

Organizational Profile

Introduction of HRC- Bajura:

Human Resources Centre (HRC) is a non-profit making, non-government civil society organization. The organization aims at reducing poverty of marginalized communities through integrated and sustainable development interventions, works with marginalized group (haliya, youth, children, women, dalit) for promotion and practices of their social, economic cultural right. It addresses on program integration and mainstreaming of social issue, social accountability and community development through skill development of human resources in different sector, quality education environmental conservation, climate change adaptation, and disaster risk management. Increased access resilient, light and innovative infrastructures for economic activities, agriculture commercialization, Olive Cultivation & research, water supply & sanitation, food security, nutrition enhancement, BCC, HIV aids, access to justice and livelihood promotion in the Bajura & kanchanpur District Far- Western Development Region of Nepal.

Human Resources Centre (HRC) has been registered at the District Administrative Office of Bajura District in B.S 2059 Push 23 (2002.12.09 A.D) It has been registered as a member organization of social welfare council, Kathmandu in B.S 2061.04.26 (2004.08.10A.D)

HRC-Bajura committed toward poverty alleviation through resilient community development. The practice of community development and Poverty Alleviation and promotion is possible only through real and meaningful participation of community itself. Sustainable development will not be accomplished unless the community right are *taken* as their fundamental right are bitter reality, a group of youths

It places community empowerment through Skill development of human resources, resiliency of community development and well-being in the heart of its approach, believing that sustainable use of natural resources for their well being is the fundamental right of people. HRC- Bajura implements variety of innovative interventions project in line with this core concern, such as advocacy and awareness through, different Capacity development program, agriculture & marketing program, Education & women, marginalized people empowerment program, livelihood program, people right base approach program and print, audio and visual media, publication and distribution of wide variety of Information Communication and Educational (IEC) materials. Policy and planning support to the government agencies, Research and knowledge management and capacity enhancement of the community, local government agencies and civil society organizations in the field of collaboration, community development of Community Disaster Management (DM), Climate Change Adaptation (CCA) and peoples livelihood. HRC-Bajura is widely regarded as a Trailblazer and a leading organization in the Bajura District, its innovative approach having been recognized by numerous awards and its contribution being regularly sought by development agencies, community organizations, and government agencies. HRC-Bajura effort is to aware and make responsible to all level of people by informing, involving and empowering in regards of capable capacity human resource development, Strengthened inclusive and pro-poor value chain of rural agro and forest based enterprises, technical and entrepreneurial capacity and disaster risk reduction skills of local farmers, climate smart agriculture, promotion of disaster resilient infrastructures, Created enabling environment for CSOs to constructively engage with local government, and other development actors for better governance, disaster management and climate change adaptation through sustainable development. The ultimate goal is to build safer community insuring people's capacity development to access over fundamental right of people natural resources for sustainable livelihood, quality life, and resilience to disaster.

HRC-Bajura program activities are focused towards improving food and nutrition security, household incomes and resource conservation to contribute to sustainable livelihoods and good governance. It integrates social mobilization, agriculture, livestock, and aquaculture, farm forestry, biodiversity conservation, and value chain and market development in a multi-stakeholder approach in partnership with government, non-government organizations and private sectors both at national and local levels.

Vision

HRC-Bajura has a vision to strengthen and improved the capacity of human resources and capability of civil society organization to promote economic, social status of target marginalized people on safer and disaster resilience nation by using modern innovative technology and practice challenging to poverty and livelihood injustice promote fundamental right of people and participation on decision making process of marginalized group living without poverty around the nation.

Mission:

Implementation of community based solutions that aware modern technology and empowers community people to ensure safer future through wise use of modern technology, fundamental right and natural resources, maintaining sustainable development, practices of climate change adaptation reducing disaster risk and poverty.

Goal:

Capacitate community people to access over resources and generate means for sustainable development, quality life, and using fundamental right, equal participation in different opportunities embraces out of exploitation against them and develop economically independent resiliency to disaster for safer, social development community.

Values:

- **Mutual respect:** Requiring us to recognize the innate worth of all people and the value of diversity.
- **Equity and justice:** Requiring us to work to ensure equal opportunity for everyone, irrespective of caste, ethnicity, sex, age, religion, class, political beliefs, location, disability, HIV status and sexual orientation.
- **Honesty and transparency:** Being accountable at all levels for the effectiveness of our actions and open in our assessments and communications with others.
- **Solidarity with the poor/ marginalized:** Powerless and excluded will be the only bias in our commitment to fight against poverty.
- **Courage of conviction:** Requiring us to be creative and radical, bold and innovative – without fear of failure – in pursuit of making the greatest possible impact on the causes of poverty.
- **Independence:** From any religious or party-political affiliation.
- **Humility:** In our presentation and behavior, recognizing that we are part of a wider alliance against poverty.
- **Quality and excellence:** In our conduct and performance, striving for the highest possible standards.

Guiding Principles

- **Impartiality and Equity:** HRC-Bajura interventions are strongly guided by impartiality ensuring equal opportunity for everyone, irrespective of caste, ethnicity, sex, age, religion, class, political beliefs, location and disability. Respecting the value of diversity HRC-Bajura works for the marginalized community.
- **Link to National Program and Priorities:** HRC-Bajura Program contribute to the district and national program of Government of Nepal and United Nations key objectives of sustainable development goal, economic, right to justice, climate change and related issues. And the programs are link and guided by the internal national and national, district policies, guidelines and priorities.
- **Innovation and Excellence:** HRC -Bajura believes in continuous learning and listing new ideas, technology, approaches and methodologies and use in its activities to better achieve the mission and pays attention for excellence production and outputs.
- **Scientific and Indigenous Knowledge:** HRC-Bajura follows latest scientific knowledge modern technology and methods but doesn't ignore the local indigenous knowledge. It combines both scientific and local indigenous knowledge, when implementing project in the ground.
- **Multi Stakeholder Partnership:** HRC-Bajura works through a multi-stakeholders approach involving all relevant actors (community, line agencies, and donors) in program planning and implementation. HRC-Bajura believes multi-stakeholder involvement in particular program synergies the intervention.
- **Mutual Coordination:** HRC-Bajura works through close coordination with various district level government agencies, CSO's and other stakeholders working in areas.

Objectives

- To assist in the development of poor marginalized farmers group with special emphasis on women, youth, differentially-disabled and other disadvantaged sections for accelerating the pace of economic empowerment through agriculture development.
- To provide help to people suffering from Natural calamities and aware the community on disaster risk management.
- To conduct advocacy program of all human right protection and promotion.
- To promote the education of children from poor, indigenous remote community through infrastructure development, teachers training, scholarship and awareness program.
- To enhance the use of alternate source of energy through micro hydro projects.
- To promote community water-supply through conservation and preservation of traditional water sources, rain-water harvesting and recharging of ground water.
- To conduct income generation programme for the poor marginalized excluded group, develop their knowledge, skills, their thoughts and behaviour so as to improve their living standard.

- To conduct skill development training, vocational training to the poor marginalized women, school dropout girls, unemployed youth and enhance self employment. To work for justice, accountable, self sustained and equitable society along with enhancing the women's participation in decision making process.
- To Conduct youth initiative programmes for productive, creative skill based activities along with cooperative based enterprises
- To work for making better environment considering the issues of disaster, environment as well as community sanitation, infrastructure development and management
- Work in the field of formal and non-formal education, safe motherhood, HIV/AIDS and STIs prevention and control as well as other basic health facilities to increase the access of community and needy people.
- To invent, innovate and develop eco-friendly, appropriate and affordable indigenous technologies to dispose human excreta safely without causing any environmental pollution and health hazards and enhance the knowledge of sanitation.
- To conduct and help in the promotion of rehabilitation program for street children.
- To conduct awareness programme on social evils, orthodox beliefs, unhealthy customs prevalent in the society.
- To promote and protect the bio-diversity, agro-biodiversity, bio-cultural knowledge, sacred places and natural resources through awareness and conservation program.
- To build capacity of stakeholders on environment, natural resources, climate change adaptation and disaster management.
- Advocating and conducting capacity building programs to ensure the rights of people with different ability, elders, indigenous/ethnic groups, Dalits, women, and children
- To ensure right to dignity in emergency of the affected communities through close coordination with Government of Nepal.
- To demonstration modern technology in different development sector.

Strategic Objectives

- To organize backward and vulnerable communities to enable them to claim their rights (organizing rights holders).
- To enhance the capacity of poor, backward and vulnerable communities to take charge of their own development (capacity building).
- To address the immediate needs of backward, poor and vulnerable communities CSOs as a means to the fulfillment of their rights (addressing immediate needs).
- To Strengthened inclusive pro-poor value chain of rural agro and forest based enterprises and capacitate people to lead their own issues of livelihood in the scenario of climate crisis and other disasters in effective way for safe future (leadership building & addressing a need).
- To influence the government and other key district, national and international agencies in the formulation of pro-poor policies and their effective implementation (improving governance).
- Created enabling environment for CSOs to constructively engage with local government, and other development actors for better governance (improving governance).
- To contribute in conflict management and transformation processes (peace building).
- To mobilize resources in emergency support to disaster affected communities.

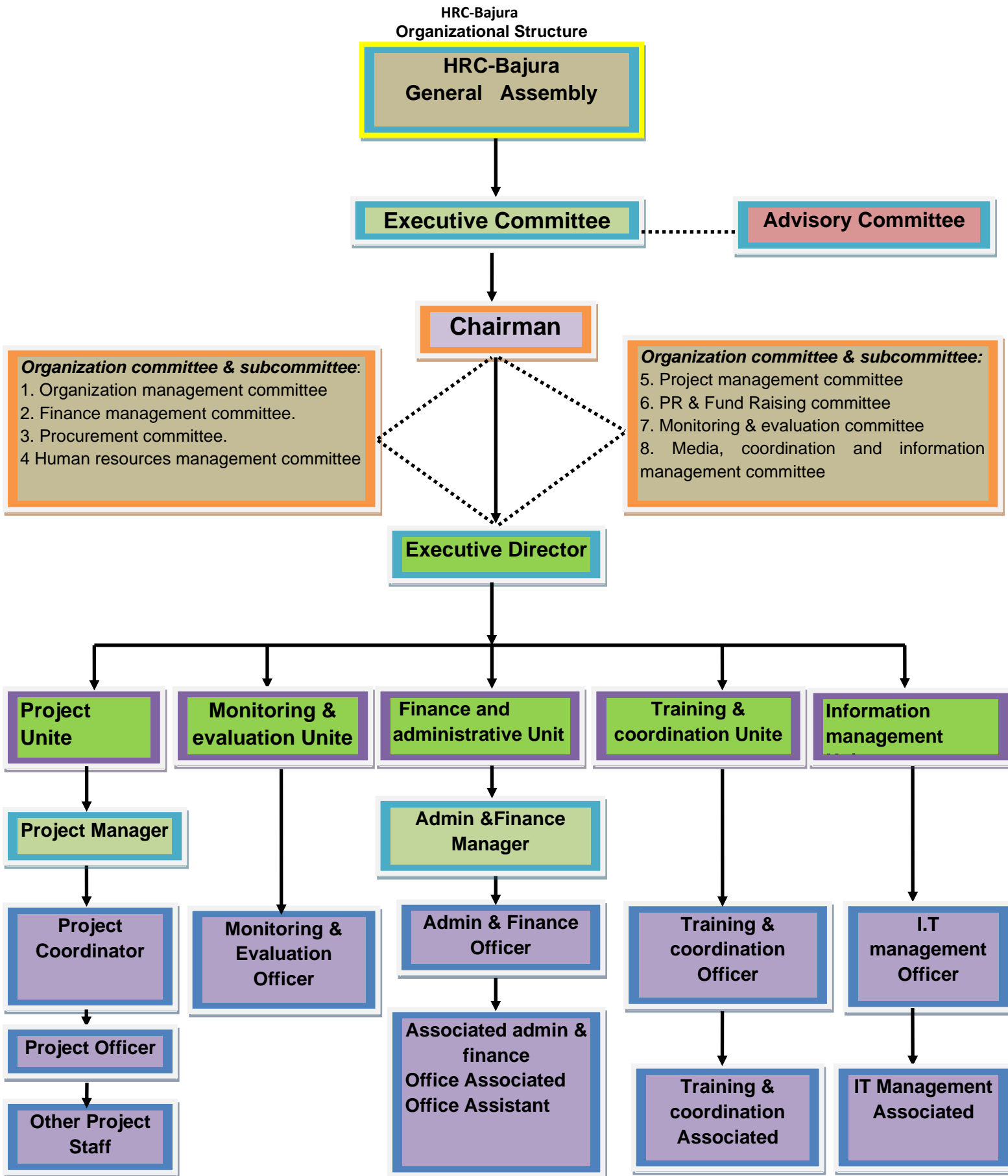
Thematic Areas

- Food & nutrition security & Livelihood Promotion.
- Child Rights, quality Education (advocacy for marginalized group)
- Women and Youth Leadership: participation, vocational skills/ cooperatives and Business Promotion & market development.
- Good Governance for social accountability of services.
- Health and sanitation: Community lead sanitation, infant-maternal health and cross-cutting issues (*Chhaupadi* and child marriage, gender and caste discrimination, HIV/ AIDS).
- Natural Resource Management and Climate Change Adaptation.
- Technology Demonstration & adaptive research and development.
- Developed physical infrastructure and strengthened local institutions.

Key Cross-cutting Themes

- Gender and social inclusion
- Participatory planning, monitoring and evaluation
- Rights-based approaches to development.
- Human Resources Capacity Building
- Advocacy and Awareness

- Coordination and cooperation



Working Approach:

To achieve strategic directions HRC-Bajura has adopted:

To induce the individual's community, local level organization from the relevant grass root level for the active participation for the development of society. To identify the problems by doing study and research and building partnership with the organization actively involved in various sectors.

- Identify and mobilize potentialities of Human through partnership on community owned skill and knowledge Enhance equity through proper utilization of resources for equality.
- Networking with national, international and local likeminded organizations.
- Program integration and mainstreaming of cross-cutting issues.
- Media partnership and cooperatives.

Partnership:

- USAID From 2022-2023 Continue
- TDH Germany From 2019- 2023 Continue
- Action Aid International Nepal (AIN) from 2008-2022 continue
- International labour Organization (ILO) 2017 -2022 continue

Previous partners:

- Poverty Alleviation Fund from 2004-2016
- District Development Committee/WUPAP 2015 1 year CIP Implementation
- Olive Oil Test & Research MSNP , 2014
- Rural Village Water Resources Management Project (RVWRMP) From 2010 - 2013
- UN/ HABITED /JV with ECARDS Nepal / ODF& Sanitation Project from 2013
- Community Water Supply & sanitation Office from 2011 – 2012
- Food & Agriculture Organization (FAO) from 2015 -2018
- Practical Action from 2016 -2019

Membership

- Social Welfare Council
- NGO Federation of Nepal
- Human Right Alliance
- Disaster Preparedness Network Nepal (DPNet-Nepal)
- Civil Society Alliance for Nutrition, Nepal (CSAN)
- District Agriculture Network (DAN- Bajura)
- Women and Child Development Network Bajura (WCDN-Bajura)
- District Youth Committee Bajura.
- District Education Network Bajura.

Secretariat Support:

- Civil Society Alliance for Nutrition, Nepal (CSAN) District Chapter Bajura
- Women Right Network District Chapter Bajura

Organizational Structure Information:

- **Executive committee:** Eight members (4 female and 2 *dalit*)
- **General member: Total 29** (female 13, male 16)
- **Institutional HR capacity of the organization:**
Full time staffs: 24 (Female 8, male 16). Among them *dalits* 5 (7 Technician & 17 non-technician)
Part time staffs: 2 (Female 1)

Organizational policies/strategies:

Human Resource management/ Personnel policy, Financial Policy, Child protection Policy, Gender and Social Inclusion Policy, Good Governance Policy, Fund Raising strategic plan, Revise Long Term Strategic Plan 2018-2022, Institutional Support Grant Management Policy, Sexual Harassment policy, Different programs implementation guidelines.

Organizational Competencies:

Food & nutrition security & Livelihood Promotion(Agriculture & forest base), Market Linkage Capacity Building, Child Rights/ Child Friendly Education& quality Education, Economic Infra & Water and sanitation, environment, Disaster management, health (advocacy, awareness & education on HIV &, infant-maternal health) & hygiene, Good Governance/Social Accountability, Women leadership/ Gender and Development, peace and justice, income generation. HRC-Bajura has long experience working on saving and credit to cooperative entrepreneurship (facilitating to saving/credit, multipurpose cooperatives)

Functional Capacity

HRC-Bajura has fully equipped with telephones, desktop computers, Laptops computers, printers, cameras and recorder and well furnished office. HRC-Bajura has the shooting and recording studio in its own FM Radio office building at Kolti. Qualified and experience staffs from different sectors (Livelihood, Good Governance & Advocacy disaster management, media and research) work in the organization. Roster is available of more than 25 persons of the experts of different sectors.

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