

R 234-06

INSEC STRATEGY

(2003-2007)

Strategic Framework



- **In House Study Session**
(7-11 January 2003)
- **Council Meeting & General Assembly**
(12 April 2003)

INSEC STRATEGY

(2003-2007)



For Human Rights & Social Justice
Informal Sector Service Centre (INSEC)

Syuchatar, Kalanki, P.O.Box. 2726, Kathmandu

Tel : 4278770, Fax : 4270551

E-mail : insec@insec.com.np

Web site : www.insec.org.np

INSEC STRATEGY

(2003-2007)

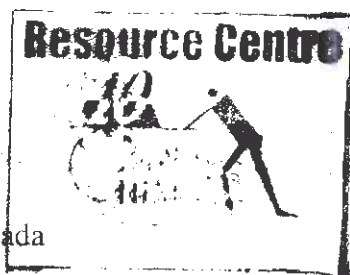
June 2003

Published by INSEC

Copies : 1000

© INSEC

Edited by
Padma Khatiwada



Compiled by
Prakash Bhattarai

Cover Design & Lay-out
Govinda Tripathee

Printed in Nawa Young Press
Ph : 4275697

Preface

This third year of the twenty-first century marks a fifteen-year life of INSEC, which is filled with a constant fight for the protection and promotion of human rights of the socially oppressed, politically excluded and economically deprived. In the late eighties, when it was not possible to take up civil and political issues, INSEC started functioning as a research centre to undertake studies on socio-economic issues. Following the restoration of democracy in the year 1990, INSEC has centred its activities on the advocacy of the civil and political rights linked with key economic, social and cultural issues facing the people. Noted achievements of INSEC of this period have been annexed to this compilation.

There is a long way to go, and the path ahead is replete with difficulties, thus challenges. One of the freshest challenges that needs immediate attention arises from the current political turmoil and the resultant environment where human rights of the people are routinely violated.

It is against this backdrop that INSEC has developed its five-year strategy. It concentrates on awareness raising on civil and political as well as economic, social and cultural rights. The strategy builds on the review of the past five-year strategy and the experience INSEC has drawn over the years. A draft version of the strategic paper was presented for discussion in the Nagarkot meeting of INSEC family held on 7-11 January 2003. Earlier, series of discussions were held with district reporters, INSEC colleagues in regional and central offices, partner organisations, INSEC general and board members and a few other concerned individuals. All the inputs received from such discussions and interactions have been incorporated in the final version of the strategy. The strategy was formally approved by the fifth general assembly and the council meeting of INSEC held on 12 April 2003.

I take this opportunity to extend gratitude to all the colleagues for their comments, inputs and other contribution.

Thank you.

Subodh Raj Pyakurel
Chairperson

Acknowledgement

The following personnel are acknowledged for their sincere cooperation in making the INSEC Strategy.

1. All the INSEC board members, including Mr Deepak Raj Kafle and Mr Hamid Ansari, who have sincerely reviewed the past strategy and drafted the new.
2. INSEC general members
3. Mr Knud Olander and Ms Mitte Demgard
4. Mr Lokendra Poudel and Mr Toshi Bosse for language polishing and giving valuable inputs in the strategy paper.
5. All the INSEC centre chiefs
6. INSEC Regional Co-ordinators
7. Human Rights Yearbook District Representatives
8. INSEC Network/Partner Organisations
9. All the INSEC employees including Padma Khatiwada, Director (Planning) and Jagadish Dahal, Director (Programme) who sincerely collected inputs and organised them to give the final shape.

Chairperson

CONTENT

Preface	
Acknowledgement	
Executive Summary	i
Part I	7
INSEC Strategy (2003-2007)	
Part II	21
Proceeding on INSEC Strategy Cum In-House Study Session	
Part III	33
Report of the INSEC Council	
Part IV	43
Future Programmes	
Part V	49
Annexes	

Executive

Summary

Informal Sector Service Centre (INSEC) was born at the close of the repressive regime known as the Panchayat. However, it grew up in a democratic atmosphere, which was achieved after the 1990 People's Movement. Coming up to the 21st century, INSEC has been a leading human rights organization. Its main objectives are protection and promotion of human rights through advocacy, training, education, information flow, and other protectional and promotional activities. Numerous achievements took place over the last 15 years through human rights education, monitoring programmes and advocacy campaigns. Freeing of the bonded labourers (kamaiyas) practices and implementation of a minimum wage for agricultural labourers are among the major victories. INSEC has already developed trained human resources and considerable institutional and infrastructure assets. It has a countrywide network of five regional offices, 50 local partner organizations and 75 district human rights reporters.

Throughout the nineties, INSEC invested a huge amount of its energy to achieve its motto: protection and promotion of human rights for social justice. The decade has given us a mixed result.

After the declaration of the state of emergency on 26 November 2001 and promulgation of the Terrorist and Disruptive Activities, Control and Punishment Ordinance (TADO), 2001, the fundamental rights provisioned in the Constitution of the Kingdom of Nepal, 1990 were suspended. This led to an unexpected crisis in most of the human rights organisations in Nepal. INSEC too could

not be an exception to it. In the early days of emergency, not only INSEC but also the whole civil society frightened and started thinking what to do during emergency. But INSEC accepted this challenge and decided not to postpone any of its ongoing activities during that complex and complicated situation. It rather expanded its activities realising that emergency period would provide an additional advantage and more opportunity to work on human rights issues.

After one month of the imposition of emergency, INSEC published a briefing 'One Month of Emergency' that contained incidents of grave human rights violation by both state and Maoists. This document had also highlighted the incidents caused and occurred by violating international human rights and humanitarian laws and the Constitution of the Kingdom of Nepal, 1990. The briefing was distributed in an interaction programme organised by INSEC on, "Civil Rights during the State of Emergency."

INSEC conducted interaction programmes on "Existing Emergency and Situation of Human Rights" in 15 districts where judges, the then chairpersons of District Development Committee (DDC), Chief District Officers (CDO), leaders of political parties, security personnel, journalists and members of the civil society expressed their views on the existing crisis of the country. These programmes had given a combined forum for the personalities of different walks of life in the districts. Even the representatives of the Royal Nepalese Army attended these talk programmes and had expressed their views focusing on the state of emergency and human rights.

INSEC took part in fact-finding of the grave human rights violation during and after the state of emergency. Fact-finding of a bus burning incident in Chitawan in which five persons including a 9-year-old child were burned inside the bus, Ramite incident in which four people were found killed in a jungle of Morang district, Kanchha Dangol case, in which Kanchha Dangol, a resident of Saraswoti Village Development Committee Ward No. 3, Tokha,

Kathmandu was shot dead in an encounter with the security personnel are some of the grave examples of human rights violations.

INSEC involved in more than 22 such fact-finding missions. Among them, 20 were conducted during the state of emergency and 1 was conducted after the emergency. The reports of all of these missions have been documented and disseminated very properly and timely; the media have made a wide coverage of these reports with paramount importance. Fact-finding missions have been INSEC's most urgent actions.

Furthermore, in order to find out the needs of the targeted population, INSEC conducted a baseline survey in the months of May-July, 2002 in 20 districts of the country. The report has been published. It reveals some of the facts that 83 percent of the respondents among 4800 said they have not heard about human rights. Similarly, 90 percent of them do not know that the minimum wage fixed by the government in 2000 is still unknown to them. These have been some of the areas INSEC has to jump with massive campaigns and advocacy in the days to come.

During emergency, mainly the then general secretary and other senior staff of INSEC had to be very busy dealing with the national and international personalities. Ambassadors and their representatives from United Kingdom of Nepal, Norway, USA, India, Belgium, Finland, Denmark, UNDP and several others made interactions and visits to INSEC regarding the worsening situation of human rights in Nepal. Similarly, different human rights activists as for example from Amnesty International, Forum Asia, Asian Human Rights Commission, Reporters Without Borders, academics from renowned universities, researchers and other personnel visited INSEC and took information on human rights situation during state of emergency. A petition has been filed in UN Human Rights Committee by the common effort of INSEC and Reporters Without Borders regarding the massive violation of human rights in Nepal. From the nation, members of parliament, political leaders, academics, researchers from universities, and

other institutions as well as journalists visited INSEC staff, the library and documentation centre for the fresh information on human rights violation incidences from time to time. Even the law enforcing agencies like lawyers, army, police came to INSEC for the updates of human rights violation. On the average three staff from the Central office and one each from the regional offices directly involved in dealing with these persons. Similarly 5 persons from INSEC central office and another one each from the regional offices and several other people from the partner organisations of INSEC as well as the Human Rights Reporters in the district became busy in collecting information on human rights cases, updating them and disseminating them in the forms of book, magazine, web, press release, urgent action and so on. The victims came directly to the office and requested for facilitating them for urgent action on the arrest, beating and other forms of human rights violations to the concerned authorities. On the average, around 40 percent of the working ours of the above staff had to invest on dealing with these extra responsibilities.

In the same context, some of the staff of INSEC, mostly the then General Secretary was invited to attend workshops, seminars and other interaction programmes, many of which centralised on the present crisis of the country. In one of the interaction programmes by Nepal Television – Disha Nirdesh, the then General Secretary of INSEC was invited to put forth views on the present crisis as a focal person for three different occasions and contexts. One more statistician Mr Yogendra Gurung, Board Member of INSEC and Lecturer of Central Department of Population Studies, Tribhuvan University was invited to analyse data on Maoists insurgency collected and documented by INSEC. Similarly, British Broadcasting (BBC) also offered the then general secretary to talk about the present crisis of Nepal from time to time.

These are some of the examples how INSEC launched its campaign against the imposition of the state of emergency and for bringing both the government and the Maoists in the negotiating table. Apart from these activities, INSEC carried out its core activities:

- ▶ Human rights education/training to the grassroots
- ▶ Human rights monitoring and relief and rehabilitation programme of victims
- ▶ Campaign/solidarity on cross cutting issues – women, children, dalit, agricultural labourers, indigenous nationalities etc.
- ▶ Human rights treaty monitoring

In the mean time, an urgent need to conduct an in-house study session was realised by INSEC family in December 2002. The main purpose of the study session was to conduct a final discussion on INSEC's strategy paper 2003-2007 and to prepare the final strategy paper including inputs from the participants. Evaluating INSEC's past activities and its achievement and preparing a framework for the coordination of all INSEC's activities and to discuss on the future programme of INSEC was another objective of this gathering. The third objective was to increase capacity of INSEC staff through various paper presentations on the current issues of human rights.

The study session made INSEC and its activists aware of the INSEC strategy (2003-2007). It endeavoured to think critically on human rights issues and for capacity building of INSEC's activists. The participants were informed on current human rights issues. The study session has helped them to be updated on human rights issues. This has helped them to increase capacity in dealing with human rights issues in their working areas (centre, region, district). It also helped to uplift grassroots human rights issues and make it as a subject of concern in the national and international level.

INSEC council assembly is one of the major forums of its stakeholders to discuss and come to a decision on its future programmes and activities. The programme was conducted on 12 April 2003 where a total of 104 members from different academic and working background were presented as council members of

INSEC. Decisions and recommendations have been made on several agenda as part of its future programme by the council. The council's decisions are ratified by the INSEC General Assembly in accordance with the Constitution of INSEC. INSEC's General Assembly was also held on the same day. The unanimously consisting 71 general members of INSEC formed the new body of INSEC board under the chairmanship of Subodh Raj Pyakurel, the then General Secretary of INSEC.

A concrete vision for launching different programmes for fulfilling the INSEC's goal – protection and promotion of human rights have been thus finalised to carry out in future. This compilation deals mainly with the aforesaid activities carried out by INSEC during past three years and policy guidelines for coming five years.

PART I

INSEC STRATEGY (2003 – 2007)

1. INTRODUCTION

Informal Sector Service Centre (INSEC) has been working in the human rights sector for 15 years with highly credible records. It has significantly contributed to the process of bringing multiparty democracy in the country and raising number of human rights issues to the national agenda to influence the necessary policies and legislations. INSEC has been constantly emphasising economic, social and cultural rights in its agenda right from the days it implemented the program for the cart pushers of Kathmandu valley 15 years back. It has been involved in highlighting issues of bonded labour, minimum wage for the agricultural workers and other issues concerning with human rights. INSEC has moved far ahead from there by involving itself in the campaigns, awareness creation and education programs for maintaining civil and political rights. Education, monitoring, lobbying, advocacy, research and training on issues related to human rights are regular activities of INSEC for more than a decade already. It is also involved in the dissemination of human rights situation.

INSEC is geared towards working with disadvantaged groups. Its targeted working groups have been the agricultural labourers, underprivileged women, socially discriminated people including Dalits and children.

Started with its historical reality of broader agenda carried in the past, INSEC, as a human rights NGO, has gradually identified its core competency areas from its own experience and the feedbacks provided by the stakeholders. Some of these were known through the internal and external evaluations carried out in the past. INSEC has 50 partner organisations in the local level, one each in the district. It has five regional offices in each development region of Nepal and has deputed 75 human rights reporters, one each in the district. The core activities of INSEC are mentioned in Annex 1.

2. STRENGTHS AND POTENTIALS

INSEC's implementation of various activities in the past and their resulting performance indicates several strengths of the organisation.

As learning organisation, it has also identified some of its weaknesses. These strengths and weaknesses suggest some areas of its comparative advantage. Before coming into any decision on the directions to be taken in future, it was considered to carry out SWOT (strengths, weaknesses, opportunities and threats) analysis. The results obtained from this exercise are presented below:

2.1. STRENGTHS

- ◆ Strong organisation linkage up to grassroots.
- ◆ Credible partnership relation with the fraternal organisations at the national, regional and global levels.
- ◆ Effective working relationship established with the external agencies, academic institutions and the donors.
- ◆ Pioneering work in the identification of people's issues (both at the local and national levels).
- ◆ Proven ability to work in the difficult areas and under the difficult circumstances.
- ◆ Committed staff with activist leanings, self-motivated and preserving informal work culture.
- ◆ Presence of adequate internal governance mechanism including the financial and programming systems.
- ◆ Strong, visionary and participatory leadership.
- ◆ Proper financial record of accounts by the nature of diversity of the funding sources.
- ◆ Established physical infrastructure including well organized documentation system and the library
- ◆ Established credibility of one of the few Human Rights Organisations working in Nepal with both national and international linkages.

2.2 WEAKNESSES

- ◆ Less documentation of achievements their process learning.
- ◆ Middle level employees having adequate sense of volunteerism and activism but relatively lack the professionalism.
- ◆ Lack of personnel policy leading to the prospective career path for the staff.
- ◆ Risk of financial sustainability (due to over-dependence on the

uncertainty of the donor funds and the lack of local resource mobilisation)

- ◆ No established benchmark for work quality (which poses difficulty to monitor the progress made over the years)
- ◆ Inadequate internal control system
- ◆ Still evolving institution-building process.
- ◆ Lack of effective coordination among network organisations and the centre.
- ◆ NGOs are not out of complaining. INSEC also falls under that category.

2.3 OPPORTUNITIES

- ◆ The supreme law of the country honours human rights and democratic freedom. It awaits consolidation through an active role of the civil society.
- ◆ Nepal is a party to 16 international human rights instruments (in addition to the ILO Conventions on labour laws). However, practices do not conform to these commitments. Some human rights issues rather originate from the bilateral treaties requiring their review at times.
- ◆ The state is failing to deliver basic education, primary health care and shelter to the majority of the poor. The non-governmental organisations are expected to play greater role in these areas.
- ◆ Initiatives of the citizens and civil societies are appreciated as potential lobbying forces for improved service delivery both nationally and globally.
- ◆ Increased realisation of the need for expanding partnership between NGOs and the government, and also the NGOs and the international development agencies.
- ◆ Increased awareness of the need for protecting human rights of the disadvantaged groups like women, children, Dalits, refugees, disabled and the religious minorities in the country.
- ◆ Growing recognition about the role of civil society that they can do better in certain areas than the government.
- ◆ Increased access of information technology for promoting exchanges, learning, networking and campaigns national as well as global level.

- ◆ There is a chance to take part in the conflict transformation programme from the local level.
- ◆ There are some opportunities to work together with the local authority on human rights issues.
- ◆ International community is frequently supporting for human rights actions.

2.4 THREATS

- ◆ Increasing poverty, illiteracy, deprivation and existing superstitious feelings of the majority of population.
- ◆ Intolerant role of the government towards civil societies, human rights and to achieve justice impairing their continuity and independence.
- ◆ Growing intolerance, sectarianism, adherence to narrow identity and fundamentalism among the people.
- ◆ Growing political instability, unrest and growth of insurgencies against the multi-party democratic system.
- ◆ Erosion of democratic institutions and practices.
- ◆ Poor community participation in the political, developmental and administrative spheres.
- ◆ Conflicting of interest of different constituents (e.g., donors, government and the NGOs) and increased competition to access resources from the public sector.
- ◆ Over confidence of the policy makers on free market as a panacea of all the societal and development problems.
- ◆ Human rights defenders are working at risk.

The above-mentioned strengths, weaknesses, opportunities and threats provide useful hints for INSEC in reassuring its role. After fourteen years of experience, it has attained significant level of maturity to effectively pursue the mandates concerning human rights issues. These observations compounded with the analysis of national contexts, demand crucial involvement of the role of INSEC in supporting the human rights sector with clear vision and mission.

3. VISION

INSEC'S vision is 'An Improved State of Human Rights and Social

Justice' in Nepal.

4. MISSION

INSEC's mission is manifested in its roles as a watchdog, lobbyist, policy interventionist, and an empowerment and mainstreaming agent for the fulfilment of its goal and objectives:

5. GOAL

INSEC's goal is the protection and promotion of human rights for social justice in Nepal.

6. OBJECTIVES

The following are the strategic objectives of INSEC for its single goal of protection and promotion of human rights for social justice in Nepal:

- ◆ To nurture and safeguard the pluralistic fabric of the Nepalese society and strengthen multiparty democracy for ensuring basic economic, social, cultural and civil and political rights to all.
- ◆ To serve as a national movement to ensure people's right of access to essential livelihood resources, basic health care and primary education.
- ◆ To empower underprivileged and marginalized people including women and those who are discriminated. Interventions will be made through education awareness, training, and organisation for movements building and reforming the discriminatory laws. INSEC's role will be basically of a colleague; collaborator, mentor and facilitator.
- ◆ To work for the promotion of policies, institutions and capacities that strengthens the voice and participation of the poor, especially the disadvantaged and marginalised in improving their socio-economic status and democratic governance.

INSEC will do it through advocacy, lobbying and campaigns.

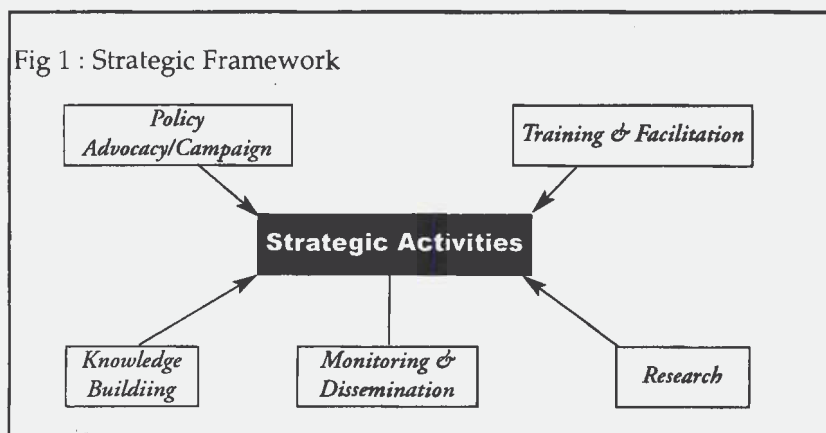
- ✦ To mainstream participation of various ethnic groups, communities, minorities and victims of caste discrimination.

7. STRATEGIC FRAMEWORK AND ACTIVITIES

In Nepal, the areas requiring immediate attention and remedial actions in the context of human rights issues are immense. Therefore, it would not be prudent to assume that INSEC alone will be able to address all the outstanding and emerging issues. It would rather like to be modest in its commitment such that it does not become over ambitious and as a result ineffective.

While the need for collaborative work at different fronts and the prospects for partnership are well perceived for the accomplishment of its mission, INSEC sets priority to adopt the following strategic activities:

Fig 1 : Strategic Framework



7.1 Policy Advocacy / Campaign

Policy advocacy / campaign is one of the strategic interventions for INSEC. Major activities covered by this will be as follows:

- ✦ Influence policy formulation from the prospective of participation and empowerment of the marginalized and underprivi-

leged groups in asserting human rights and equal access to opportunities.

- ◆ Identify and prioritise advocacy areas for policy development, monitoring of existing policies and their implementation and reformulation.
- ◆ Establish dialogue, build lobbying networks, foster coalitions and the alliance of different organisations and individuals extending at local, national and the international levels. Strengthen INSEC's focal working relations with PP21, Child Workers in Asia, FORUM-Asia, IMADR, Anti-Slavery International, SAFHR, SACCS and ASPBAE.
- ◆ Activate into action the quality of several trade unions, trade and business organisations, research centres, religious and community organisations, Dalit organisations, student organisations for advocacy work. Government committees such as National HR Action Plan Committee shall be utilized to further INSEC's goals.
- ◆ Conduct campaigns, rallies, pressure programmes to deliver justice and equity to the underprivileged people such as women, Dalits, and the victims of violation.
- ◆ Facilitate and support marginalized sections of the population so that they will keep up their enthusiasm and their economic activities by accessing necessary inputs even at the time of difficulties (e.g., by promoting collective approach through the community shops run by the Dalits and using these shops by different socialised groups).
- ◆ Equal treatment for both Dalits and Non-Dalits in order to eliminate caste discrimination and a coordination programme will be organised among Dalits and Non-Dalits.
- ◆ INSEC will lobby for including human rights a subject in the formal curriculum of the government.
- ◆ Gender issue will be highlighted with high priority.

7.2 Training and Facilitation

Training and facilitation will be another important strategic measure followed. They will cover the following activities:

- ◆ Develop training package to empower different target groups

like elected women representatives, child rights groups, agricultural workers, Dalit's association and other groups.

- ◆ Run training and refresher courses to the community human rights leaders and district HR representatives to enhance their capacity to assert and monitor the HR activities.
- ◆ Supplement residential training with the mobile training programmes.
- ◆ Bring professionalism in the delivery of training to the trainers, curriculum development and follow pedagogical approaches to adult education. Carry out training evaluation including tracer studies on the reaction, learning, behavioural changes and results of the training programmes completed. The training interventions will be based on research findings. Relations with the foreign training centres shall be developed for qualitative upgrades.
- ◆ Special training programmes and related materials shall be developed for the partner organisations committed to advocacy work, human rights monitoring and the research activities related to this field. INSEC will make attempts to introduce HR education to the schools and universities in cooperation with the relevant government agencies and NGOs.
- ◆ INSEC will develop its equipped training centres at the 5 regional levels in a phase wise manner.
- ◆ Trainings will be conducted with the participation of boycotts and victims and the issues of their concern.
- ◆ Training for the district level policy makers and for local level human rights leadership development will be conducted.
- ◆ Technical trainings will be provided to those people who are associating with the operational technical works of INSEC.
- ◆ Equipped training centres in each development region with regional trainers will be established.

7.3 Knowledge Building

Knowledge building shall remain another important strategic measure for INSEC for the next five years. Following activities shall be covered under this strategic focus:

- ◆ Deliver human rights education to the underprivileged people

at different districts of the country.

- ✦ Provide HR training and HR materials to the target groups that have received functional literacy from other agencies (government and NGOs). Where no other agencies have organized literacy programmes, INSEC will step into providing the literacy programmes and HR education itself too. To the extent possible, INSEC shall encourage other agencies to be involved in the literacy advancement work.
- ✦ Tailor made HR education materials shall be developed to cater to the type of interventions needed (i.e., for addressing the needs of Dalit, women, children, minorities and the materials for a conflict situation). Awareness programme shall be implemented considering their varying needs and feedback over the previously implemented programmes.
- ✦ Develop community HR leaders in the districts by identifying suitable candidates and giving training with sensitisation to the HR issues. These community leaders shall be prepared for volunteering their contributions to the cause of human rights initiated by INSEC and being open to the initiatives taken by others too. These volunteers shall work as resource persons / teachers in the community HR awareness programmes run by INSEC in the districts.
- ✦ The district community leaders may opt to be organized as a NGO, in which case INSEC shall provide its support with training on HR and project management. INSEC shall support their initiative by providing HR materials and publications. INSEC shall selectively implement programmes with such NGOs on a partnership basis to institutionalize the intervention process locally.
- ✦ HR Education Radio Programme shall be strengthened and its effectiveness enhanced by facilitating the listeners' groups through training and by providing INSEC's educational materials. Listening access to the people in jail shall be enhanced by encouraging them to be involved for constructive comments and suggestions.
- ✦ Workshops, seminars and interaction programmes for the law enforcement officials, activists, and the elected representatives shall be organized to make them more responsive to the HR issues.

- ◆ Conducting research through the local volunteers, activists and other professionals shall identify intervention needs. They shall make attempts to identify different ways of resolving the local conflict situations. Training materials for experimental designs shall be developed accordingly.
- ◆ Workshops and interactions among the local representatives and the political activists will be organised in order to enhance their understanding on human rights.
- ◆ Campaign for peace and development will be initiated in the conflict-affected district of the country. This will highlight the obligation of State and not-state parties to obey the international human rights and humanitarian law

7.4 Research

Research shall remain INSEC's continuing activity for the identification of new alternatives of interventions in the context of changing circumstances. Some of the key activities covered by this strategy shall include the following:

- ◆ INSEC's working model involves Research-Action-Organisation (RAO). As a first step to the process, research shall play important role in the identification of issues and gauging intensity of the problems for further identification of effective intervention strategies.
- ◆ Research shall remain as an inherent component in all the strategic areas to be undertaken by the activists and professionals as per the need.
- ◆ Quality standards of information and reports based on the field level qualitative and quantitative data shall be upgraded to publish and disseminate better products.
- ◆ Profiles of the conflict prone districts shall be prepared with suggestions for their resolution.
- ◆ The subject of the research will be based upon the mission and vision of INSEC.
- ◆ The information taken out from the research will be used as reference materials while conducting advocacy, educational campaigns to force the concerned parties for bringing out the solutions.

- ◆ Technical and subjective cooperation and coordination will be provided, while conducting researches through its local network.
- ◆ A research on conflict management will be organised in each districts and the district wise suggestions will be given.
- ◆ Fellowship will be provided to conduct research on human rights.

7.5 Monitoring and Dissemination

- ◆ Compliance of the human rights provisions as enshrined in the Constitution and other HR instruments shall be monitored.
- ◆ Compiled HR situation reports through the yearbooks, quarterly supplements, web sites, press releases and the occasional publications shall be brought out.
- ◆ Human rights resource centres located at the central level shall be strengthened. Gradual move shall be initiated towards capacitating the operation of regional offices.
- ◆ Human rights researchers shall be identified at the district level and trained for establishment of a system of collection, documentation and dissemination of HR situation related information.
- ◆ Intensity of investigations and reports about the cases of violation of HR shall be enhanced by deputing more number of fact finding missions.
- ◆ Visits shall be made at jail /custody to bring reports about their HR situation.
- ◆ Research shall be done on the conflict profiles at district level and initiatives shall be taken to resolve them.
- ◆ Facilitation and co-ordination will be done to involve victims and national, regional and local level stakeholders in peace building process.
- ◆ Benchmarks shall be developed to monitor the economic and social rights by giving priority to the access to free education, primary healthcare, resources and development opportunities. Monitoring of progress shall be carried out against these benchmarks set.
- ◆ HR situation reports shall be used to create awareness and build commitment among people, law enforcers and the

activists towards preventing the violations in their surroundings. Information shall be disseminated through media, seminars and journals.

- ◆ Leading cases of the HR violations and the potential threats to the human rights commissions shall be taken to the courts for penal actions and compensations.
- ◆ Reward system for the outstanding contributions of cases promoting and protecting human rights shall be institutionalised.
- ◆ INSEC shall join hands with the government and NGOs to promote fair electoral practices and observe the democratic elections.
- ◆ Research shall be carried out to prepare position paper on the issues like migrant workers, globalisation, liberalisation, privatisation and terrorism with reference to their impact in the society.
- ◆ Mechanism to monitor the implementation international human rights related treaties will be developed to prepare alternative compliance report.
- ◆ Essential initiatives will be taken to implement, reform and if necessary for making laws in the national and international level.
- ◆ Conflict affected districts will be the major working territory.
- ◆ Organisational development of radio listeners clubs’.
- ◆ Prioritisation of issues, while working in human rights.

8. IMPLEMENTATION MODALITY

Research-Action-Organisation (RAO) model shall remain INSEC’s modality to foster its mission and the implementation of strategies. Research on various issues shall be carried out to have proper understanding of their genesis, gravity and the crosscutting relations. Interventions shall be designed on the basis of results suggested by research. Actions shall be taken to empower people through awareness building, sensitising on asserting the human rights, training and facilitating to form groups / organisation. INSEC shall mainstream the enriched and motivated target communities to form self-motivated groups for the assertion of their rights. It shall support such groups by providing training, materials and becoming partner in the advocacy of relevant rights.

PART II

PROCEEDING ON INSEC STRATEGY
CUM IN-HOUSE STUDY SESSION

(January 7-11, 2003)