



# FPAN

**Family Planning Association of Nepal**

## **FPAN Received Awards from IPPF/SARO and Government of Nepal**

FPAN received two prestigious awards in 2007 recognizing its excellent works in promoting sexual and reproductive health in Nepal for improving health status of people as below:

### **FPAN was Co-Ranked as Best Member Association of the Year by IPPF/SARO**

FPAN and FPAP were ranked jointly as best Member Associations of the year 2007 during IV Vision Building Workshop held in Colombo, Sri Lanka in January 2008. Best Member Association of Year was declared by IPPF/SARO based on achievements against the performance evaluation indicators set during III Vision Building Workshop at the beginning of 2007. FPAN was also declared as best Member Association in 2006 and a trophy was awarded by SARO. In 2007 FPAN and FPAP were co-ranked best member association therefore the running trophy was awarded for six months to each MA.

Major achievements of FPAN during 2007 on performance evaluation indicators were as below:

#### **Innovative researches published in popular peer review journals**

Two papers written by Program Director (Dr. Giridhari Sharma Paudel) entitled (1) Domestic Violence against Women in Nepal was published in journal of Gender Technology and Development (vol. 11, No, 2, pp 199-233). Similarly, another analytical paper entitled Demand for safe abortion services in Nepal was published in Nepal Population Journal (vol. 13, No, 12, July 2007 pp 19-37).

Abstracts of the research were also published by FPAN staff members in Conference Proceedings during 2007. Abstracts published in 8th ICAAP proceeding were Improving Perception of Risk to HIV in Nepal: Experiences of FPAN and Integrating VCT into SRH Services for Highly Affected Communities: Experiences from Nepal. Similarly, other abstracts published in 4th APCRS Proceeding were Contraceptives Knowledge and Practices among Young Women and Girls in Nepal, Multipurpose Resource Centre: An Integrated Approach to Increase Access of Sexual and Reproductive Health Information and Services to Young Women in Nepal, Youth Service Centres to Improve Sexual and Reproductive Health of Young People in Nepal, Sexual and Reproductive Health Knowledge, Experience and Needs of Internally Displaced Adolescents, Contraceptives Use among Safe Abortion Clients at Non-governmental Comprehensive Abortion Care Clinics in Nepal and Involvement of Husbands/Male Partners in Post-abortion Contraception Acceptance and Post-abortion Complication Management.

#### **Besides, FPAN conducted seven researches and three desk review in 2007 as follows:**

- Study on consent and confidentiality of SRH services among adolescent, youth and FPAN service providers
- Study on quality of VCT services in FPAN clinics
- Final evaluation of Gender based Violence During Pregnancy Project supported by DFID and Improving SRH Status of Adolescent Girls and Young Women Project supported by Finnish government through Vaestoliitto
- Study on relevance and appropriateness of FPAN outreach clinics
- Attitude of service providers to increase access of safe abortion services to key population in Nepal
- Demand for safe abortion services among female IDU in Nepal
- Desk review on early marriage, SRH curriculum in lower secondary and secondary schools in Nepal and Adolescent Policy in Nepal

#### **Documentation centre strengthened according to 5As**

Two librarians were trained by SARO documentation officer during her supervisory visit in Nepal. Besides, new books and resource materials on 5As have been added in 2007 in documentation centre.

Attitude of all senior governance and management reconstructed in gender sexuality and rights

Baseline survey was conducted in 2006 to generate the baseline information on attitude of senior volunteers and staff members in governance and management on gender, sexuality and rights. Similar, survey was completed in 2007 to trace out the changes in attitude of senior management and governance people on gender, sexuality and rights. FPAN also organized lot of orientation and training integrating with other trainings. Besides, FPAN implemented capacity building training on gender, sexuality and rights to 140 service providers as well as youth and women volunteers through additional support provided by SARO in 2007. Such orientation and capacity building training helped to change the attitude of senior staff and volunteers on gender, sexuality and rights.

### **Counselling skills of all branches enhanced**

Following training were organized to enhance counselling skills of the service providers working in district branches

- Three day training on Gender, Sexuality and SRH counselling was organized to 112 youth working in district branches
- Nine counsellors working in district branches were trained by SARO in trauma and guilt counselling in Bangkok
- Fifteen service providers were trained in GBV counselling
- Four service providers were trained in family planning counselling
- Counselling training on Youth Friendly SRH services was provided for 28 service providers
- Seven counsellors were trained on SRH & HIV to provide hotline counselling
- Skill on counselling of six ANM has been enhanced through midwife refresher training.
- FPAN started toll free hotline services covering whole nation at FPAN central office since December 2007. Any person can dial from his/her home and get information from 9am in the morning to 9 pm in the evening. In an average 25 calls are received per day by the counsellors.

### **MoU signed with strategic partners**

Four MoUs were signed between FPAN and Maternity Hospital of the government for referral services on 1st Feb 2007, Sarbanam (Street theatre group) for partnership on advocacy and dissemination of SRH information to general people on 6th June 2007, International Relief and Development for collaborative program on 13th March 2007 and Association of Community Radio Broadcaster Nepal (ACORAB) on 25th April 2007.

### **Policy paper on analytical critique of national policies published through journalist network**

Three policy reviews were completed in 2007 including review SRH curricula in lower secondary and secondary school of the government, early marriage in Nepal and adolescent SRH policy in Nepal. Besides, some paper published in 2007 through Journalist network in national newspaper were on women reproductive health and right, male involvement in reproductive health, child marriage, girls trafficking, HIV and AIDS, safe abortion, new born care, elderly women's reproductive health, sub-fertility and SRH gaps in school level health curriculum.

### **Workplace policy on the A adopted by the National Executive Committee**

FPAN's national executive committee adopted HIV/AIDS and sexual harassment policies in 2006. Similarly abortion policy was adopted in 2008. All these policies were disseminated to all volunteers and staff working at central and branch level.

### **Setting up of an audit committee**

Composition of an audit committee was approved by NEC on 20th August 2007. A three members Audit Committee comprising Mr. Arjun Bahadur Singh as a SRH expert, Mr. Shambhu Thapa as a lawyer and Mr. Kashulendra Kumar Singh as a Chartered Accountant was formed. This committee has audited FPAN's account, program and existing constitution, administrative and financial management rules and regulations. The audit report suggested for effective accounting system and explores new avenues for collaborative programs.

### **NEC should co-opt strong professional equivalent to 25% of its membership of which 50% should be women**

EC has approved to recruit 25 percent professional volunteers on 20th August 2007. Following the NEC decision the Secretary General has issued a letter on same day to all branch presidents to recruit at least 25 percent professional volunteers and out of them 50 percent should be women. However, FPAN central office received statistics from some district branches. Out of 26 branches 10 branches submitted their report by the end of December 2007. They have recruited 354 new professional volunteers out of them 46 percent were female.

### **Improved environment within the organization including benefits to retain professional staff**

A Senior Management Team comprising Director General, Program Director and Finance Director has been formed and joint decisions are taken on major issues. It has increased accountability and transparency of the Association. Besides, the Director General called every Friday Meeting to discuss in any issues that need cooperation and assistance among different divisions, sections and projects. Similarly, Program Director called periodic program review meeting to discuss in any program issue. These meetings were useful for sharing, discussion, transparency and improving work environment.

Organization review including revision of Job description of the senior staff working at FPAN central office, qualification and experience required to each senior post, competency in the employed post and training needs for capacity building of senior staff was completed by an independent consulting agency. The suggestions and recommendations given by the consultant have been useful in improving work environment and retaining professional people.

The independent consulting agency also reviewed salary structure comparing with three other comparators organizations. FPAN is planning to review the salary structure to retain professional staff at the beginning of 2008 based on recommendations of the consultant as far as practicable.

Staff members have established a FPAN's Free Employee Union and got reorganization from Labour Office of the government. FPAN's senior management is doing regular interaction with this union for more transparency and improving work environment in the Association. Besides, time adjustment benefits provided during and after the pregnancy to female staff. Similarly, female staffs receive 3 days leave and nutritional support if they abort their unwanted pregnancy.

Foundation for change training was organized to 26 senior and mid level staff at FPAN central office through outside consultants. This training has given insights on team building, building positive attitudes among employees towards employed organizations, appreciative inquiry etc. This will help to develop good working environment within the Association.

### **Provision of crèche or a need based facility for parents or caregivers in the MA**

A Baby Care Centre is developed at FPAN central office to encourage young women to work with FPAN.

### **Complete at least two research studies to understand key populations**

A qualitative study on "Need for safe abortion services to female IDU" was completed. Another study on "SRH needs, aspiration and access to services of PLHIV in Nepal" was carried out jointly by FPAN, NAP+ N and SARO. Similarly, a study on "attitudinal change on GBV among survivors' and community households" was completed. Besides, study on attitude of service providers for increasing access of safe abortion services to key population was also completed in 2007. These studies have been useful to design appropriate policy and programs for reaching with key population with safe abortion information and services.

### **Prepare monitoring strategy for the three As (Abortion, Adolescents and AIDS)**

Draft monitoring strategy for 3 A's (Abortion, Adolescent, HIV and AIDS) is prepared. Besides, the M & E plan is inbuilt in APB 2008 in

all As and OD under IPPF core program.

### **Coalition established with three strong outputs**

Four coalitions were formed/strengthened in 2007. A coalition with NAP+N was formed in 2007 to increase access of SRH information, education and services to PLHIV. Major output of this coalition was the development of SRH training manual for PLHIV. Another coalition with Association of Community Radio Broadcasters Nepal (ACROBN) was also formed in 2007. Major outputs of this coalition were preparation of Draft SRH training manual to train Radio Journalist, joint press statement released to advocate for increasing access of SRH services to marginalized population and formation of 100 radio listener clubs. National Coalition against GBV formed in 2006 was strengthened further in 2007. Major outputs of this coalition were preparation and adoption of constitution of the national coalition, 3 round table discussions with law enforcers and civil society members were completed and resolutions were passed against GBV in Makwanpur, Sarlahi, Dhanusha, Nawalparasi and Rupandehi districts. Similarly, these districts were declared as GBV zero tolerance zones in 2007. Besides, the Coalition with Nepal Chemist and Druggist Association (NCDA) formed in 2006 was strengthened in 2007. Major outputs under this coalition were development of training manual to Chemist and Druggists on safe abortion, communication strategy and technical booklet on safe and unsafe abortion to NCDA members.

### **Social audit conducted**

One social audit was conducted in Kaski district in collaboration and partnership with district level line agencies of the government, representative of other NGOs and CBOs and community people. This report has identified the major gaps of both public and NGO sector in reaching with marginalized population for SRH information and services.

### **Deprivation ranking (entitlement index) tools adapted and tested**

Deprivation ranking (entitlement index) tools were piloted in Kavre branch. Findings of this report were presented in Monitoring Workshop organized by SARO in Pokhara Nepal. Final tools were developed for Nepal based on feedbacks and suggestions from other participants in the workshop. The pilot test report indicated high level of SRH deprivation among Dalit and ethnic minority groups in the study area.

### **SRH and HIV Integration**

A project entitled "Integrated HIV and SRH information and services to PLHIV in Kathmandu, Sunsari and Chitwan districts of Nepal" was developed and launched since March 2007 in partnership with National Association of People Living with HIV which is a perfect integration of HIV with SRH. Under this project FPAN provided Training of Trainers on SRH to 17 PLHIV. Besides, HIV is integrated with safe abortion, advocacy, access and adolescent programs since 2004 in FPA Nepal. HIV is integrated in all clinical and outreach programs across all FPAN programs.

FPAN is one of the largest VCT providers in Nepal. VCT is already integrated in 13 abortion clinics in 2007 and FPAN will scale-up the integration in other 7 clinics in 2008. FPAN also organized a national level workshop on "HIV/SRH integration" for policy makers, partner agencies and external development partners. This workshop was instrumental to sensitize the policy makers and planners. FPAN also prepared PEP guidelines in consistent with IPPF/SARO and WHO guidelines to facilitate the integration. Similarly, FPAN prepared SRH service delivery protocol for PLHIV.

### **FPAN Received Population Award 2007**

The government of Nepal, Ministry of Health and Population, honoured to FPAN with Population Award 2007 in an auspicious occasion of World Population Day 2007 organized on 11th July 2007. The government of Nepal provided this award to FPAN recognizing its significant contribution in family planning and promoting sexual and reproductive health information and services in the country through NGO sector.