1. Annex: Theory of Change

THEORY OF CHANGE DIAGRAM PAVE (Participation and Voice for Excluded Women in Nepal)				
I m p a c t	The right of all women in Nepal to full and effective participation and equal opportunities for leadership at all levels of decision-making is promoted and protected in line with SDG target 5.5			
O u t c o m e	1,376 women (including marginalised women), in 5 district of Province 7 of Nepal have increased capacity to engage proactively in local politics and decision making that affects their lives			
O u t p u t	1) 198 elected women (including marginalised women) in 5 districts of province 7 of Nepal have improved knowledge, skills and resources to increase participation in governance and represent the views of their constituents more effectively.	2) 1,115 women (including marginalised women) in 5 districts in Province 7 of Nepal have increased capacity to engage proactively in local politics and decision making that affects their lives.	3) 1,975 community members in 5 districts in province 7 of Nepal have improved knowledge, skills and resources to actively support women's participation and leadership.	4) The women's movement takes coordinated and collective action in support of women's political participation at provincial, national and international levels.

Design and delivery of leadership development programme for elected women leaders (1.1, 1.2)

Monthly forums and mentoring providing safe spaces for elected women leaders and potential leaders (1.3, 1.4)

Entrepreneurship training and livelihoods grants to marginalised elected women leaders (1.5, 1.6) Training of social mobilisers, Formation, mobilisation and support to women's groups to meet monthly (2.1, 2.2, 2.3)

Strengthen capacity of women's group members to organise and take collective action (2.4)

Entrepreneurship training and livelihoods grants to marginalised elected women leaders and gendered market analysis (2.4, 2.5, 2.7)

Dialogues and public hearings between women and their leaders (2.8) Workshops for elected leaders on gender sensitive planning and budgeting and annual community GESI audits (3.1 and 3.2)

Awareness at community level of gender equality and women's equal participation in decision-making (3.3)

Support women's movement to deliver public campaign to further women's political participation (3.4)

Support solidarity network of journalists and female role models to take action in support of (3.5 and 3.6)



Establish women's rights platform at provincial level (4.1)

Support women's platform to develop influencing strategy and plans (4.2)

Build the capacity of movement actors training and skill shares (4.3) Develop linkages between movement actors at local and national level (4.4)

Conduct research on supporting marginalised women's participation (4.5) Support movement actors to attend international forums and events (4.6)

- 1. Low capacity amongst elected women to meaningfully participate in political processes (lack knowledge and information on new constitution, federal system and their role as elected officials; limited leadership, negotiating and influencing skills; lack of connection and accountability to their constituency and women they represent; limited financial resources (for personal and professional use) and time to pursue economic activities; low confidence; lack of support networks; limited education/literacy)
- 2. Low interest and ability of marginalised women to engage in decision making (lack knowledge and awareness of rights, entitlements and political processes, limited soft skills to participate in political processes; lack of support from family and community members; lack of connection to elected officials which represent them)
- 3. Lack of support for women's leadership and women's issues: (Despite female quotas, a highly male dominated political system; lack of space for elected women to participate in political processes; low understanding amongst elected officials [male and female] of and support for marginalised women's issues; low implementation of existing women friendly policies. Similarly, low support amongst public for women's leadership and women's issues: discrimination and violence against women in leadership positions, and socially assigned gender roles.
- 4. Lack of sustained coordination amongst women's movement (absence of mechanisms at provincial level, silo response to issues and failure by the mainstream women's movement to take up the issues of highly marginalised women, lack of connection between women's movement at local and national levels, limited knowledge of what works to support marginalised women's political participation)