

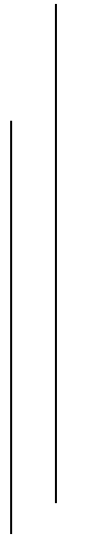
**"A Prosperous Society Where Children Enjoy Their Rights"**



# **CHILDREN-Nepal**

**Good Governance and Transparency policy**

**2075 BS (2018 AD)**



Pokhara-7 Masbar, Kaski, Gandaki Province, Nepal

Email: [childrennepal95@gmail.com](mailto:childrennepal95@gmail.com)

Web: [www.childrennepal.org.np](http://www.childrennepal.org.np)

## **1. Introduction**

Children Nepal has been working in the field of sustainable livelihood development, environment protection, education child right, promotion of Fair Trade, capacity building and empowerment and social inclusion, research and management sector of marginalized communities since 2052 B.S. Regarding this, the organization has developed and practiced Good Governance and Transparency Policy in order to ensure good governance, transparency and democratic social norms and values in the internal life and institutionalize them. It is obligatory to follow and get others to follow for all the concerned in the organization.

## **2. Goal of the CN Policy**

To practice and spread organizational norms, values and principles in the internal system and behavior of the organization and society.

## **3. Objectives**

- a. To develop the organization as an exemplary organization with regard to good governance and transparency,
- b. To practice good governance and transparency as the basic norms, values and principles to run the organization and service providing processes,
- c. To ensure human rights, guarantee social justice along with ensuring the accountability in the organization.

## **4. Norms, Values and Principles of Children-Nepal**

- Integrity
- Honesty
- Inclusion
- Dignity
- Care and honor and respect to all no matter gender, caste and position and other
- Transparency / Presence and act as an open book.
- Neutrality

S.No.	Norms and Values	Principles/Explanation
1.	Integrity	We always act individually and collectively with honesty, transparency, accountably and responsibility showing without any flexibility.
2.	Honesty	We always maintain our honesty in favour of truth and reality showing without any flexibility.
3.	Inclusion	We continuously act with people of all those castes, gender, minorities, people having different ability for their identity, co-existence, co-operation and ensure their access on decision making processes and social integration.
4.	Dignity	We express our behavior with high honor for the presence identity, ideals and values of each individual and community.
5.	Care and honor, care and respect to all no matter gender, caste and position and other	We respect equally to all gender, caste, class, profession, the position and any other basis without any+ discrimination.
6.	Transparency/Presence and act as an open book.	We perform all our activities with transparently in front of all. We are always open to share the information. We are eager to help others and willing to take ownership of issues of the universe.
7.	Neutrality	We serve without any biasness on thoughts and believes of the person. We never gives presser for others to change their believes and opinion. We equally behave to any political party. We provided our service free from conflict and best interest of any Political party and group.

## 5. Policies for Good Governance.

- Daily activities of the organization shall be conducted with the clear division of role & responsibility among labor of each of the staff in order to manage the services provided by the organization. Effective implementation of the Staff Administration Regulations 2016 A.D. and Financial and Administration Regulations 2016 A.D. in order to administer economic and administrative works fast effective and justifiable.

- Timely updating of organization's rules and regulations shall be done as per the changing situations and demands of the nation and phenomenon.
- Staff members who are dedicated to promotion of good governance shall be motivated by honoring and rewarding them on the basis of their work performance evaluation.
- Suggestion boxes shall be used for promoting good governance within the organization and working field in order to collect the suggestions and complaints of stakeholders and clients.
- Ensuring the concerned, groups, clients and directly related stakeholders' participation shall be mandatory in each and every decision making process by the organization.

## **6. Transparency Policies of Children-Nepal**

- Excluding the personal secrecy and the provisions pointed out by the law to be kept secret, sharing any information regarding the member, staff, board shall not be kept secret instead they shall be open to the concerned organizations.
- The organization is open in order to answer all the issues raised within and outside the organization.
- The cadres of the organization will be polite and open in order to listen to the queries eagerly and to react them.
- Information shall be timely provided to the members of the organization, staff and stakeholders.
- Decisions made by the board shall be open and delivered to all the concerned (stakeholders, staff, members and target groups) without delay.
- Organization's charter shall be published and made public regarding the services provided through the organization, the processes to collect them and selection procedures.
- The programs and budget passed by the General Assembly (GA) in the annual general assembly shall be published in the annual program booklet and made public.
- Social audit activities shall be conducted including the programs run by the organization in order to analyze and find their relevance along with the real expenditures done.
- Authorized auditor shall be employed for audit and the report shall be made public in order to show economic transparency.
- The job specification and organizational structure chart determined by the board shall be made public.
- Members' and concerned stakeholders' participation shall be ensured for decision making processes.
- It is ensured that the members and staff of the organization can put their views and opinions to the board in an open and independent way.
- The organization shall be improved and updated on the bases of the suggestions and feedbacks given by the staff members and target beneficiaries.

## **7. Organizational Structure**

CN has developed an organizational structure with the clear role & responsibilities of each & individual position i.e. General Assembly, Executive Board Advisory committee, Executive Director, Section head and its staff position.

# Management Structure of CHILDREN-Nepal

