



PHASE Nepal

## ORGANISATION PROFILE

**2015**

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# Organization Profile

## 1. INTRODUCTION

### 1.1 Background

PHASE (Practical Help Achieving Self Empowerment) Nepal is a non-governmental, non-profit, non-political and non-religious organization. It was established in 2006 by a group of development professionals with the aims to empower vulnerable, poor and disadvantaged populations in remote villages and mountain regions of Nepal. Through health, education and livelihood support PHASE Nepal aims to break the cycle of poverty and enable communities to be self reliant for the future.

PHASE- Nepal is registered under the organization registration Act 2034 of Nepal with the District Administration Office, Kathmandu (Regd. No. 531/062/063) and is affiliated with the Social Welfare Council under section 13 of the Social Welfare Act, 1992 (SWC No. 19336).

### 1.2 Vision

A self-empowered and self-sustained society; where all kinds of discrimination are absent.

### 1.3 Mission

The mission of PHASE Nepal is to create opportunities for the self empowerment of deprived communities through health, education and community development programmes. This will contribute to the uplifting of their socio-economic status and the reduction of poverty..

### 1.4 Objectives

- ☞ To support the development of the education sector in the deprived community.
- ☞ To improve the health status of the deprived community.
- ☞ To make rightsholders aware of their rights through legal education or advocacy.
- ☞ To raise awareness of environmental protection.
- ☞ To support the development of the agricultural and production sector.
- ☞ To impact national development by raising awareness of education, health and community development at the local level

### 1.5 Approach & Strategy

PHASE Nepal always appreciates and respects positive endeavours from individuals, communities and national and international governmental and non-governmental organisations. The organisation always considers the following approaches during the programme implementation process:

- ✓ **Participatory approach:** we encourage our beneficiaries to participate actively in our programmes right from the needs assessment to the implementation, monitoring and evaluation and sharing of lessons learned.

- ✓ **People centered approach:** the people of the community are central to all our development efforts and interventions.
- ✓ **Coordination and collaboration:** activities are coordinated with governmental and non-governmental organisations at grassroots, district, national and international levels.
- ✓ **Accountability and transparency:** all the programme activities and corresponding budget allocated for that particular programme are transparent; anyone at any time can have access to this information, if requested.
- ✓ **Needs driven approach:** programme activities will not be imposed from the top but are selected based on the demand made by the beneficiaries.

## 1.6 Core Values

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The organisation consistently embraces the following values whilst implementing programmes:

- A. Integration:** PHASE Nepal makes every effort to promote integrated approaches in its project areas. PHASE believes that the successful integrated model of health, education and livelihood activities empowers and helps communities to break the cycle of poverty and to improve their futures.
- B. GESI (Gender Equality & Social Inclusion):** PHASE works with vulnerable people across resource poor remote communities but specifically within these communities, women, children and the most underprivileged people are the focus of our programmes.
- C. Human Rights:** PHASE Nepal is guided by its humanitarian policies which actively nurture all aspects of human rights from within our programmes.
- D. HDI/MPI & Cluster:** When selecting project areas PHASE Nepal analyses available information about the geographical cluster based on the Human Development Index and Multidimensional Poverty Index as far as possible.. PHASE also collects baseline information to find and set the key indicators before any programme intervention.
- E. Ownership & sharing:** In PHASE projects, local stakeholders are involved in the decision-making process and community activities are carried out with local participation. Efficient community participation, cost sharing and coordination with government agencies creates community accountabilities and ownership of the project.
- F. Bottom-up:** PHASE ensures that local actors participate in the selection of the priorities to be pursued in their local area and in decision-making about the strategy. By involving, combining and interacting with local communities better overall results are achieved more easily.
- G. Sustainability:** As far as possible, PHASE strives to ensure that benefits realised by organisational and community based activities supported through community development projects continue after the end of the project.

## 2. ORGANISATIONAL SYSTEMS AND POLICIES

### 2.1 The Executive Board

| Designation       | Full Name                | Profession               |
|-------------------|--------------------------|--------------------------|
| Chairperson       | Mr. Rajendra Karki       | Development Professional |
| Vice Chairperson  | Dr. Sheela Verma         | Doctor                   |
| General Secretary | Mr. Sukhadev Sapkota     | Lawyer                   |
| Treasurer         | Mr. Tara Bahadur Basnet  | Entrepreneur             |
| Member            | Mr. Baburam Karki        | Entrepreneur             |
| Member            | Mr. Krishna Kumar Khulal | Development Professional |
| Member            | Ms. Sharada Acharya      | Nurse                    |

### 2.2 System & Policies

PHASE Nepal has the following systems and policies in place:

- ✓ Staff Management Policy
- ✓ Finance and Procurement Policy
- ✓ Child and Vulnerable Adult Protection Policy
- ✓ Staff Training and Development Policy
- ✓ Emergency Rescue Policy
- ✓ Volunteering Policy
- ✓ Conflict Management Policy

## 3. THE PROGRAMMES

PHASE believes that lack of opportunity, equity and access are the causes of poor health, low educational levels and poverty. PHASE pursues an integrated approach to create opportunities among deprived and isolated communities of hill and mountain regions of Nepal.

### 3.1 Programme Components & Activities

#### A. Health:

- ✓ General medical treatment with free medicine
- ✓ Antinatal and postnatal care and safe delivery care
- ✓ Family planning counseling and treatment and health education at school and in the community
- ✓ Support of the government immunization programme,
- ✓ Health outreach clinics
- ✓ Raising Awareness about health care rights through advocacy and mobilisation

### B. Education:

- ✓ Equip school teachers in remote communities with teaching techniques to create better teaching and learning environments
- ✓ Conduct Satellite School Programmes in remote villages in mountain districts
- ✓ Facilitate womens literacy classes in remote communities where there is no access to government facilities
- ✓ Improve school infrastructure in project areas
- ✓ Coaching about child rights, particularly of girls, for students, teachers, school management committees and parent teacher associations
- ✓ Street drama and documentary shows in the community and in schools, illustrating the importance of education
- ✓ Raise awareness of social issues (trafficking, child labour etc.) through education and documentary shows

### C. Livelihoods:

- ✓ Training on improved vegetable and livestock farming,
- ✓ Training on compost production techniques
- ✓ Training on vegetable nursery management
- ✓ Distribution of improved seeds and livestock to increase productivity
- ✓ Distribution of sprinkle kit, poly bag, and plastics for poly tunnels
- ✓ Trainings for income generation such as Cash crops and bee keeping

## 3.2 Core Programmes & Projects

| SN | Project Name               | District | VDC       | Donor                                | Operation Year           |
|----|----------------------------|----------|-----------|--------------------------------------|--------------------------|
| 1. | Community Health Programme | Gorkha   | Chekampar | Hrothgar & Lindsey, Singapore        | January 2011 - Running   |
|    |                            |          | Chumchet  | Hrothgar & Lindsey, Singapore        | April 2007 - Running     |
|    |                            |          | Sirdibas  | Hrothgar & Lindsey, Singapore        | November 2008 - Running  |
|    |                            |          | Manbu     | Hrothgar & Lindsey, Singapore        | January 2014 - Running   |
|    |                            |          | Kerauja   | Hrothgar & Lindsey, Singapore        | January 2014 - Running   |
|    |                            |          | Kashigoan | Hrothgar & Lindsey, Singapore        | January 2014 - Running   |
| 2. | Community Health Programme | Bajura   | Kolti     | Hrothgar & Lindsey, Singapore        | January 2014 - Running   |
|    |                            |          | Wai       | DFID, UK through PHASE Worldwide, UK | September 2014 - Running |
|    |                            |          | Bandhu    | Caroline and PHASE Worldwide, UK     | November 2014 - Running  |
|    |                            |          | Rugin     | Hrothgar & Lindsey, Singapore        | July 2014 - Running      |

| SN  | Project Name                                      | District       | VDC          | Donor  | Operation Year           |
|-----|---|----------------|--------------|--|--------------------------|
| 3.  | Community Health Programme                        | Humla          | Maila        | PHASE Worldwide, UK  | March 2008 - Running     |
|     |   |                | Jair         | DFID, UK through PHASE Worldwide, UK                                 | September 2014 - Running |
|     |   |                | Melcham      | PHASE Worldwide, UK  | July – 2008 - Running    |
| 4.  | Community Health Programme                        | Kavre          | Rayle        | Hrothgar & Lindsey, Singapore  | January 2014 - Running   |
| 5.  | Community Health Programme                        | Sindhupalchowk | Hagam        | PHASE Worldwide, UK  | November 2006 - Running  |
|     |   |                | Phulpingkot  |  | November 2007 - Running  |
| 6.  | Diarrhoea Mitigation Programme                    | Bajura         | Kolti        | City of Vienna through PHASE Austria                                 | December 2013 – Dec 2015 |
|     |   |                | Kotila       |  |                          |
|     |   |                | Wai          |  |                          |
|     |   |                | Bandhu       |  |                          |
|     |   |                | Rugin        |  | October 2014 - Dec 2015  |
| 7.  | Satellite School programme                        | Gorkha         | Chumchet – 7 | PHASE Austria, PHASE Worldwide                                       | June 2012 - Running      |
|     |   |                | Chumchet - 8 | PHASE Austria  | April 2013 - Running     |
| 8.  | Teacher Training Project (Best Teaching Practice) | Gorkha         | Sirdibas     | Nepal Teacher Training Innovation, USA                               | July 2014 - Running      |
|     |   |                | Lapu         | Nepal Teacher Training Innovation, USA                               | July 2014 - Running      |
|     |   |                | Kerauja      | Nepal Teacher Training Innovation, USA                               | July 2014 - Running      |
|     |   |                | Kashigaon    | Nepal Teacher Training Innovation, USA                               | July 2014 - Running      |
|     |   |                | Manbu        | Nepal Teacher Training Innovation, USA                               | July 2013 - Running      |
| 9.  | Women Literacy Programme                          | Humla          | Maila        | DFID, UK through PHASE Worldwide, UK                                 | January 2015 - Running   |
|     |   |                | Jair         |  |                          |
|     |   |                | Melcham      |  |                          |
| 10. | Women Literacy Programme                          | Bajura         | Kolti        | DFID, UK through PHASE Worldwide, UK                                 | January 2015 - Running   |
|     |   |                | Wai          |  |                          |
| 11. | Teacher Training Programme                        | Bajura         | Kolti        | City of Vienna through PHASE Austria, PHASE Austria and GlobeMed USA | April 2015               |
|     |   |                | Wai          |  |                          |

| SN  | Project Name                     | District       | VDC         | Donor                                  | Operation Year          |
|-----|----------------------------------|----------------|-------------|--|-------------------------|
|     |                                  |                | Bandhu      |  |                         |
|     |                                  |                | Rugin       |  |                         |
| 12. | Teacher Training Programme       | Kavre          | Ryale       | Nepal Teacher Training Innovation, USA | July 2013 - Running     |
| 13. | Livelihood Improvement Programme | Gorkha         | Kashigoan   | PHASE Worldwide, UK                    | December 2014 - Running |
|     |                                  |                | Kerauja     | PHASE Worldwide, UK                    |                         |
|     |                                  |                | Manbu       | PHASE Worldwide, UK                    |                         |
| 14. | Livelihood Improvement Programme | Humla          | Maila       | DFID, UK through PHASE Worldwide, UK   | January 2014 - Running  |
|     |                                  |                | Jair        |  |                         |
|     |                                  |                | Melcham     |  |                         |
| 15. | Livelihood Improvement Programme | Bajura         | Kolti       | DFID, UK through PHASE Worldwide, UK   | January 2014 - Running  |
|     |                                  |                | Wai         |  |                         |
| 16. | Livelihood Improvement Programme | Sindhupalchowk | Hagam       | PHASE Worldwide, UK                    | November 2006 - Running |
|     |                                  |                | Phulpingkot | PHASE Worldwide, UK                    |                         |

### 3.3 Programmes for earthquake relief



### 3.4 Programmes for earthquake recovery

| SN  | Project Name   | District        | VDC  | Donor   | Operation Year           |
|-----|--|-----------------|--|---|--------------------------|
| 1.  | Emergency Relief Project   | Gorkha          | Chumchet, Chhekampar, Sirdibas, Keraunja, Kashigaun, Uhija, Manbu  | Diakonie, PHASE Worldwide, IOM, PHASE Austria, Chay Ya                                      | May – Sept 2015          |
| 2.  | Emergency Relief Project   | Kavre           | Bumluthar, Rayale  | PHASE Worldwide, PHASE Austria, private donors  | May – Sept 2015          |
| 3.  | Emergency Relief Project   | Dolakha         | Khare  | PHASE Worldwide, PHASE Austria, private donors  | May – Sept 2015          |
| 4.  | Emergency Relief Project   | Sindhupalchowk  | Hagam, Fulpigkot, Fulpingdanda, Kadambas, Jalbire, Batase, Baramchi, Selang, Pangtang, Golche, Gumba, Dhuskun, Mankha, Tauthali, Vimtar, Thumpakhar, Thulodhading, Sunkhane, | Caritas, People in Need, Diakonie, AWO, TAF, PHASE Worldwide, PHASE Austria, private donors | May – Sept 2015          |
| 5.  | Wash project   | Sindhupalchowk  | Baramchi, Fulpingkot, Hagam, Jalbire, Pangtang, Selang   | Diakonie  | November 2015 - Running  |
| 6.  | Winterization project  | Sindhupalchowk  | Tauthali   | Caritas Austria & Caritas Germany   | November 2015 - Running  |
| 7.  | Winterization project  | Sindhupalchowk  | Selang,  | People in Need  | October 2015 - Running   |
| 8.  | Winterization project  | Kavrepalanchowk | Simthali   | People in Need  | October 2015 - Running   |
| 9.  | Winterization project  | Sindhupalchowk  | Hagam, Fulpingkot  | People in Need & DFID   | October 2015 - Running   |
| 10. | School temporary learning centre and roof-reconstruction project | Sindhupalchowk  | -aramchi, Selang, Golche, Pangtang   | UNHCR   | September 2015 - Running |



### 3.5 List of Current and Former Funding Organisations

- ✓ PHASE- Worldwide, UK
- ✓ DFID-GPAF UKAid via PHASE Worldwide, UK
- ✓ PHASE - Austria
- ✓ Hrothgar and Lindsay Cooper (Boudrie Advisory), Singapore
- ✓ Nepal Teacher Training Innovations (NTTI) USA
- ✓ GlobeMed, USA
- ✓ Karoline Tufte Lien
- ✓ Her-Turn
- ✓ Diakonie
- ✓ Caritas Austria
- ✓ Caritas Germany
- ✓ People in Need
- ✓ UNHCR
- ✓ Arbeiterwohlfahrt
- ✓ The Asia Foundation
- ✓ The Child Welfare Scheme
- ✓ The Nepal Children's Foundation

### 3.4 Human Resource

| SN           | Human Resource  | Nos.       |
|--------------|---|------------|
| 1            | Health Programme  | 41         |
| 2            | Education Programme                                       | 6          |
| 3            | Livelihood Improvement programme                          | 10         |
| 4            | Relief and Reconstruction programmes                      | 30         |
| 5            | Finance, Human Resources, Administration & Office support | 13         |
| 6            | Programme Manager & Project Managers                      | 1 & 3      |
| 7            | Executive Director  | 1          |
| <b>Total</b> |   | <b>105</b> |

### 3.5 Working Districts at a glance



## 4. BENEFICIARIES SINCE PHASE NEPAL'S INCEPTION

### 4.1 Patients treated by PHASE Nepal since inception

| Year          | 2006/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2014/15 |
|---------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Male</b>   | 1,891   | 7,403   | 17,367  | 15,887  | 17,965  | 15,841  | 15,760  | 18,536  | 32,569  |
| <b>Female</b> | 2,318   | 11,439  | 21,904  | 25,931  | 27,305  | 27,763  | 25,723  | 31,463  | 43,357  |
| <b>Total</b>  | 42,09   | 18,842  | 39,271  | 41,818  | 45,270  | 43,604  | 41,483  | 49,999  | 75,962  |

#### 4.2 Maternal Health Service Provided by PHASE Nepal

| Year     | 2008/07 | 2007/08 | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 20012/13 | 2013/14 | 2014/15 | Total |
|----------|---------|---------|---------|---------|---------|---------|----------|---------|---------|-------|
| ANC 1    | 107     | 563     | 1,048   | 1,164   | 467     | 413     | 452      | 500     | 1,229   | 5,943 |
| PNC      | 25      | 145     | 282     | 282     | 247     | 265     | 239      | 110     | 633     | 2,228 |
| Delivery | 15      | 49      | 179     | 235     | 185     | 202     | 159      | 206     | 531     | 1,761 |

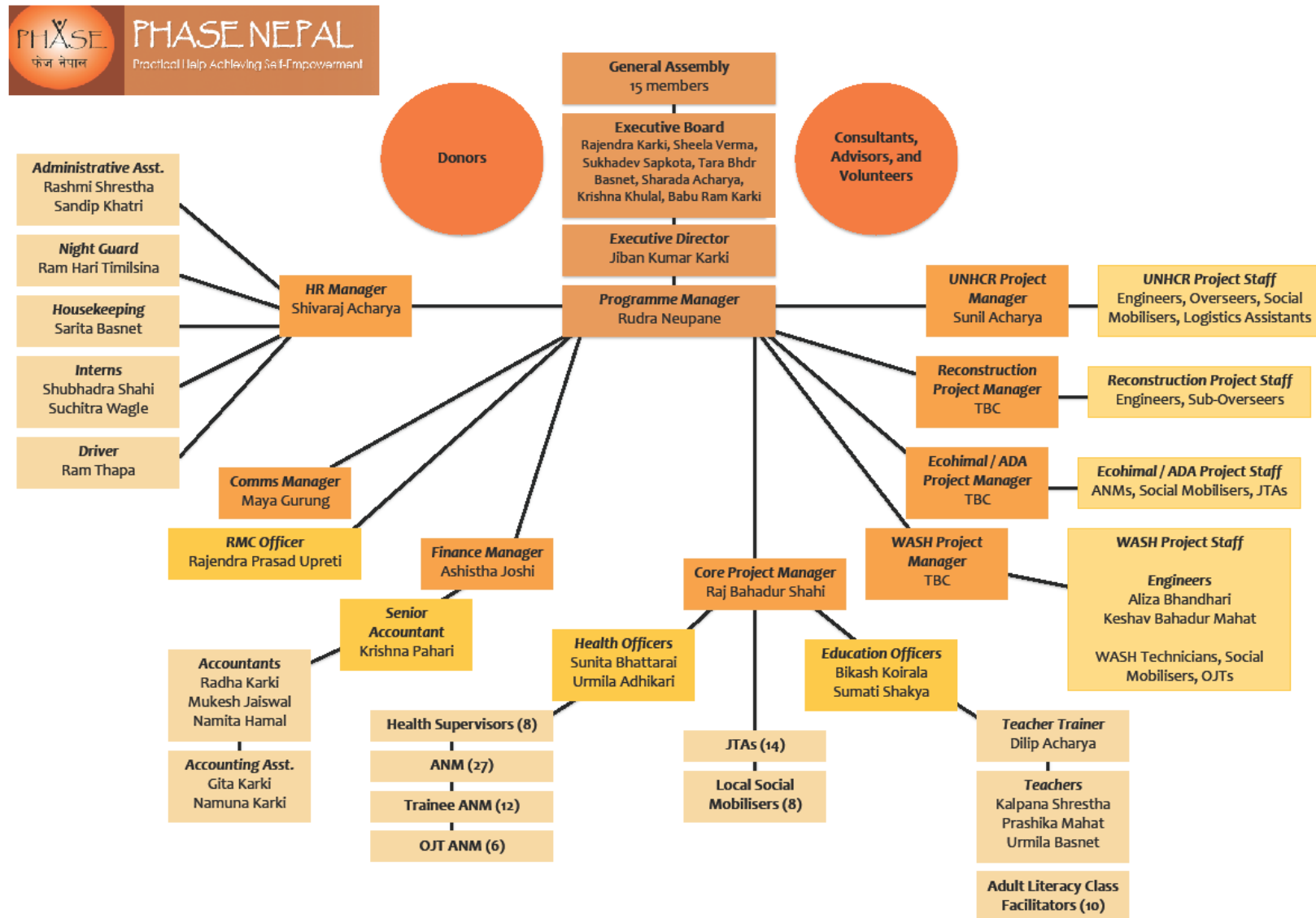
#### 4.3 Hygiene & Sanitation Support

| Fiscal Year   | 2006 - 2015 |
|---|-------------|
| Drinking Water Supply Support                         | 17 projects |
| Household Toilet Support                              | 676 toilets |
| Outreach Clinic Building Construction                 | 4 buildings |
| Mother's Group Formation in Local Village             | 153 groups  |
| Village Cleaning Committee Formation in Local Village | 153 groups  |

#### 4.4 Education Support

| Fiscal Year                                    | 2006 - 2015                  |
|--|------------------------------|
| School Building Support (upgrade to secondary) | 1 (Jaldevi School Hagam)     |
| Alternative Education Class                    | 5 classes for 2x3 years each |
| Adult/Women Literacy Class                     | 29 classes                   |
| Partial Teacher Support                        | 34 teachers for 1 year       |
| Scholarships for School Children               | 1,011 children for 2 years   |
| Girls advocacy trainings in govt. schools      | 1,200 girls                  |
| Teacher training to government school teachers | 486 teachers                 |

## 5. PHASE NEPAL'S ORGANISATION STRUCTURE



## 6. CONTACT ADDRESS AND CONTACT PERSON

### A. Mailing Addresses

PHASE Nepal  
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Kathmandu, Nepal  
Email: [info@phasenepal.org](mailto:info@phasenepal.org)  
URL: <http://phasenepal.org>

### B. Physical Address (Main Branch Office)

PHASE Nepal  
Dadhikot-9  
Bhaktapur (near Kathmandu School of Law)

### C. Contact Person

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