

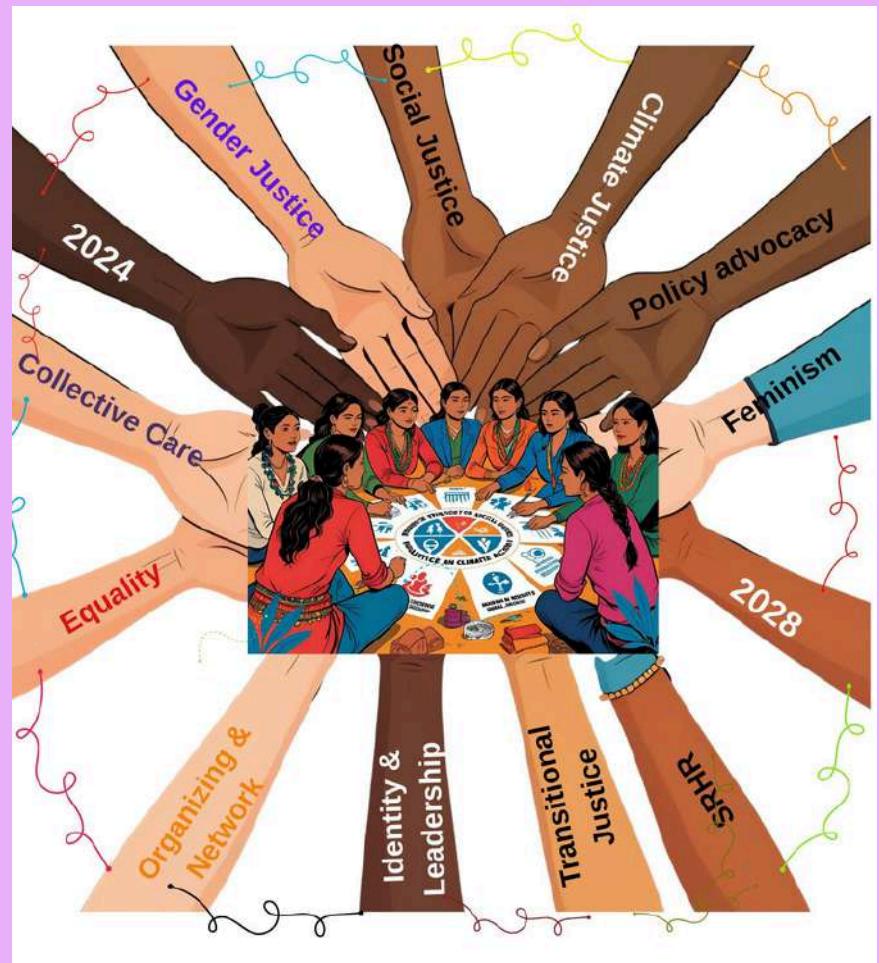
# The Strategic Plan

## of WOREC (2024-2028)

### SOCIAL TRANSFORMATION: OUR DESTINATION

WOREC, established in 1991, is a non-profit and non-governmental organization is a leading feminist/human rights organization working in Nepal from local to global level to support and bridge collective actions of women's human rights and feminist movement. For last 34 years, WOREC has played a catalyst role to create different self-representative women's led organizations and Network. Together with collaborators from a diverse range of feminist human rights movements and networks, WOREC engages to advance the rights of women in diversity. WOREC advocates for affirmative structural and social changes influencing national and international actors. Today, WOREC stands as a cornerstone in Nepal's women's rights movement, linked with hundreds of grassroots networks and collectives across the country.

As a feminist organization, WOREC envisions a world where all women can live free from violence, with full autonomy over their bodies, and in harmony with nature. Our work is rooted in the principles of interdependence, survivor-centered approaches, and intergenerational leadership. We actively collaborate with women, men, youth and non-binary at the community, national, and global levels to realize this vision. WOREC Strategic Plan 2024-2028 outlines the organization's path forward in advocating for gender equality, human rights, and social justice in Nepal. By leaning into our strengths, seizing emerging opportunities, addressing internal limitations, and staying alert to external threats, we aim to deepen our impact and sharpen our strategy. Our commitment remains steadfast—to work alongside communities, amplify feminist leadership, and continue building a just, inclusive, and violence-free society for all.



**Vision:** A society where feminist aspirations are met.

**Mission:** Promote women's human rights and end all forms of structural discrimination through collective actions.

## Strategic goal

1. Transformed organization with feminist value and enhanced accountability towards the community, right holders, partners and its networks along with enhance the advocacy spaces at local, national, regional and global platforms.
2. Strong women's right movement lead by young women leaders, survivors and self-representative WRO's and WHRD.



## Key strategic objectives include:

- Amplifying voices of diverse women and trans-rights activists for reclaiming bodily integrity, mobility, decent work, SRHR, climate justice and women's leadership .
- Strengthening WOREC as a feminist resource center for knowledge generation and social movement coordination.
- Empowering and supporting women affected by conflict and gender-based violence in claiming their rights to justice.
- Advocating for state compliance with UN covenants and conventions like CEDAW, ICESCR, and specific SDGs (3, 5, 8, 10, 13, 16).
- Strengthening the women's movement by creating an enabling environment for frontline WHRDs and women leaders.
- Advocating for ecological justice and women's leadership in humanitarian crises.
- Strengthening WOREC's institutional capacity for self-reliance, feminist engagement, and youth leadership.

Grounded in feminist values, strong governance, national recognition, ties to global networks, expert leadership, partnerships with community-based groups, and a holistic, intersectional approach.

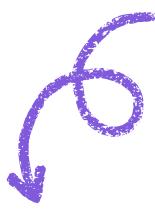
## Situational Analysis (External & Internal)

Lack of flexible and long-term funding, challenges in sustaining and adapting its extended organisational structure, and limitations from continued project-based funding.

Nepal's progressive constitution, federal structure, growing political participation of women, availability of local funding, improved national and international policy frameworks, and increasing regional and global feminist solidarity.

Rising global pushback against gender equality and human rights, shrinking funding for feminist work, narrowing civic space, threats to activists, widening gap in policy implementation, deep-rooted patriarchal mindsets, and a lack of feminist institutions in Nepal.

# Theory of Change



**If,** Increased feminist consciousness, critical awareness, and transformative capacity of women, communities, institutions, and stakeholders to challenge all form of inequalities. Women and marginalized groups have increased access to economic, health, legal, ecological, and political resources necessary for realizing their rights and autonomy.

**Then,**

An enabling, inclusive, and safe environment will be developed where women and marginalised groups can speak, lead, organise, and make informed decisions about their bodies, lives, and communities without fear or control. The feminist movements and solidarity network will be strengthened that challenge systemic injustice and amplify collective action for gender justice and human rights.

