

Basic Operating Guidelines agreed to by Undersigned Agencies in Nepal

Based on principles agreed internationally and in Nepal, we the undersigned have adopted the following Basic Operating Guidelines for all development and, if necessary, humanitarian assistance in Nepal.

1. We are in Nepal to contribute to improvements in the quality of life of the people of Nepal. Our assistance focuses on reducing poverty, meeting basic needs and enabling communities to become self-sufficient.
2. We work through the freely expressed wishes of local communities, and we respect the dignity of people, their culture, religion and customs.
3. We provide assistance to the poor and marginalized people of Nepal, regardless of where they live and who they are. Priorities for assistance are based on need alone, and not on any political, ethnic or religious agenda.
4. We ensure that our assistance is transparent and we involve poor people and their communities in the planning, management and implementation of programmes. We are accountable to those whom we seek to assist and to those providing the resources.
5. We seek to ensure that our assistance tackles discrimination and social exclusion, most notably based on gender, ethnicity, caste and religion.
6. We recruit staff on the basis of suitability and qualification for the job, and not on the basis of political or any other considerations.
7. We do not accept our staff and development partners being subjected to violence, abduction, harassment or intimidation, or being threatened in any manner.
8. We do not work where staff are forced to compromise core values or principles.
9. We do not accept our assistance being used for any military, political or sectarian purposes.
10. We do not make contributions to political parties and do not make any forced contributions in cash or kind.
11. Our equipment, supplies and facilities are not used for purposes other than those stated in our programme objectives. Our vehicles are not used to transport persons or goods that have no direct connection with the development programme. Our vehicles do not carry armed or uniformed personnel.
12. We do not tolerate the theft, diversion or misuse of development or humanitarian supplies. Unhindered access of such supplies is essential.
13. We urge all those concerned to allow full access by development and humanitarian personnel to all people in need of assistance, and to make available, as far as possible, all necessary facilities for their operations, and to promote the safety, security and freedom of movement of such personnel.
14. We expect and encourage all actors concerned to comply strictly with international humanitarian principles and human rights law.



United Nations



European Commission



MINISTRY OF FOREIGN AFFAIRS OF DENMARK
Danish International
Development Assistance



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Confederation

Swiss Agency for Development
and Cooperation SDC
Embassy of Switzerland in Nepal



Canadian International
Development Agency



NORWEGIAN EMBASSY



Japan International
Cooperation Agency



UKaid
from the British people



EMBASSY OF FINLAND
KATHMANDU



Netherlands
Development
Organisation



Association of International NGOs in Nepal

Annex to the Basic Operating Guidelines:

PROMOTION OF DIVERSITY AND INCLUSION IN DEVELOPMENT ACTIVITIES

The International Community recognises that more is needed to promote the rights and inclusion of indigenous peoples and other disadvantaged groups.

The ILO Convention 169 stresses the *distinctive contributions* of indigenous and tribal peoples to the social harmony of humankind. The convention recognizes consultation, participation, mutual respect and equality as fundamental principles for its implementation and for development in general.

Convention 169 (Article 6(b)) requires governments to establish means by which these peoples can freely participate, to at least the same extent as other sectors of the population, at all levels of decision-making in elective institutions and administrative and other bodies responsible for policies and programmes which concern them.

It also requires governments to adopt special measures to ensure *equal opportunities* and equal treatment in employment for men and women from indigenous and tribal peoples.

The Government has established a task force on the implementation of ILO Convention 169 with the participation of NFDIN and NEFIN, amongst others. This task force has drafted a national action plan. The international community will support the implementation of this plan once it has been approved by the Government of Nepal

The ILO Convention 169 promotes a peaceful approach. Any resort to violent means, threat or coercion would breach its spirit and impair the rights and freedom of others.

Whereas, ILO convention 169 stipulates that "peoples shall have the right to retain their own customs and institutions, where these are not incompatible with fundamental rights defined by the national legal system and with internationally recognized human rights", it then continues to state that "Procedures shall be established, whenever necessary, to resolve conflicts which may arise in the application of this principle".

The implementation of Human Rights protected by and enshrined in international law cannot be claimed by resorting to violence threats and coercion.

In Nepal, the signatories of the Basic Operating Guidelines (BOGs) are committed to strive for diversity within their organizations and development programmes.

Through the Basic Operating Guidelines these development agencies are committed to Inclusion, Accountability, Transparency and Impartiality.

These development agencies recruit staff on the basis of suitability for the job and are committed to promoting workforce diversity. The signatories of the Basic Operating Guidelines do not recruit staff on the basis of political or other influence.

Furthermore, the UN Country Team of Nepal has signed its own Declaration of Joint Principles of Workforce Diversity and is committed to the inclusion of historically excluded groups and regions to professional opportunities within the UN system.

For further information and reference

For more information on the implementation of ILO 169 in Nepal, the authority to be contacted is: Ministry of Local Development, Government of Nepal.