6. What would be your suggestions to make this training even better?
- Time management should be done in a proper way to bring out the quality of the training.
 - More and more exercises are required during the training.
 - More orientation program and issues on laws needs to be discussed.
 - The training would have become more fruitful if the training was for 3 to 4 days.
 - More presentation needs to be added from the participants would have been much better.

The analysis of before and after training showed the relevance of the training with the participants expectations were fulfilled, though there were some portions where more activities which including brainstorming sessions would have an added benefit to the program. Overall, the pre and post-test assessment shows that the participants received the required knowledge to become a leader.

NEXT STEP AND RECOMMENDATIONS

Next step:

- The leaders of different districts would share their leadership training experience with their district team, social mobilizers.
- They would also use the ILC toolkit's tool as per the necessity and use it as a medium to help people in their districts to understand the rights of women.

Recommendations from the participants and facilitators:

- Need a platform for participants to share their experiences in applying the lesson learned.
- Need to include topic like time management in the agenda.
- Include more brainstorming sessions so that the information shared can be used in a practical session.
- More orientation program and issues on laws needs to be discussed.
- The training would have become more fruitful if the training was for 3 to 4 days.
- More presentation needs to be added from the participants would have been much better.

DISCUSSIONS ON CHALLENGES FACED BY WOMEN

- Nepal has been a patriarchal society and defying certain factors has always been a challenge whether it is for women or unprivileged section of the society. During the training there were discussions regarding women's right to land. The traditions of land being divide among men whether it be ancestor's property or not cannot go unnoticed. Women has always been a second option, the property is never in woman's name prior and even when women do get joint ownership of land then it has to be only after the approval of men in the family.
- Working space especially government offices are the one of the most influential place for women and men to be motivated to actually seek for employment. But the fact that land registration offices have few to none female workers in the office.
- During the discussion, there were issues discussed on the experience of few participants or examples of people in their village who have been facing discrimination being an

elderly citizen. She had been losing the right to government allowance because of egoistical nature of one of the family member who was not willing to give his name to create a citizenship card.

LEARNING FROM THE TRAINING

At the end of the day, participants filled the post-test questionnaire and evaluated the training workshop as well in terms of training materials as well as the content of the program. Expectations of sharing experiences, getting lessons and knowledge from various facilitators as well as the participants were greatly met: participants were satisfied with the presentations, the lessons learned and the richness of the discussions. Most of the participants were dedicated leaders from their districts but they learned how and why leadership is important.

- The participants learned about various forms of leadership and the qualities a leader need to posses to actually call a leader.
- Leader is a thinker, an instructor, a coordinator, an organization. Leader and leadership is not based on a personal level, leader's thinking drives the organization and the movement. A leader who drives the movement without any planning does not last for a long time, those who are selfish when working towards the movement is not a movement.
- The relentless attitude to move towards the goal is the most important factor of a leader.
- Various changes in policies helped to learn about the land reform rights which would include women's right as well.
- The history of women's access to land showed the factual environment of Nepal which needed more work from grassroots level to policy and decision making level.

ABOUT COMMUNITY SELF-RELIANCE CENTRE (CSRC)

Founded in 1993, Community Self-Reliance Centre (CSRC) has been at the forefront of land and agrarian rights campaign in Nepal. CSRC works with district and national land rights forum to educate and organizes people who are deprived from their basic rights to land and empowers them to lead free, secure and dignified lives. Their programmes are focused on strengthening community organizations, developing human rights defenders, improving livelihoods and promoting land and agrarian reform on behalf of the land-poor farmers. Since its establishment, the organization has constantly worked to transform discriminatory and unjust social relations by organizing landless, land poor and marginalized communities to claim and exercise their rights.

They believe in strong non-violent social movements led by land-poor farmers. Policy advocacy to advance pro-poor land governance and inclusive policies is a central part of CSRC's work. CSRC believes in the power of people and collaborates with National Land Rights Forum (NLRF), a people's organization of landless, tenants and smallholder farmers and its branches at districts and the community level. Currently, in collaboration with CSRC, NLRF has been facilitating land and agrarian rights campaign in 54 districts, with a total membership of 98,275.

ABOUT INTERNATIONAL LAND COALITION (ILC)

ILC's regional platforms provide opportunities for strengthening members' ownership of the Coalition and ensure that its actions are relevant to the specific regional context. In Asia, the platform comprises 45 regional, national, and local civil society, producer and farmer, indigenous peoples, and pastoral organizations, as well as research institutes. In addition, the platform welcomes regional and national offices of the United Nations (UN), international research institutes and international CSOs from ILC's global membership. For each regional platform, a light regional coordination unit hosted by a member and headed by a Regional Facilitator supports the implementation of the regional component of the ILC work plan, under the oversight of a regional Steering Committee. The mission of ILC is a global alliance of civil society and intergovernmental organizations working together to put people at the center of land governance.

ABOUT SWADHINA

Swadhina (Self-esteemed Women) was established in 1986, is primarily a civil society organization focused on Empowerment of women & Child Development based on Sustainable Development and Right Lively hood. Swadhina believes that positive social change has direct effect on the lives of women and that change is possible only through an equal and spontaneous participation of women. They are active in five states across the country in remote tribal districts of Singbhum in **Jharkhand**, Purulia and West Midnapur in **West Bengal**, Kanya Kumari in **Tamil Nadu**, Mayurbhanj in **Orissa** and East Champaran in **Bihar**. Over 3200 families, 80 villages, 5100 women and 2400 children belonging to economically backward classes are covered under Swadhina programmes. Their mission is: 'changing life and living for self-reliance and empowerment of women through the right to good health, livelihood, information and awareness.' Swadhina envisions a just, participatory, egalitarian, environmentally sustainable social order free from violence and discrimination of any kind.



LIST OF PARTICIPANTS

S.N.	Name	Organization	Title
1	Sangita Lamichane	District Land rights Forum Sindhupalchok	Member
2	Patali Thami	District Land rights Forum Sindhupalchok	Chairperson
3	Shiva Bahadur Sapkota		
4	Nabaraj Guragain	District Land rights Forum Sindhupalchok	Member
5	Dipak Raj Bhatta	District Land rights Forum Nuwakot	Member
6	Kalpana Neupane	District Land rights Forum Nuwakot	Office Secretary
7	Binda Nepal	District Land rights Forum Nuwakot	Member
8	Ramchandra Gajurel		
9	Ram Shahi	District Land rights Forum Lalitpur	Frontline Leader
10	Keshav Shrestha	District Land rights Forum Lalitpur	
11	Laxmi Purkuti	District Land rights Forum Lalitpur	Member
12	Tara Nepali	District Land rights Forum Lalitpur	Frontline Leader
13	Shanta Glang	District Land rights Forum Rasuwa	Treasure
14	Putali Maya Tamang	District Land rights Forum Rasuwa	Vice-Chairperson
15	Khadka Maya Neupane	District Land rights Forum Rasuwa	Member
16	Murali Nepali	District Land rights Forum Rasuwa	Member
17	Sumitra Khatri	District Land rights Forum Sindhupalchok	Treasure
18	Rojvin Pradhan	Kathmandu	
19	Chiring Youdin Sherpa		
20	Sristi Shresthi	CSRC	IT Associate
21	Kalpana Karki	CSRC	
22	Lyam Bahadur Darji	NLRF	
23	Subash Chandra Kattel	Freelancer	
24	Bikash Man Dangol	CSRC	
25	Jagat Basnet	CSRC	

