

act:onaid 2025



Reflections and Learning 2025
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MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

**Dear All,
Namaste!**

It is with great pleasure that we present to you the Annual Reflection and Learning Document 2025, a collective account of our experiences, collaborations, learning, achievements, and partnerships that shaped our work throughout the year.

Like the previous year, 2025 represented an important phase of our journey under the Country Strategy Paper VI (2024–2029), Equitable Action for Social Justice. As we continued to advance our shared vision of an inclusive, just, and democratic Nepal, we remained committed to implementing our work by placing people, communities, and their lived realities at the center of everything we do.

Throughout the year, our efforts and endeavors were guided by the belief that sustainable change emerges when communities are empowered to define their own priorities and lead their own transformation. Across our thematic areas and campaigns, we worked alongside women, young people, people living in poverty, informal and gig workers, farmers, and individuals from marginalized and vulnerable communities, enabling them to make their voices heard and claim their rights.

This document reflects not only what was achieved, but also how we worked with communities. It highlights the importance of building partnerships, fostering solidarity, and, most importantly, working collaboratively with civil society organisations, local governments, networks, development partners, public and private institutions, and communities themselves.

Last year, we launched our two signature campaigns: "Hamro Shram Kina Kam?" (Why Is Our Labour Valued Less?) on decent work, and "Jalawayuma Maar, Sajha Shrotma Bhaar" (The Impact of Climate Change on Common Resources) on climate justice.

These campaigns continued to serve as important platforms for collective action, dialogue, and advocacy. Similarly, our efforts to promote social justice, gender equality, climate resilience, decent work, quality education, and humanitarian responsiveness reinforced the importance of locally led solutions and community-driven change. Throughout the year, we witnessed inspiring examples of community-led leadership, innovation, and resilience that deepened our understanding of social justice in practice.

The achievements, reflections, and lessons presented in this document were made possible through the dedication and commitment of many individuals and institutions. We express our sincere gratitude to the Government of Nepal, our development partners, civil society allies, networks, community leaders, activists, youth, and local institutions who have accompanied us on this journey. We are especially grateful to the communities we work with and serve, whose knowledge, courage, determination, adaptability, and enthusiasm continue to inspire our work every day.

We also acknowledge the invaluable contributions of our staff, partners, and the National Board of Governance, whose dedication, commitment, and guidance have enabled ActionAid International Nepal to remain focused on and accountable to its mission.

The year 2025 marked significant shifts in the national context and brought renewed momentum for good governance and accountability. Embracing this spirit, we look ahead with a continued commitment to challenging injustice, addressing inequality, and creating opportunities for people to live with dignity, rights, and resilience.

Together, we will continue to strengthen collaboration and solidarity, amplify people's voices, and contribute towards building a more just, inclusive, and resilient Nepal.



Keshav Gautam
Board Chair



Sujeeta Mathema
Executive Director

**EQUITABLE
ACTION FOR
SOCIAL JUSTICE**

ACRONYM	FULL FORM
AA International	ActionAid International
AA Ireland	ActionAid Ireland
AA Italy	ActionAid Italy
AA UK	ActionAid UK
AAIN	ActionAid International Nepal
EOL II	Education Out Loud – Phase II
GBV	Gender-Based Violence
HRBA	Human Rights-Based Approach
IHART	International Humanitarian Action and Resilience Team
LRP	Local Rights Programme
NPR	Nepalese Rupees
PTA	Parent–Teacher Association
SLASH	Strengthening Leadership of Acid and Burn Violence Survivors through Holistic Interventions
SMC	School Management Committee
WASH	Water, Sanitation and Hygiene
WRP III	Women Right Project – Phase III



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WORKING AREAS

LOCAL RIGHTS PROGRAMME (LRP)



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ActionAid International Nepal (AAIN) is an anti-poverty, human rights-based organisation established in 1982. It is a non-Governmental national social justice organisation rooted and working locally in different parts and regions of Nepal. It is a member of ActionAid International federation. ActionAid International Nepal (AAIN) is also part of both national and global social justice movement and other civil society networks, alliances and coalitions.

Vision

An inclusive, just and democratic Nepal, where every individual enjoys a life of dignity, free from poverty and exclusion.

Mission

To achieve social justice, gender equality and eradication of poverty by empowering people living in poverty and exclusion and strengthening people's agencies.



REFLECTING HUMAN RIGHTS-BASED APPROACH AND FEMINIST LEADERSHIP IN 2025

In 2025, communities did not simply receive services; they exercised agency, challenged injustice, and shaped decisions that affected their lives. Women, survivors, youth, labourers, and smallholder farmers moved from being beneficiaries to becoming leaders of change. The result was not only improved services and opportunities, but also shifts in power, stronger accountability, and greater recognition of people's rights, dignity, and collective leadership.

Empowerment:

Communities strengthened their confidence and collective agency to claim their rights and influence decisions affecting their lives. Through community groups and networks, people advocated for justice, dignity, and equality.

Participation:

Women, survivors, youth, labourers, and farmers shaped agendas and led change processes. Eighty survivors from all seven provinces contributed to the Agrani Declaration, while communities actively engaged in campaigns, dialogues, and local planning.

Accountability:

Communities increasingly demanded responsive institutions and strengthened systems of support. In 2025, survivors accessed justice, while local governments enhanced referral mechanisms and invested in survivor-centred services and protection systems.

Equality and Inclusion:

Efforts focused on challenging discriminatory norms and addressing structural barriers that prevent people from realising their rights. Communities prevented child marriages, organised informal workers, and collectively confronted exploitation and exclusion.

Shared Power and Collaboration:

Constructive engagement between communities and institutions contributed to meaningful change. Local governments endorsed policies, established labour desks, allocated survivor support funds, strengthened education governance, and invested in infrastructure that reduced care burdens.

Dignity and Well-being:

Initiatives supported people not only to survive but to thrive with greater autonomy and resilience. Women became self-employed entrepreneurs, people gained access to safe drinking water, and survivors received psychosocial, livelihood, and reintegration support.

IN 2025, TOGETHER WE...



Built people's power through **1,004 groups and networks**, mobilising **25,000+ people** to claim their rights and lead change.



Advanced women's rights by helping **175 survivors** access justice and preventing **13 child marriages**.



Strengthened decent work by organising **2,045 informal workers** and recovering **NPR 6.25 lakh in unpaid wages**.



Expanded women's economic opportunities, enabling **622 women** to build sustainable livelihoods of their own.



Invested in quality education by supporting **2,183+ children** and strengthening the capacity of **263+ teachers**.



Created safer learning spaces by improving facilities and learning environments in **77+ schools**.



Built climate resilience through **136 farmer groups** and **3,500+ community members** adopting climate-responsive practices.



Reduced vulnerability by helping **8,648 people** gain access to safe drinking water.



5 PROVINCES

Active programming

28+ PALIKAS

Reached through interventions

17 PARTNERS

Working alongside communities

2 NATIONAL CAMPAIGNS

Climate Justice & Decent Work

From preventing child marriage and securing justice for survivors, to helping women build livelihoods, strengthening public education, and supporting communities to adapt to climate change, ActionAid International Nepal (AAIN) continued to invest in one powerful force in 2025: people's agency. Together with communities, partners, and social movements, we transformed rights into action and action into lasting change.



PROGRAM PRIORITIES I :

ADVANCE RIGHTS AND OPPORTUNITIES OF WOMEN, INFORMAL LABORERS, AND GIG WORKERS

When Women Lead, Change Follows

In 2025, women across ActionAid International Nepal (AAIN)'s working areas transformed personal struggles into collective action. Survivors challenged violence, labor women demanded dignity and fair wages, adolescent girls prevented child marriage, and women entrepreneurs-built pathways toward economic independence.

The scale of this movement was significant. Across program areas, more than **10,510 people were mobilized through campaigns, advocacy and community action, while 131 women's groups, survivor networks and youth agencies** strengthened their collective voice for justice and equality. Together, they created spaces where women could move from silence to leadership.



Women in Chitwan participate in charkha (spinning wheel) training, transforming traditional skills into sustainable livelihood opportunities and greater economic independence.

10,510+

People Mobilised for Rights and Justice

Women, girls, workers, youth and community members engaged through campaigns, advocacy, community action and collective movements.

13

Child Marriages Prevented

Through collective action led by adolescent girls, women's groups, communities and local authorities.

NPR 625,000

Unpaid Wages Recovered

Economic justice secured for exploited workers through collective labor action and advocacy.

NPR 1.58 M+

Government Resources Accessed

Marginalized women gained access to grants, subsidies, vocational opportunities and economic support.

175

GBV Cases Resolved

Survivors accessed justice, support services and strengthened referral mechanisms.

2,045

Informal Workers Organised

Workers mobilised through labor groups and collectives to claim rights, dignity and protection.

622

Women Entrepreneurs Created

Women established or strengthened income-generating enterprises and businesses.

NPR 14.7 M+

Public Resources Influenced

Local governments committed resources for survivor services, GBV response, women's rights and economic empowerment initiatives.

FROM SILENCE TO LEADERSHIP

For many women, leadership began with finding the courage to speak.

Sharmila (Name changed) from Madi Municipality spent years enduring emotional and psychological violence in silence. Through women's groups, legal literacy sessions and survivor support networks, she gained the confidence to reclaim her voice. Her journey reflects the experiences of many survivors who, supported by strengthened referral systems and community solidarity, sought justice with dignity.

In 2025, 175 cases of gender-based violence were resolved, while 13 child marriages were prevented, enabling girls to remain in school and pursue their aspirations. Sharmila later became a leading voice in the survivor-led campaign **"Don't Bear It, Dare to End It,"** violence and seek support.

"Many women like me are forced to suffer in silence. But we are not alone. I want to spread strength, love and hope to others."

-Sharmila

An informal woman worker in Mahottari prepares her field, reflecting the resilience, dignity, and determination of women whose labour sustains rural livelihoods.



FROM JUSTICE TO ECONOMIC DIGNITY

As women recognised that exploitation was not an individual burden but a systemic issue, they began organising for change.

Across programme areas, women informal workers mobilised to challenge wage discrimination, unsafe working conditions and labour exploitation. Through labour groups and REFLECT circles, workers strengthened their collective bargaining power and demanded accountability.

In 2025, **2,045 informal workers** were organised, resulting in **89 wage-related cases** being pursued and **NPR 625,000 in unpaid wages recovered**.

Additionally, 606 workers gained access to accidental insurance, enhancing protection for vulnerable labourers.

Sajina, a 25-year-old informal woman worker, earned her living through daily wage work in agriculture, often facing low and uncertain wages, unsafe working conditions, and exploitation.

For women like Sajina, collective action transformed frustration into advocacy. Through labour groups and dialogue platforms, she realised that exploitation was not her burden alone but a shared reality for many informal women workers. She found the confidence to raise her voice and advocate for fair wages, workplace safety, and dignity at work.

"Staying silent was no longer an option."

-Sajina



Women from the BK Tole Women's Group, Shankharapur perform with a traditional musical instrument. Once barred from even touching it due to caste discrimination, they now perform at various occasions as a source of income.

FROM ECONOMIC DIGNITY TO ECONOMIC POWER

Economic empowerment enabled women to move beyond survival and exercise greater control over their futures.

For Maisari Bhatt, access to vocational training and a small business grant provided an opportunity to establish a beauty parlour. The enterprise restored her confidence, strengthened her decision-making power within the family and enabled her to continue her education.

Her story reflects a wider shift. During 2025, 622 women established or strengthened enterprises, while 168 women received business grants to expand livelihood opportunities. Furthermore, 97 marginalised women accessed more than NPR 1.58 million through government grants, subsidies and vocational opportunities.

Economic empowerment also extended beyond individuals. Through sustained advocacy, local governments committed over NPR 14.7 million towards survivor support services, women's empowerment and gender-responsive initiatives.

LEARNING AND WAY FORWARD

The experiences of 2025 reaffirmed that sustainable change occurs when women are organised, informed and connected to responsive systems. Addressing violence, economic injustice and exclusion cannot rely on isolated interventions; it requires integrated approaches that strengthen leadership, collective agency and institutional accountability simultaneously.

Going forward, ActionAid International Nepal (AAIN) will continue investing in survivor-led advocacy, women workers' organising and pathways to economic empowerment. Greater emphasis will be placed on strengthening referral mechanisms, expanding access to social protection, influencing gender-responsive public financing and supporting women-led collectives to shape policies and programmes that affect their lives.

By centering women's leadership and amplifying collective voices, the movement for rights, dignity and equality can continue to grow and sustain lasting change.

ADVANCE QUALITY PUBLIC EDUCATION AS A BASIC RIGHT FOR CHILDREN

When Learning Changes Everything

In 2025, across ActionAid International Nepal (AAIN)'s working areas, quality education was understood not merely as access to classrooms but as the collective effort required to create environments where children could thrive. Educational materials have helped remove financial barriers that discouraged attendance.

Teachers embraced innovative approaches that made classrooms more engaging. Schools became safer and more child-friendly, while communities strengthened their ownership over local education systems.



2025 IN NUMBERS

2,183+

children supported with educational materials and learning assistance.

263+

teachers strengthened through child-centred teaching approaches.

57

school infrastructure projects completed.

35

schools transformed into scenic learning environments.

90

schools assessed for structural and non-structural safety.

8,648

people gained access to safe drinking water.

963

students and teachers benefited from disability-friendly infrastructure.

77

schools were provided with teaching learning materials/aid

THE SCHOOL BAG THAT RESTORED CONFIDENCE

For Samiksha, a Grade 9 student from Shankharapur Municipality, education had always represented hope for a different future. However, in a household sustained primarily through small-scale farming, even basic educational expenses became difficult to manage. The challenge was not her willingness to learn but the absence of the simple resources needed to participate fully in school life.

Without notebooks, pens, and a school bag, completing assignments on time became increasingly difficult. Attending classes without essential learning materials gradually affected her confidence, making it harder to engage actively alongside her peers. The burden of poverty was beginning to shape her educational experience in subtle but significant ways.

Through educational support initiative, Samiksha received a package containing a school bag, notebooks, pens, a calculator, and other educational supplies. While modest in value, these materials helped remove practical barriers that had been undermining her ability to learn.

The impact was immediate. Samiksha began attending school regularly, completing her homework more consistently, and participating more actively in class.

Her teachers noticed a renewed enthusiasm towards learning, while Samiksha herself rediscovered confidence in her abilities.

Reflecting on this experience, she shares:

“When I first received support, I was so excited to open the bag. Carrying it to school made me feel proud. Receiving support again in Grade 9 has motivated me to continue learning without having to ask my parents for money.”

Today, Samiksha dreams of pursuing higher education and building an independent future. Her story serves as a reminder that educational exclusion often begins with small barriers, and that timely support can transform uncertainty into opportunity.

LEARNING WITHOUT BARRIERS

254

students benefited from after school learning.

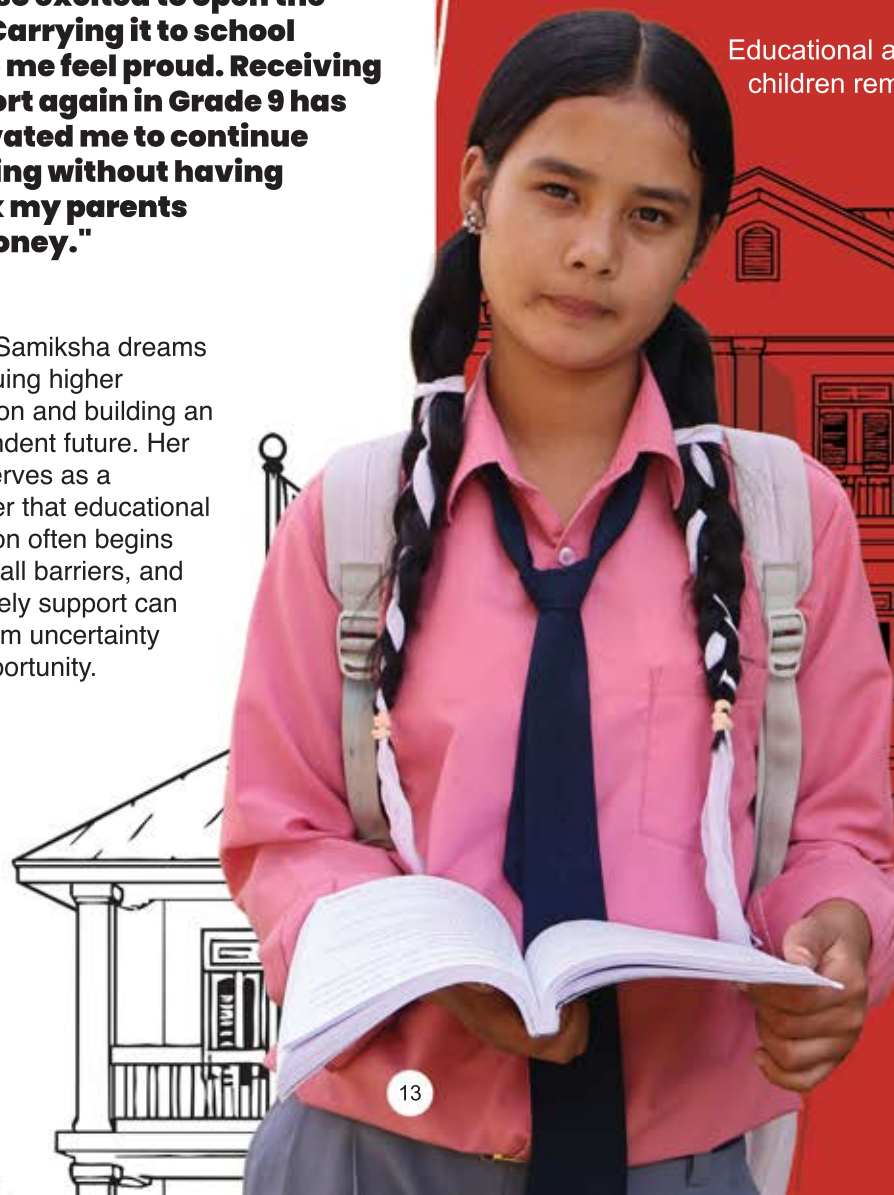
25

out-of-school children re-enrolled.

25

Dalit adolescent girls admitted into Grade 10+2 and bachelor level programmes in Siraha

Educational assistance helped vulnerable children remain connected to learning.



Samikhsha

WHEN TEACHERS AND COMMUNITIES LEAD CHANGE

Educational transformation depends not only on supporting learners but also on strengthening the people and institutions that shape children's everyday experiences.

For teachers, opportunities for professional development encouraged the adoption of more participatory approaches to learning. Storytelling, visual aids, and child-friendly methods helped create classrooms where students became more engaged and confident.

As Bhagarathi Paudel, an English teacher from Thakre Rural Municipality, reflects:

"The training boosted my confidence. Earlier, I relied only on textbooks. Now, I use visuals and child-friendly tools to make learning more engaging."

Communities also played an important role in strengthening public education. Through collective efforts involving parents, school management committees, and local organisations, schools became safer, more inclusive, and more welcoming spaces for children. These improvements contributed to increased trust in public education and encouraged families to invest in their children's futures.

As one parent shared:

"This is our school, built for our children."

These experiences demonstrate that educational quality is shaped not only by what happens inside classrooms, but also by the confidence, commitment, and collaboration of the communities that sustain them.

EDUCATION GOVERNANCE & ACCOUNTABILITY AT A GLANCE

14

Civic Forums
Established

848

Community Members
Engaged in School
Accountability

589

SMC, PTA Members
& Parents Oriented

12

School Self-Assessment
Dashboards Installed

2

Municipalities Declared
Free Education following
Civic Forum Engagement





The launch of the report "Gender Responsive Budget Allocation, Spending and Gaps in Nepal's Public Education Sector".

REFLECTIONS AND LEARNING

The experiences of 2025 reaffirmed that educational change rarely results from isolated interventions. Children require the resources necessary to participate fully in learning, but resources alone cannot guarantee educational success. Teachers need opportunities to strengthen their practice and adapt to changing educational contexts, while schools must provide environments that are safe, inclusive, and conducive to learning. Communities, in turn, play an essential role in sustaining educational progress through participation, accountability, and collective ownership.

The stories from this year demonstrate how investments across different parts of the education system can reinforce one another: educational materials supported continuity in learning, strengthened classroom experiences, and community engagement restored confidence in public education.

At the same time, economic hardship and disparities in educational quality continue to shape children's educational journeys, highlighting the need for sustained investment and innovation. In 2026, ActionAid International Nepal (AAIN) remains committed to expanding opportunities for marginalized children, strengthening child-friendly learning environments,

supporting teacher development, and promoting community ownership of education so that no child is left behind. Education changes lives not only through examination results or infrastructure investments; its transformative potential emerges through the confidence of children who continue learning despite adversity, the dedication of teachers who inspire curiosity and participation, and the commitment of communities that invest in the futures of their children. When these elements come together, education becomes more than a pathway to opportunity, it becomes a foundation for dignity, equality, and social justice.



PROGRAMME PRIORITIES III:

BUILDING RESILIENCE OF VULNERABLE COMMUNITIES

Growing Resilience, Harvesting Hope

Across Nepal, farming communities are increasingly navigating the realities of climate uncertainty. Changing rainfall patterns, prolonged dry spells, emerging crop diseases, and declining productivity continue to affect agricultural livelihoods, particularly for households that depend heavily on natural resources for survival. For many families, these challenges are not abstract environmental concerns but daily realities that shape decisions about food, income, health, and wellbeing.

Yet, throughout 2025, communities demonstrated remarkable determination in adapting to these changes. Across ActionAid Nepal's working areas, farmers experimented with safer and more sustainable agricultural practices, women diversified livelihood opportunities, and communities strengthened collective systems that support local resilience. Through practical learning, community organisation, and collaboration with local governments, people began to develop solutions that responded to both immediate needs and long-term sustainability.

These experiences reaffirm that resilience is not merely the ability to recover from adversity. It is the capacity to anticipate change, adapt with confidence, and strengthen livelihoods in ways that protect both people and the environment.

"Resilience grows when communities have the knowledge, resources, and confidence to shape their own futures."



A smile that reflects resilience. Sunita Devi Mandal from Ramgopalpur, Mahottari, tends her vegetable farm, strengthening her family's livelihood through climate-resilient farming and sustainable agricultural practices.

136
farmer groups
mobilised

256
farmers adopted
organic farming

1,388+
farmers oriented on
local planning process
to access government
grants and subsidies

4
Model Organic
Villages designated

3,500+
farmer members
engaged

23
irrigation schemes
established

1,200
Litres of organic
pesticides produced
by local farmers

70
farmers through
climate-adaptive
farming generated
up to NPR
6,000/month.



KHUMAYA'S JOURNEY TOWARDS SUSTAINABLE FARMING

For years, Khumaya Tamang, a 53-year-old farmer from Thakre Municipality, relied on chemical pesticides to protect her crops. Managing livestock, farming, and caring for a multigenerational household, she believed pesticides were necessary for good harvests.

However, through discussions in a farmers' group established under the Local Rights Programme, Khumaya began to question the long-term impacts of chemical use on health and the environment. Practical training on preparing organic pesticides and compost using locally available resources opened new possibilities for her.

Today, Khumaya cultivates vegetables using organic methods, prepares liquid pesticides from medicinal plants, and uses compost and vermicompost to enrich her soil. Supported through a municipal grant, she also established a tunnel greenhouse that has strengthened both productivity and confidence.



Reflecting on this transition, she shares:

"I used to think higher yields required pesticides, but now I realise I was endangering my family's health. Now I use organic liquid pesticides that I make myself."

Beyond transforming her own farming practices, Khumaya now encourages other farmers to adopt safer and more sustainable approaches.

Khumaya



WHEN COMMUNITIES CULTIVATE CHANGE

Members of the Kotdanda Farmers' Group harvest organic cauliflower, turning collective action and sustainable farming into stronger livelihoods.

The experiences of Kotdanda Farmers' Group from Thakre Municipality, Dhading and Samjhana Tharu from Sagarmatha Women Farmers Group, Basgadhi, Bardiya demonstrate that resilience grows through collective action and livelihood opportunities. In Kotdanda, community members rehabilitated a deteriorating irrigation canal through shared labour and local partnerships, improving water access and agricultural productivity. As farmers reflected: **"Where there is unity, prosperity follows."**

Similarly, Samjhana Tharu, from a formerly freed Kamaiya family in Bardiya, transformed a small investment and livelihood training into a thriving vegetable nursery enterprise. The business not only strengthened household income but also enhanced her confidence and decision-making power within the family.

These experiences also highlighted the importance of locally led solutions in responding to climate and livelihood challenges. By strengthening farmer groups, promoting knowledge sharing, and creating opportunities for economic participation, communities were able to reduce vulnerabilities and build greater confidence in shaping their own development pathways.

Together, these stories show that resilience is built through shared learning, community solidarity, and opportunities that enable people to shape their own futures. They demonstrate that when communities are equipped with knowledge, resources, and collective purpose, they are better positioned to adapt, innovate, and create lasting change for future generations.



REFLECTIONS AND LEARNING

The experiences of 2025 reaffirmed that climate resilience cannot be achieved through technical interventions alone.

Practical learning approaches, farmer groups, and cooperatives proved valuable because they strengthened local knowledge, encouraged experimentation, and enabled communities to organise around shared priorities. Equally important was the recognition that environmental sustainability, livelihood security, and social wellbeing are deeply interconnected.

While climate variability, market barriers, and limited access to resources continue to affect farming communities, the stories from this year demonstrate the power of locally driven solutions. In 2026, ActionAid International Nepal (AAIN) remains committed to promoting agroecological practices, strengthening sustainable livelihoods, supporting community-led adaptation, and advancing inclusive participation in local planning and resource governance. When communities are equipped with knowledge, supported through collective action, and connected to responsive institutions, they possess remarkable capacity not only to adapt to change but also to build more resilient and dignified futures.



PROGRAMME PRIORITIES III:

BUILDING RESILIENCE OF VULNERABLE COMMUNITIES - HUMANITARIAN RESPONSE

Beyond the Drought: Humanitarian Action Safeguarding Dignity, Education, and Resilience

Water is life. Yet, during the summer of 2025, thousands of people across Madhesh province found themselves searching for a resource that had always been part of everyday life. While the drought affected entire communities, its consequences were not experienced equally. Women spent increasing amounts of time searching for water, adolescent girls struggled to manage menstrual hygiene with dignity, and farming households watched their crops deteriorate as irrigation systems failed. The crisis extended beyond environmental stress; it threatened education, health, livelihoods, and social wellbeing.

Recognising the urgency of the situation, ActionAid International Nepal (AAIN), together with local partners worked alongside affected communities to address immediate humanitarian needs while strengthening local capacities for collective action and recovery. The response prioritised equitable access to water, community governance, hygiene promotion, and support for those most affected by the drought.

2025 HUMANITARIAN RESPONSE IN NUMBERS

8,648
people gained
access to water.

19
hand pumps installed.

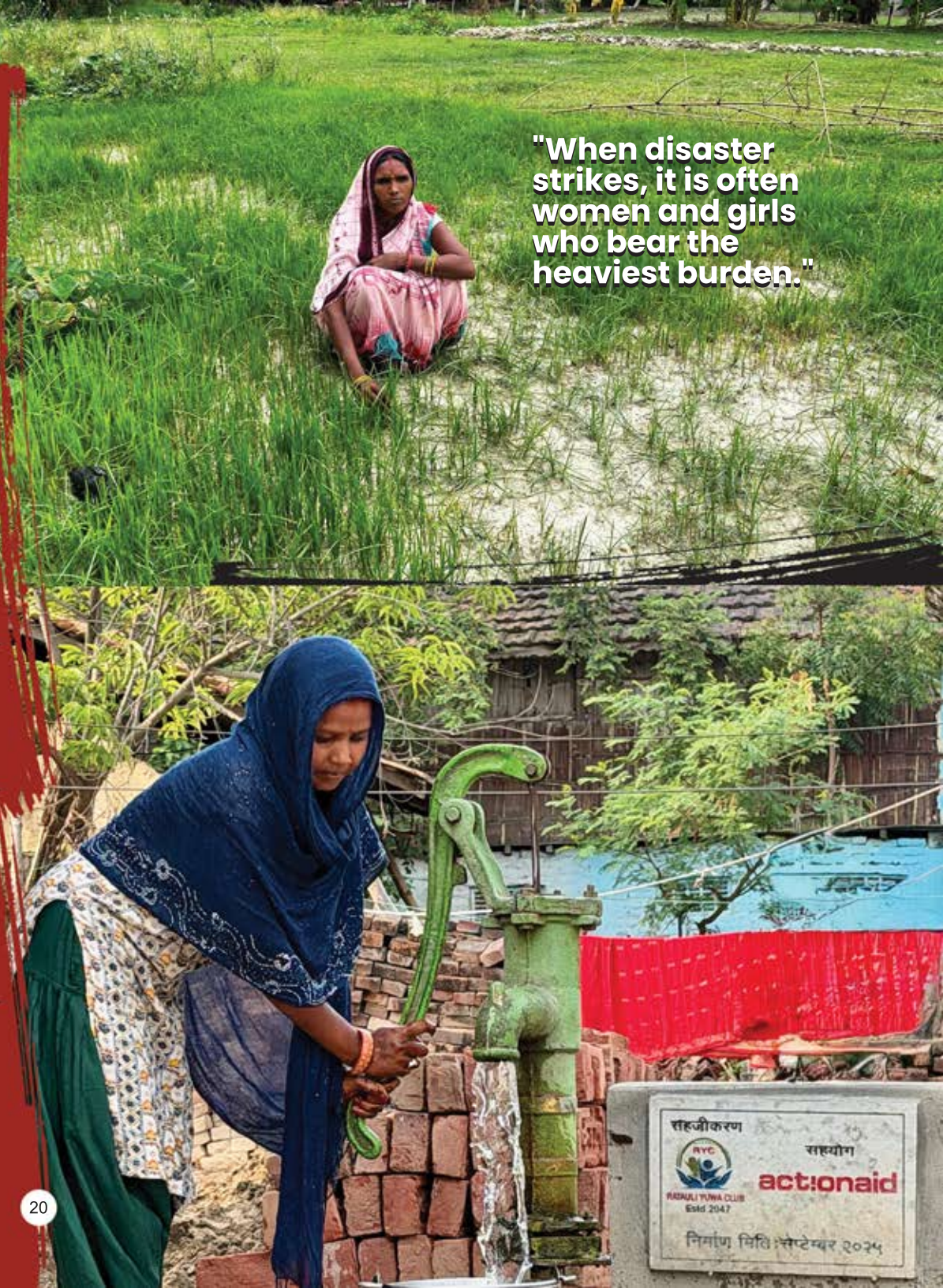
12
women-led water user
groups formed for
community governance.

17
WASH awareness
sessions conducted.

30
Youths trained in search
and rescue for municipal
emergency response
roster.

12
severely
drought-affected
communities
reached.

**"When disaster
strikes, it is often
women and girls
who bear the
heaviest burden."**



THE HIDDEN COST OF DROUGHT

For Punita, a 17-year-old student from Gothbanouli village in Mahottari, the drought was not simply an environmental crisis. It was a disruption that quietly reshaped her education, health, and everyday routine.

Living in a household of five, Punita balanced school responsibilities with domestic tasks that became increasingly demanding as water sources dried up. The hand pump near her home ceased functioning, requiring family members to fetch water from distant sources. Household chores expanded as crops suffered from lack of irrigation and livestock struggled to access drinking water. Mornings often began with water collection and caregiving responsibilities, leaving little time to prepare for school. By the time evening arrived, fatigue frequently overshadowed the desire to study.

The impacts of drought became even more pronounced during menstruation. Limited access to water in school sanitation facilities made it difficult to maintain hygiene and comfort. The absence of adequate facilities heightened concerns about infections and, at times, compelled girls to remain at home during their periods.

Punita reflects:

"There was also a drought three years ago, but it lasted for a shorter period and did not have such severe impacts as this one."

Anjali, another adolescent girl from Ramgopalpur Municipality, shared similar experiences. Standing in long queues to access drinking water became part of daily life, while increasing household responsibilities reduced the time available for learning and rest. For girls like Punita and Anjali, the drought carried hidden costs that extended beyond water scarcity itself.

Their stories remind us that disasters often amplify existing inequalities, disproportionately affecting those whose voices are least heard.

"The severe drought has had serious consequences on health, hygiene, education, and family life."



Anjali

RESTORING DIGNITY THROUGH HUMANITARIAN ACTION

At Dorik Janata Secondary School in Ramgopalpur Municipality, the drought altered the rhythm of the school day. During breaks, students frequently left the school compound in search of drinking water, uncertain whether nearby communities would be able to meet their needs. Long queues formed around the few functioning sources, consuming time that would otherwise have been spent studying, resting, or participating in school activities.

For adolescent girls, the consequences extended beyond inconvenience. The absence of water in school toilets created significant challenges in managing menstrual hygiene safely and comfortably. For some, attending school during menstruation became a difficult choice, affecting both confidence and continuity in education.

Reflecting on those experiences, Pinki recalls:

"It was such a difficult time when there was no water. During the mid-summer heat, we had to leave school during breaks to search for drinking water."

The installation of hand pumps transformed this reality. Reliable access to water within school premises reduced disruptions to learning and improved the overall wellbeing of students and teachers alike.

Annu shares:

"Now it feels safer because we have water at school. Even during our periods, we feel comfortable and do not have to stay home."

The impact extended beyond schools. In communities such as Laxmipur, women who had once spent hours searching for water experienced a renewed sense of security and relief.

"It has been a lifeline for us, providing drinking water and water for daily household chores. It has reduced the constant worry about securing water for the next day,"

says Ram Kala.

These interventions addressed immediate needs while restoring dignity, reducing burdens, and strengthening community solidarity during a time of crisis.



Pinki & Annu

REFLECTIONS AND LEARNING

The drought response of 2025 reinforced that humanitarian action must extend beyond immediate relief. While access to water addressed urgent needs, it also exposed the deeper inequalities that shape how crises are experienced. The stories of women and girls affected by the drought demonstrated that emergencies are rarely gender-neutral, often increasing unpaid care responsibilities, disrupting education, and compromising health and wellbeing.

At the same time, the response highlighted the value of locally led action. Communities organised user groups, promoted equitable access to shared resources, and actively participated in decisions affecting their wellbeing.

As climate-induced disasters become more frequent, humanitarian responses must bridge relief, recovery, and resilience. In 2026, ActionAid International Nepal (AIN) remains committed to strengthening community-led preparedness, advancing gender-responsive humanitarian action, and supporting locally driven solutions that protect dignity and build more resilient futures.



Community members beside a newly installed hand pump in Ramgopalpur. The installation restored reliable access to safe water after prolonged drought and significantly reduced the burden on women fetching water.

जलवायुमा मार
साझा स्रोतमा भार



CAMPAIGNS AT THE HEART OF THE CHANGE WE SEEK

Throughout 2025, ActionAid International Nepal (AAIN) advanced two flagship campaigns that brought communities, young people, workers, and local leaders together around issues of justice and dignity. The Climate Justice Campaign, "जलवायुमा मार, साझा स्रोतमा भार" (Climate Change Takes a Toll on Common Resources), highlighted the growing pressures that climate change places on shared resources such as ponds, springs, forests, and wetlands. Through youth-led storytelling, street dramas, policy dialogues, and community engagement, the campaign amplified local voices and promoted equitable, locally led solutions.

Similarly, the Decent Work Campaign, "हाम्रो श्रम किन कम?" (Why is Our Labor Considered Worth Less?), challenged the invisibility and undervaluation of informal labour. By organising workers, strengthening labour groups, raising awareness of rights, and advocating for policy change, the campaign encouraged collective action towards recognition, protection, and fair treatment. More than awareness initiatives, these campaigns became platforms for mobilisation, demonstrating that meaningful change happens when people come together to organise, advocate, and act.

हाम्रो
श्रम किन
कम



जलवायुमा मार साझा स्रोतमा भार

"जलवायुमा मार, साझा स्रोतमा भार"

The Climate Justice Campaign expanded significantly in 2025, with youth emerging as powerful advocates for locally led climate action. Guided by the campaign message "जलवायुमा मार, साझा स्रोतमा भार", meaning conserving common resources against the impact of climate crisis.

The climate stories featured narratives emerging from Doti, Makwanpur, Chitwan, and Kapilvastu; they captured how climate change is reshaping livelihoods, threatening common resources, and affecting everyday life. In doing so, they strengthened calls for climate action rooted in justice, local knowledge, and accountability.

Climate Justice at a Glance

52
climate justice events
conducted.

390
youth mobilised through
19 climate networks.

380
community members
engaged in climate
discussions.

1,500
people reached through
street dramas and
public mobilisation
activities.

1,000+
participants engaged
through Campaign
Hackathon 2025.



THE WATER THAT SUSTAINS US

In ward number 4 of Shivraj Municipality, Kapilvastu, Pattaw Pokhari has sustained generations of families. Covering just 1.5 bighas of land, the pond provides irrigation water, supports livestock, enables fishing, and contributes to the wellbeing of more than 265 households. As rainfall patterns have become increasingly erratic, its importance has only grown.

At the same time, communities have watched industrial borewells proliferate across the surrounding landscape. Local wells have begun to dry, agricultural productivity has declined, and smallholder farmers have struggled to afford irrigation infrastructure. For women like Urmila Koti, the consequences are deeply personal:

"This year, I lost almost thirty percent of my produce since the water from the boring is salty. Along with that, I can't afford a pump to draw water from the pond, so I end up having to pay others just to irrigate my own land."

Yet the community refuses to surrender this shared resource. Each year, residents contribute labour and local materials to reinforce the pond's embankments. Through collective stewardship and locally driven conservation efforts, they continue to protect what remains.

"It is not just water,"
reflected one farmer.

"It is part of who we are."

The story of Pattaw Pokhari is echoed across Nepal. In Musidhap of Makwanpur, families displaced by earthquakes and landslides fear the disappearance of the springs and wetlands that sustain their livelihoods. "We cannot afford to wait until it is too late. Once the wetland is gone, the land will turn into desert and the water will turn into dust," warned Sita Chepang. In Dhikurbari of Chitwan, Dalit women continue travelling long distances to collect water despite living near multiple rivers, while communities strive to protect ponds they regard as sacred sources of survival. In Doti, communities confronting landslides, floods, migration, and declining agricultural productivity continue rebuilding their lives while advocating for greater support and preparedness.

Together, these stories remind us that climate change is fundamentally a question of justice. Those who contribute least to the crisis are often those bearing its heaviest consequences. Yet they also demonstrate extraordinary resilience. From protecting ponds that have sustained generations to restoring livelihoods in the face of uncertainty, communities across Nepal are showing that common resources are not merely environmental assets, they are systems of survival, identity, and hope for more equitable and resilient futures.



Communities rely on shared ponds, springs, and water sources for their daily needs. As climate change threatens these common resources, it also puts livelihoods, food security, and the dignity of vulnerable and marginalized communities at risk.



YOUTH IN CLIMATE JUSTICE

From Witnesses to Changemakers



Throughout 2025, young people emerged as powerful advocates for climate justice in Nepal. While they may inherit the greatest consequences of environmental degradation, they also demonstrated remarkable leadership in shaping responses grounded in equity, accountability, and collective action. Across ActionAid International Nepal (AAIN)'s working areas, youth documented the realities unfolding within their communities listening to farmers describe disappearing water sources, witnessing the impacts of floods and droughts, and amplifying the concerns of women struggling to sustain their households amidst declining natural resources.

Through climate networks, policy dialogues, creative activism, and public campaigns, they transformed concern into organized action, placing communities living on the frontlines of the crisis at the center of climate conversations.

During Campaign Hackathon 2025, youth leaders stood alongside farmers, women informal workers, and grassroots activists to advocate for policies that prioritise common resources, equitable climate finance, and locally led adaptation. As Manika Shrestha reflected:

"The people from the communities are completely unaware of policies and laws related to climate change, which deprive them of information and inclusion in decision-making despite facing huge impacts. This platform has helped to educate while advocating for climate justice."

Throughout the year, young people also documented stories from Doti, Makwanpur, Chitwan, and Kapilvastu, capturing how climate change is reshaping livelihoods, threatening shared resources, and affecting everyday life.

By amplifying these voices, they strengthened calls for climate action rooted in justice, local knowledge, and accountability. Their leadership reminds us that climate justice is not only about safeguarding ecosystems, it is about protecting futures.

REFLECTIONS AND LEARNING

The Climate Justice Campaign of 2025 reaffirmed that communities possess both the knowledge and determination to shape effective climate responses. The experiences shared throughout the year highlighted that common resources such as ponds, forests, wetlands, and springs remain vital to livelihoods and wellbeing, particularly for women, smallholder farmers, Indigenous communities, and other marginalised groups who are disproportionately affected by their degradation.





FROM INVISIBLE WORK TO COLLECTIVE POWER

Across Nepal, millions of women sustain households, communities, and local economies through informal work. They cultivate fields, mould bricks, clean homes, carry construction materials, weave baskets, and provide care. Yet despite their essential contributions, they remain among the least recognised and protected workers in the country.

Many continue to work without contracts, fair wages, social protection, or safe working conditions, while also carrying the disproportionate burden of unpaid care work. In response, ActionAid International Nepal (AAIN) launched the campaign

"हाम्रो श्रम किन कम?"

asking a simple but powerful question:

Why is our labour considered worth less?

The campaign became a platform for women informal workers to organise, raise their voices, and demand recognition, dignity, and justice.

DECENT WORK CAMPAIGN IN NUMBERS

2,045

informal workers organised nationwide.

79

labour groups mobilised.

1,875

informal workers reached through rights awareness initiatives.

NPR 625,255

recovered in unpaid wages for workers through the registration of 89 wage fraud cases.

3.3M NPR

secured by 95 informal laborer women through PM self-employment program.

606

Informal Laborers Women enrolled in accidental insurance.

1,000+

participants engaged through Campaign Hackathon 2025.



Paramshila, an informal woman worker, represents the resilience of thousands of workers striving for dignity. Through the Decent Work Campaign, informal workers are collectively demanding fair wages, safe working conditions, social protection, and women-friendly public services.

WHEN NOT WORKING IS NOT AN OPTION

Bimala, a brick kiln worker from Bardiya, speaks of handling burning bricks without gloves, boots, or protective equipment. Dust filled the air she breathed. During menstruation, there were no toilets or safe spaces. When her skin peeled from prolonged exposure to heat, she continued working because missing a day's wage was simply not an option.

"Sometimes, I couldn't even eat my meal because my hands burned so badly that I couldn't touch hot rice," she recalls.

In Doti, Radha's experiences reflect another reality. As a daily wage labourer from a Dalit community, sickness carried a cost she could not afford.

"We do not have the option to get sick," she says. **"Even taking a break during work is difficult."**

For Manisha, a domestic worker in Kathmandu, promised wages often failed to materialise.

"They said I would receive ten thousand rupees, but I only got eight thousand," she shares. **"I had to work under any condition."**

They reveal how systems continue to rely upon women's labour while denying them the dignity, safety, and protection they deserve.



WHEN WOMEN ORGANISE, CHANGE BEGINS

The campaign "हाम्रो श्रम किन कम?" (Hamro Shram Kina Kam?) was not only a call against injustice; it became a platform for building collective power among women informal workers. Across Nepal, women began organising through labour groups and networks, recognising that the exploitation, insecurity, and discrimination they faced were not individual burdens but shared realities requiring collective responses.

Emerging from these communities, labour activists played a critical role in facilitating dialogue, organising collective action, and strengthening connections with local governments and employers. Women like Sita Parki from Doti and Fulo Devi from Mahottari, who had spent years working under exploitative conditions, stepped into leadership roles to advocate for safer workplaces, fair wages, and greater recognition of informal workers. As Bimala reflected,

"We realised that together we are stronger. Earlier, we were afraid even to talk about our wages and facilities. Now we raise these issues together."

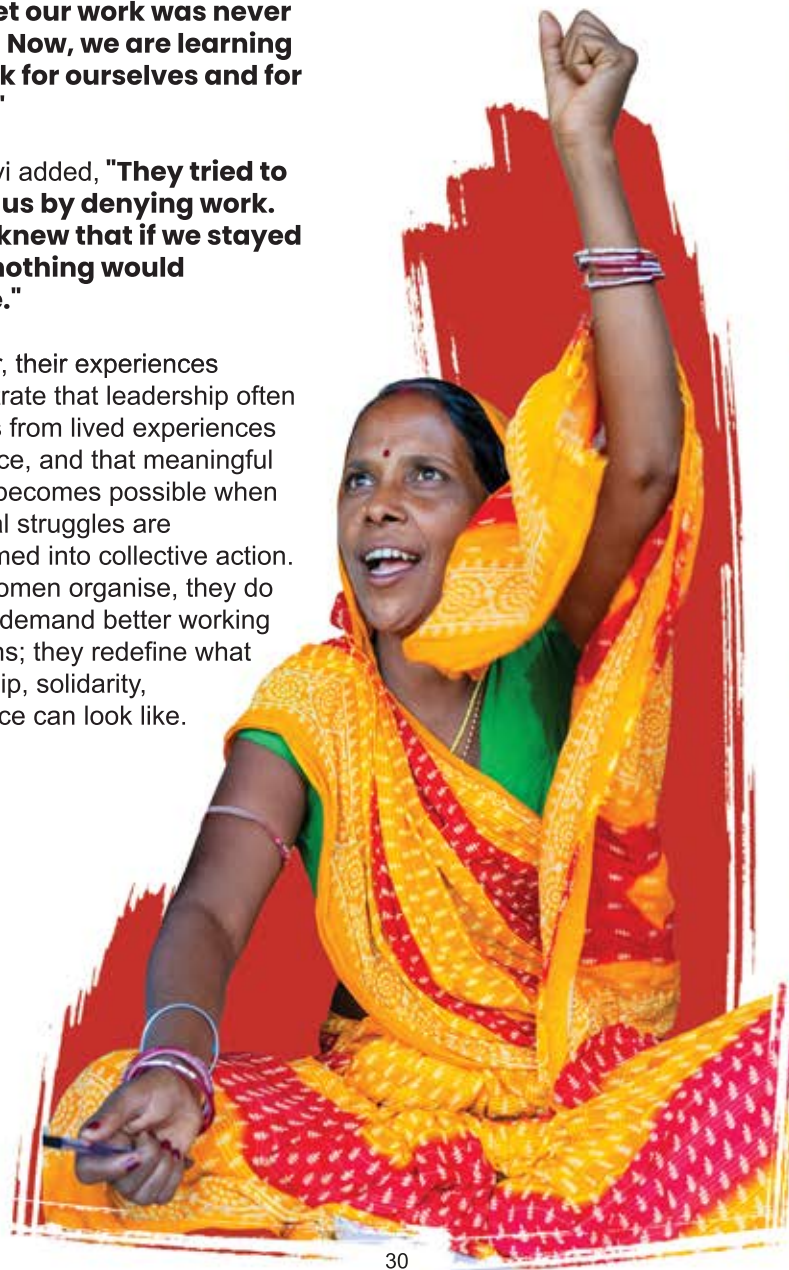
Radha shared, **"We formed groups and approached our ward and municipality for our rightful wages. Things are changing now. We are receiving basic protective equipment and timely payments."**

For Sita, organising became a pathway to dignity:

"We have worked all our lives, yet our work was never valued. Now, we are learning to speak for ourselves and for others."

Fulo Devi added, **"They tried to silence us by denying work. But we knew that if we stayed silent, nothing would change."**

Together, their experiences demonstrate that leadership often emerges from lived experiences of injustice, and that meaningful change becomes possible when individual struggles are transformed into collective action. When women organise, they do not only demand better working conditions; they redefine what leadership, solidarity, and justice can look like.



Fulo Devi Mahato from Mahottari and Sita Parki from Doti have emerged as women labour activists, mobilising informal workers to advocate for fair wages, occupational safety, and social protection.



REFLECTIONS AND LEARNING

The experiences of 2025 reaffirmed that decent work is not only about employment. It is about dignity, safety, recognition, and justice.

Women informal workers demonstrated that sustainable change occurs when those most affected by injustice become agents of transformation. Organising strengthened confidence, expanded civic participation, and enabled workers to engage with institutions that had previously seemed distant and inaccessible.

At the same time, the journey ahead remains significant. Informal workers continue to face precarious working conditions, limited access to social protection, and persistent gender inequalities.

As ActionAid International Nepal (AAIN) moves forward, the campaign "हाम्रो श्रम किन कम?" will continue amplifying the voices of women workers and supporting movements that seek not charity, but rights.





Sabina showcases her handmade candles at INARA, a one-stop business solution centre that supports producers like her by providing opportunities to display, market, and sell their products.

BEYOND THE FLAMES, RISES RESILIENCE

The year 2025 marked another important milestone in ActionAid International Nepal (AAIN)'s commitment to advancing women's rights, dignity, and survivor leadership. Survivors of acid and burn violence accessed psychosocial support, leadership opportunities, livelihood initiatives, and platforms to exercise their voice and leadership. The initiative reaffirmed that responding to violence requires more than addressing its immediate consequences; it requires restoring dignity, challenging stigma, and expanding opportunities for survivors to participate fully in society.

IMPACT AT A GLANCE

44

survivors strengthened their emotional wellbeing through counselling and psychosocial support.

27

survivors increased awareness of their legal rights and protection mechanisms.

10

survivors gained livelihood opportunities through skills training and enterprise support.

15

survivors developed leadership skills and emerged as peer supporters and advocates.

10

survivor-led businesses were established, promoting economic independence and dignity.

1,460

people were reached through awareness campaigns and community engagement initiatives.



The journeys of Sabina, Sabita, Manisha, and Shanti show how survivor-centred support can restore confidence, create livelihood opportunities, and empower survivors to lead with dignity.



The initiative continued to demonstrate that meaningful recovery extends far beyond medical treatment. Through psychosocial support, leadership development, livelihood opportunities, and community engagement, survivors rebuilt confidence, strengthened agency, and reclaimed their place in society. Families, communities, service providers, and local stakeholders also played an important role in challenging stigma and creating a more supportive environment. Together, these efforts contributed to pathways towards dignity, inclusion, and economic independence.

For many survivors, healing extends beyond physical recovery. It involves rebuilding confidence, overcoming isolation, reclaiming identity, and navigating a world where prejudice often becomes an additional burden. Throughout this journey, survivors demonstrated extraordinary resilience while supporting one another through shared experiences and solidarity. Women who once struggled to imagine life beyond violence began mentoring fellow survivors, rebuilding livelihoods, and contributing to a growing movement that affirms they are not defined by what happened to them.

"Recovery is not only physical. It is emotional, social, and economic. Survivors strengthened their confidence, leadership, and ability to shape their own futures."

Reflecting on her transformation, Gyanu shared: **"I feel more confident in myself now and hopeful about earning for my future. In the future, I want to take psychosocial counsellor training so I can support other survivors like me."**

Similarly, Shanti reflected: **"There was a time when I felt there was no hope in life, but now I feel inspired and try to inspire other survivors as well."**

Their journeys demonstrate how survivor-centred support can transform pain into purpose, enabling survivors to become leaders, advocates, entrepreneurs, and agents of change within their communities.

For ActionAid International Nepal (AAIN), this work represents far more than the implementation of an initiative. It reflects a long-term commitment to recognising survivors not through their vulnerabilities, but through their strengths, aspirations, and leadership. Because beyond survival lies something even more powerful—the opportunity to belong, to lead, and to thrive with dignity.



WOMEN'S FORUM

Nurturing Feminist Leadership from Within

At ActionAid International Nepal (AAIN), advancing women's rights begins not only through programs and campaigns, but also through creating spaces where women staff can learn, reflect, support one another, and lead change within the organization itself. The ActionAid International Nepal (AAIN) Women's Forum continued to serve as one such space in 2025.

As a mandatory forum for all women staff members, regardless of grade or department, the Women's Forum provided opportunities for collective learning, solidarity building, and dialogue on issues affecting women both within and beyond the workplace. Coordinated by the People and Culture Department in collaboration with the Senior Management Team, the forum remained grounded in ActionAid International Nepal (AAIN)'s feminist leadership principles, including self-awareness, inclusion, dismantling bias, accountable collaboration, respectful feedback, courage, and the responsible use of power.

Throughout the year, women staff engaged in conversations that encouraged reflection and challenged deeply rooted social norms. Sessions on menstrual health and dignity helped foster a more supportive and informed workplace culture, while discussions on dismantling patriarchy invited participants to critically examine how unequal power structures shape institutions, relationships, and everyday experiences. The forum also continued to sensitize staff on women's rights, organizational policies, and practices that respond to evolving needs, contributing to ongoing efforts to strengthen gender-responsive systems within the organization.

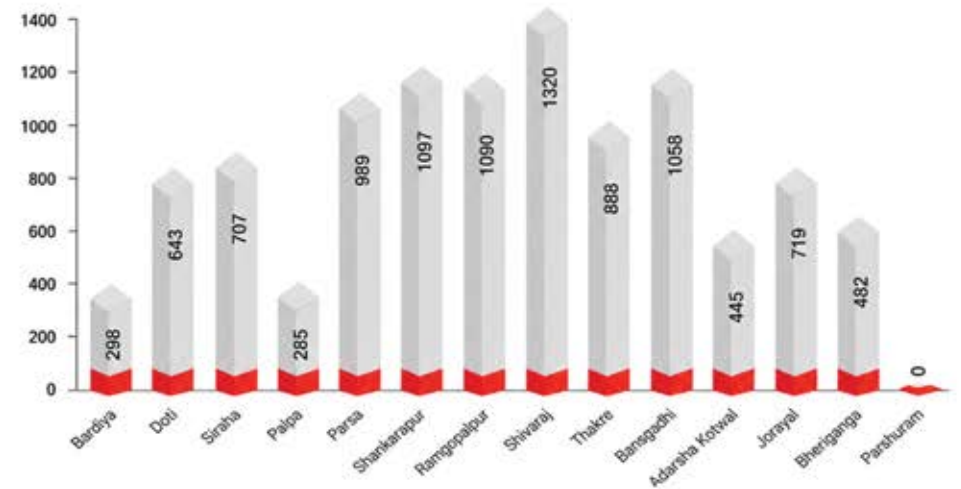
Beyond awareness, the Women's Forum strengthened agency and solidarity among staff members. It created opportunities for women to share experiences, celebrate achievements, participate in broader movements such as One Billion Rising and the 16 Days of Activism, and collectively contribute towards fostering a more inclusive, equitable, and feminist organizational culture.



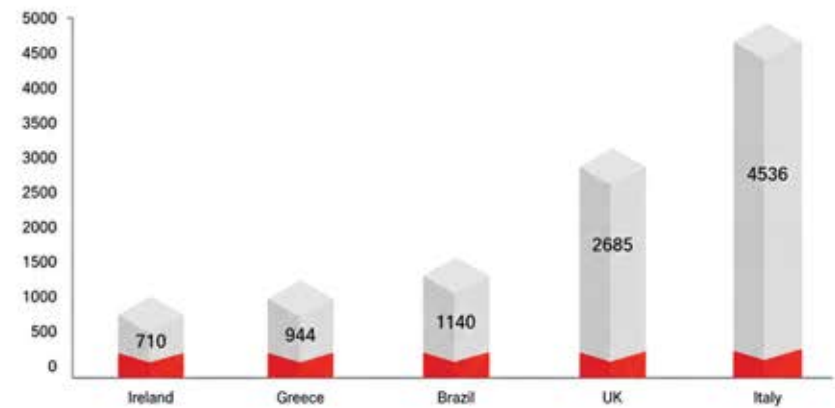


CHILD SPONSORSHIP IN 2025

CHILD SPONSORSHIP LINK IN 2025 - TOTAL 10,021



NUMBER OF CHILD SPONSORS IN 2025 - TOTAL 10,015



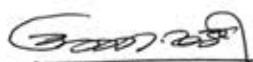
ACTIONAID INTERNATIONAL NEPAL'S FINANCIAL STATEMENT FOR 2025

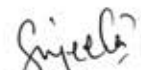
ActionAid International Nepal Statement of Income and Expenditure For the period from 1 January 2025 to 31 December 2025

Particulars	Note Reference	NPR'000 2025	£'000 2025	NPR'000 2024	£'000 2024
Income- Total (A)	4	360,305	1,976	402,381	2,363
Individual Giving-Regular		246,493	1,360	243,705	1,432
Individual Giving-Other		4,802	26	7,598	44
Philanthropy & Partnership Income		28,943	157	6,174	36
Institutional Income		73,906	400	140,430	825
Other Income		6,161	33	4,474	26
Expenditure- Total (B)	5	390,151	2,133	416,234	2,442
Programme		315,266	1,718	340,468	1,978
Fundraising		19,058	105	13,186	78
Governance		2,289	12	3,741	22
Support		53,537	298	58,839	364
International Contribution (C)	6	1,535	8	-	-
Outgoing Transfers (D)	7	3,076	17	(1,712)	(10)
Translation Gain/(Loss) (E)	8	23,170	6	3,207	(5)
Surplus/ (deficit)- Total (A-B-C-D+E)		(11,287)	(177)	(8,934)	(73)

Significant Accounting Policies and Notes to Financial Statements

As per our report of even date


Kumar Jung Thakuri
Head of Finance & Administration

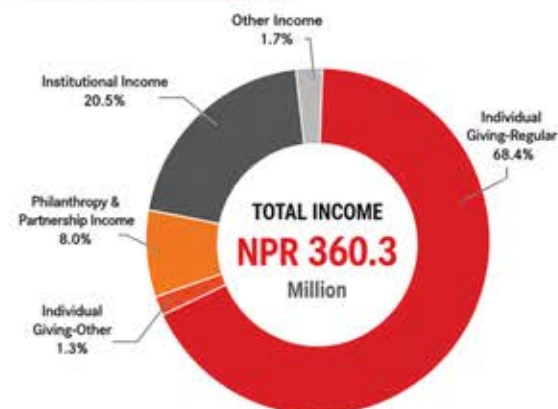

Sujeta Mathema
Executive Director


Gyenchandra B. Bhari, FCA
Partner
BRS Neupane & Co.
Chartered Accountants

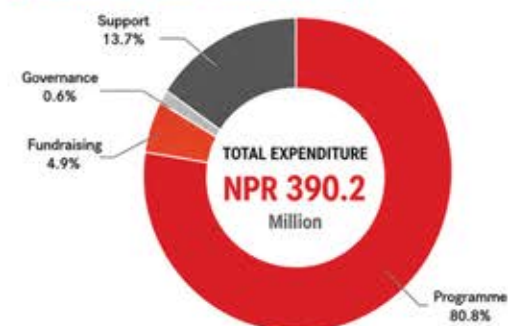
Date: 29 April 2026
Place: Kathmandu, Nepal

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INCOME SOURCES IN 2025



EXPENDITURE CATEGORIES IN 2025



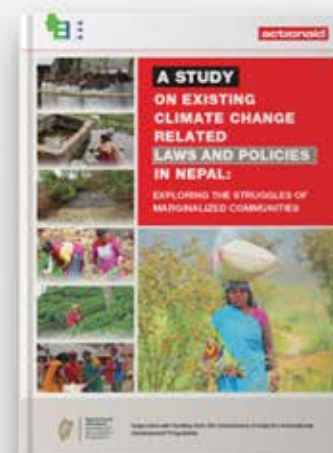
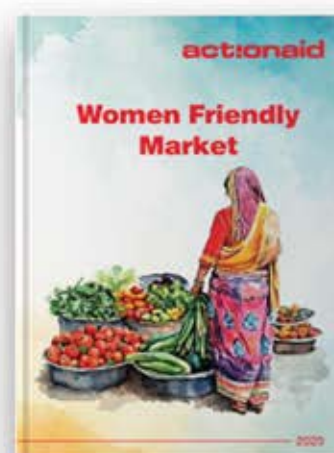
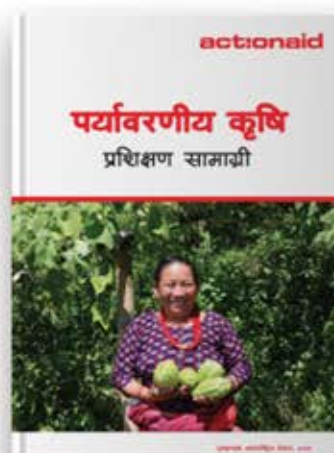
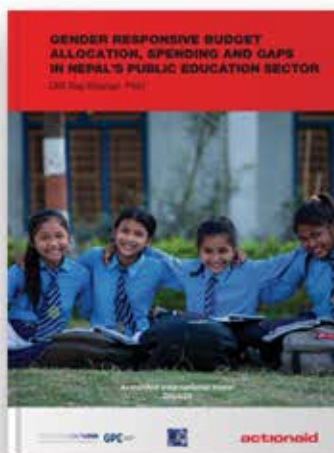
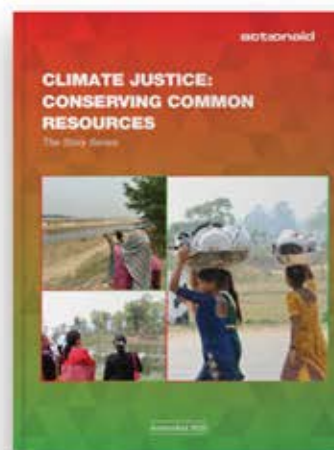
OUR PROJECT PORTFOLIO 2025

S.N.	OUR INITIATIVES UNDER PROJECT	DURATION	DONOR
1	Women Right Programme (WRP III)	Jan 2023 – Dec 2027	AA Ireland (IRISHAID)
2	Education Out Loud II	Jan 2024 – Dec 2025	AA International (OXFAM Denmark)
3	Strengthening Leadership of Acid & Burn Violence Survivors through Holistic Interventions (SLASH)	March 2025 – APR 2026	AA Italy (Waldensian & Sustainable Future Foundation)
4	Youth Mobilization Project	Jan 2025 – Dec 2025	AA Denmark (IGINITE Fund)
5	Mobilize & Empower the Haliya & Freed Kamaiya Communities	July 2024 – Dec 2025	Freedom Fund
6	Joyti School Dormitory Construction, Dhading	Sept 2024–Dec 2025	AA Italy
7	Flood response 2024	Oct 2024 – May 2025	AA UK (People Postcode Lottery)
8	Drought Response Program	August 2025 – Jan 2026	AA IHART
9	Local Rights Programme (LRP)	2025 – 2030	AA International

LRP/PROJECT PARTNERS 2025



OUR MAJOR PUBLICATIONS 2025



And the effort continues...

Since 1982 AD

A growing number of children, especially girls, are accessing learning opportunities through non-formal education and community initiatives supported by ActionAid International Nepal (AAIN).

Photograph: Community Learning Centre, 1988 AD



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