

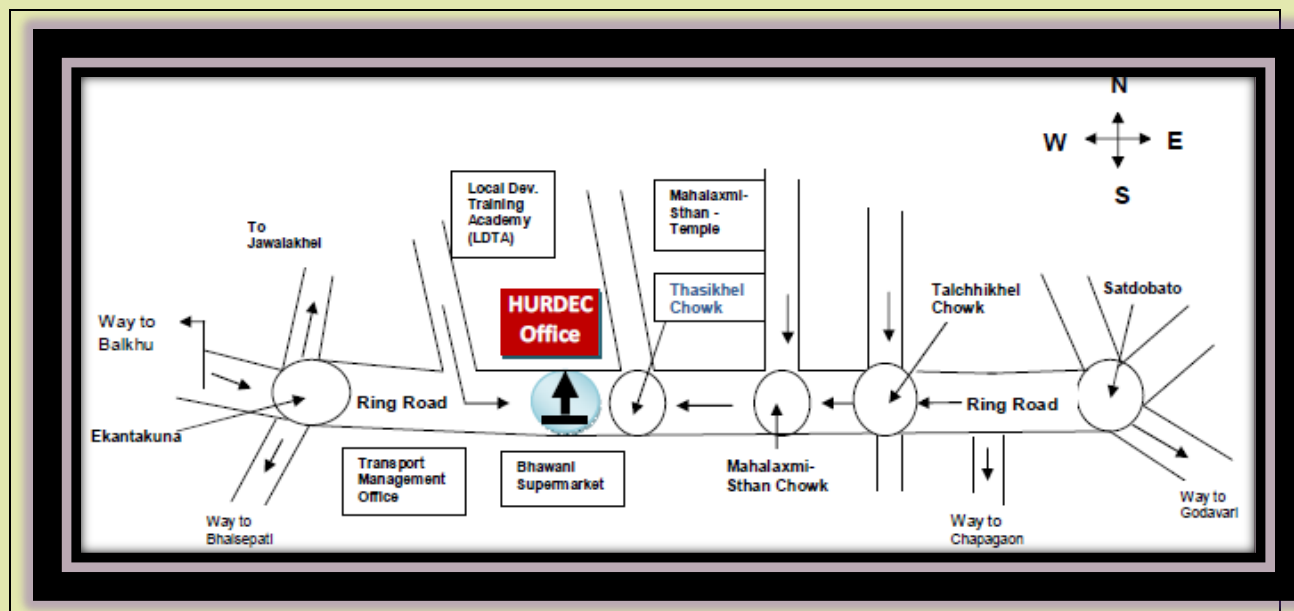


**HURDEC**

**Human Resource Development Centre Pvt Ltd**

## **Company Profile**

**November 2018**



Thasikhel, Ringroad Track, Lalitpur

Post Box 158, Kathmandu, Nepal

Phone: +977-1-5542684/5541676/5543066

E-mail: [hurdecnp@gmail.com](mailto:hurdecnp@gmail.com); [hurdec@ntc.net.np](mailto:hurdec@ntc.net.np)

Website: [www.hurdec.org.np](http://www.hurdec.org.np)

## Introduction

No country can grow rapidly until its human resources are developed and empowered. After decades of experimenting with various development models, this has emerged as the bottom line. Human Resource Development Centre (HURDEC) Pvt Ltd was established as a management training and consulting organization by a group of professionals in early 1990. Its mission is ***to facilitate people-centered development by strengthening the institutional and human resource capabilities of clients.***

We work to influence policy reforms, strengthen institutions, enhance competencies and skills and ensure organizational capacities to address issues of development. HURDEC does this through design and implementation of **viable, appropriate, practical and cost-effective** interventions in a synergistic teamwork **with** (and **not for**) the client and concerned stakeholders. This works because the accumulated experience of all is strategically combined.



A spirit of teamwork, a strong sense of work ethics (contractual commitments, honesty, integrity, and transparency), and an all out effort to deliver the best results and achieve organizational excellence characterize HURDEC professionals. A strong sense of identification with the organization has led to the development of a nurturing and supportive environment in which the personal and professional needs of all members are addressed. HURDEC accepts assignments depending on the nature of work, availability of professionals, suitability of the time frame, and relationship with the client.

The commitment of HURDEC professionals, their work ethics, the spirit of teamwork and their search for excellence is manifested in more than **2000** successful assignments carried out by them under competitive conditions in the last more than twenty years.

### Legal identity

HURDEC was established and registered with the Department of Industry, Government of Nepal in 1990 as a Private Limited Company with the registration No.: **Pvt. Ltd. 3917/046/47**. It is also registered with the Registrar's Office and tax/VAT office with the PAN being **500197572**.

### Human resource and management

HURDEC's human resource pool consists of 11 full-time professionals, a dozen associates, five regular staff and short-term (assignment based) consultants/staff. A Governing Board of Directors oversees all company affairs.

HURDEC is a market-led company and the career of its professionals, associates and staffs/consultants depends on their ability to serve the specific needs of its clients.

HURDEC believes in equality and promotes inclusion of the vulnerable and marginalised, as relevant, in assignments and regular works.

HURDEC's financial management and accounting are maintained in compliance with the



requirements of the Government of Nepal. Within the overall financial management framework and rules specified by the government, HURDEC also tailors its financial management and accounting practices to meet specific client requirements where necessary. A full time finance officer is responsible for all financial management and accounting tasks. A qualified Chartered Accountant conducts annual audit of its transactions and prepares financial reports for the company and government regulators. The Executive Director or an authorized Director periodically conducts internal audit of the accounts.

### **Full-time professionals and areas of expertise**

HURDEC has a resource base of experienced, multi-cultural professional consultants, trainers and facilitators with degrees from USA, UK, Spain, the Netherlands, the Philippines, Thailand, India and Nepal. Currently, it has **11 full-time professionals**, with work experience ranging from 20 to 30 years. It has a resource person pool of a dozen professionals in various disciplines who can be recruited as per requirement. As part of continuous learning process, HURDEC professionals have undergone training in gender and social inclusion, participatory rapid appraisal, organization development, appreciative inquiry, adult learning, conflict-sensitive development, results based management, logical framework and participatory monitoring and evaluation.



Current **full-time professionals** with qualification and area of expertise:

Name	Education	Area of expertise
Parimal Jha	MA (Economics); MBA (Columbia University, USA)	<ul style="list-style-type: none"> <li>• Strategic review and planning facilitation</li> <li>• UN Strategic Prioritization Retreats (UNDAF)</li> <li>• Organization development and capacity building</li> </ul>
Kumar Upadhyaya	BE (Mech), REC-India; MBA (AIT, Bangkok)	<ul style="list-style-type: none"> <li>• Appraisal, evaluation and study</li> <li>• OD, HRM and training</li> <li>• M&amp;E, theory of change, logframe, results based management</li> </ul>
Binoy Sharma	MBA (TU, Nepal)	<ul style="list-style-type: none"> <li>• Livelihoods, micro-enterprise and value chain</li> <li>• Project/program appraisal and evaluation</li> </ul>
Dharma Bhattarai	MBA (TU, Nepal)	<ul style="list-style-type: none"> <li>• Workshop facilitation and training</li> <li>• Conflict and peace building</li> </ul>
YadabChapagain	MDM (AIM, Manila); MBA (TU-Nepal); Diploma in Agriculture	<ul style="list-style-type: none"> <li>• Decentralization and governance</li> <li>• Project appraisal, monitoring and evaluation</li> <li>• Organization development</li> </ul>



Name	Education	Area of expertise
Chhaya Jha	MDM (AIM, Manila)	<ul style="list-style-type: none"> <li>• Gender Equality and Social Inclusion (GESI)</li> <li>• Peace and Conflict Assessment</li> <li>• Facilitation of UNDAF Strategic Planning</li> <li>• Project/program appraisal and evaluation</li> </ul>
Subodh KC	MA (Peace and Development Studies), UniversitatJaume, I, Castellon, Spain	<ul style="list-style-type: none"> <li>• Peace and conflict transformation</li> <li>• Livelihoods and micro-enterprise</li> <li>• Community development and training</li> </ul>
Surya Nepal	Bachelor of Arts (BA)-TU Nepal	<ul style="list-style-type: none"> <li>• Conflict and peace building</li> <li>• Capacity building and training</li> <li>• Social mobilization and community development</li> </ul>
Bikram Subba	MA (Rural Dev), UK	<ul style="list-style-type: none"> <li>• Strategic review and planning facilitation</li> <li>• Peace and conflict transformation</li> <li>• Capacity building and training</li> </ul>
Birbhadra Acharya	MBA (TU, Nepal)	<ul style="list-style-type: none"> <li>• Gender and social inclusion</li> <li>• Organization development</li> <li>• Baseline study and impact evaluation</li> </ul>
Krishna Acharya	MA (Local and Regional Development, ISS Netherlands), MBA (TU, Nepal)	<ul style="list-style-type: none"> <li>• Capacity development</li> <li>• Livelihoods promotion</li> <li>• Strategic planning</li> </ul>

## Associates and networks

HURDEC believes in establishing effective working partnerships and networks to synergize knowledge, expertise and experience. We have track record of successful partnerships and collaborations with several local, national and international agencies. Some of the international agencies that we have collaborated successfully in the past are:

PARTICIP GmbH, Germany	AFC, Germany	Chemonics, US
Development Associates (ApS), Denmark	OPTIONS Consulting, UK	GRM International, UK
Mary Hobley Associates, UK	Research Triangle Institute USA	Nordic Consulting Group, Denmark
Steffensen Consult, Denmark	Mokoro Ltd, UK	IOD PARC, UK
LTSI, UK	RV Consultancy, Finland	Fintrack , USA



## Expertise and services

### Overview

We provide different development management related services and expertise in the field of:

- Organization/institution development and capacity building
- Project/program appraisal, monitoring & evaluation, baseline and impact study
- Project design and implementation support
- Strategic review and planning facilitation

Our expertise and services in the following thematic areas and sectors have been most significant in terms of depth, coverage and duration:

Thematic/Sectoral areas	Thematic/Sectoral areas
Gender equality, social inclusion, conflict and peace building	Livelihoods, enterprise, micro-finance and value chain analysis
Decentralization and local governance	Rural community infrastructure/civil works
Theory of change, logical framework and results based management approaches	Health, education, and community forestry
Generic training and participatory techniques	Community development

A brief description of our services follows.



## 1. Organization/institution development and capacity building

We adopt different approaches and use methods depending on the context, realities and preference of the client and its partners. One approach to organization/institution development involves setting vision, mission, goal and strategy followed by an organization development plan. Another approach involves situation analysis, options identification and analysis, strategy selection and developing change management plan.

Sometimes, the process starts with some already identified organizational/institutional gaps. At other times, the client wants to ensure that a new initiative (theme, activity, technology, system, strategy, structure and staff) is firmly embedded in its existing environment. At times organizations also look for appropriate ways of restructuring themselves. A comprehensive and integrated model of organization analysis and development covering the organization's strategies/policies, structures, systems, and staffs is used in the process. Appropriate state-of-the-art tools are used. The process identifies areas for tailor-made capacity building.

The capacity building support on any of the above thematic areas cover one or more of the following outputs depending on the requirements and client choices:

- Development and institutionalization of new strategy/policy, structure, and/or system
- Staff training including training of (master) trainers on specific themes or on generic skills
- Design and implementation of integrity systems in community infrastructure/civil works
- Support in fair and merit based staff recruitment and selection
- Design of competitive staff compensation package
- Development of manuals, implementation guidelines or directives





## 2. Project appraisal, monitoring & evaluation, baseline and impact study

We provide professional services at different stages of the project/program cycle. The process involves selection and use of appropriate state-of-the-art methods and tools. The services include:

- Appraisal and project scoping
- Mid-term review/evaluation
- End-of-project/program evaluation
- Baseline, impact and other study

## 3. Project design and implementation support

Designing a relevant, cost-effective and sustainable project/program is highly challenging. Development practice has moved away from programs/projects planning by "experts" in the headquarters of funding agencies to a participatory process of engaging local stakeholders in the design and implementation of projects/programs. This local involvement implies a significant role for development management consultants. We have assisted a number of development agencies in the design and/or implementation of projects/programs in Nepal. Design of monitoring system and implementation support is part of this. The process involves consultations with the stakeholders, including where relevant women, the poor and people from socially excluded groups, documentation of the proposed action in an appropriate format and development of a monitoring system. Theory of change, logical and results based management frameworks tools are used.

## 4. Strategic review and planning facilitation

We help organizations in strategic planning. Strategic planning generally involves external and internal situation assessment, identification and analysis of strategic options, preparation of do-able strategic plan. One key event in this process is a workshop where all the stakeholders work for common understanding and future response. For this, we provide services of qualified workshop facilitators/moderators. Highly participatory methods and tools are used in the process.

## Assignments and clients



Year	Client Name	Title of the Assignment
<b>1. Organization development, capacity building and training</b>		
2016-2018	UNFPA Bangladesh/BGMEA	Preparation of SOP/training module on combating gender based violence for the Bangladesh Police and Bangladesh Garment and Manufacturers Exporters Association
2016-2018	Royal Norwegian Embassy Kathmandu	Project Management support to inter-party women network (IPWA)
2017	Japanese Red Cross Society Nepal	Training on Project Cycle Management
2017	WWF Nepal	Human Rights Based Approach (HRBA) to Conservation: orientations and guideline preparation
2017	WFP Nepal	Gender analysis for CSP formulation
2017	Embassy of Switzerland in Nepal	GESI Framework Preparation and Launching
2017	OXFAM	Gender Analysis and Gender Integrated Planning Training
2017	ChildFund Japan	Leadership, Supervision and Team Building Training
2017	DfID Nepal Learning Unit	
2017	UNDP Nepal	GESI Orientation
2017	ADB-TA-8311 REG	Enhancing Gender Equality Results in South Asia Developing member Countries (Phase 2)
2017	Alliance Nepal	Capacity Building of Local Women Leaders in Panchthar
2016	International Development Partners Group (IDPG), GESI Sub-Group (through SDC)	A Common Framework on Gender Equality and Social Inclusion for IDPG
2016	ADB Nepal	Preparation of the Guidelines for mainstreaming Gender Equality and Social Inclusion in the transport infrastructure sub-sector
2016	WWF-Nepal/RV Consultancy/MFA Finland	Orientaion on Human Rights Based Approach for WWF Nepal staffs
2016	Department of Hydrology and Meteorology/Government of Nepal	Development of Institutional Framework and Organizational Structure of DHM



Year	Client Name	Title of the Assignment
2016	DIPD-Danish Embassy Kathmandu	Preparation of Training Manual: "Guide for Strengthening Political Parties at Local Level"
2016	UNOPS/DfID	Training Needs Assessment (TNA) and Training & Development (T&D) Strategy for Nepal Police
2016	International Federation of Red Cross and Red Crescent Societies(IFRC)- American Red Cross	GESI Training for Nepal Delegation Staff
2016	UNDP Nepal	Developed and conducted 360 degree feedback and personality assessment for the core staff
2016	UN-Women	Staff capacity development on GESI
2016	DAI Global, LLC-(PAANI/USAID Project)	Facilitation of team building workshop
2015	UNFPA-Bangladesh	Integration of GBV and SRHR in Labour Inspection and developing systems to address GBV in RMG Factories in Bangladesh
2015	Nepal Madhesh Foundation(NEMAF)	Strengthening Voice and Accountable Governance in the Mithila Belt of Madhesh/Terai
2015	The Asia Foundation	Monitoring, Evaluation and Learning Strategy and Capacity Development Plan preparation
2015	Danish Institute for Parties and Democracy (DIPD)	Strengthening Gender Equality and Women' Empowerment in Political Parties in Nepal
2015	Asian Development Bank (ADB)	Prepared Integrated Development Plan for Bigger Municipalities
2015	Karnali Employment Programme/Oxford Policy Management Asia	Updating project organogram and terms of reference for project staff
2015	UNDP	Conduct 360 degree feedback for tem building and personality assessment similar to myers Briggs Type



Year	Client Name	Title of the Assignment
		Indicator test for staff
2015	Sustainable Access to Finance and Livelihood (SAFAL), Sammriddha Pahad Project/DFID	Design of Training Curriculum on Enterprise and Development for agriculture enterprises
2014-2015	Sustainable Access to Finance and Livelihood (SAFAL), Sammriddha Pahad Project/DFID	Design of Training Curriculum on Small Livestock, Dairy and Vegetable Cultivation
2014	Ministry of Labour and Employment (MoLE)/ILO	Workshop on Revision of Foreign Employment Act 2064
2014	Feminist Dalit Organization (FEDO)	Report Writing Training
2014	Asian Distillery Nepal	Improvement in Performance Management System
2014	Department of Civil Service Personnel Records (DoCPR)/ Embassy of Switzerland	Preparation of Diversity Profile of Civil Personnel 2013
2014	NirdhanUtthan Bank	Recruited and selected professional staffs
2014	MEDEP/UNDP	Five year periodic plan and strategic development plan in different districts
2014	Local Bodies Fiscal Commission	Prepare synthesis of MCPM reports of all DDCs
2014	Danish Institute for Parties and Democracy (DIPD)	Gender Mainstreaming and Women Empowerment in the Major Political Parties of Nepal
2014	International Labour Organisation (ILO)	Concept Paper development on Women and Youth for descent employment
2014	Asian Development Bank (ADB)	Gender Equality and Empowerment of Women
2014	Asian Development Bank (ADB)	Enhancing Gender Equality Results in South Asia Developing Member Countries - Phase II
2014	Nepal Madhesh Foundation (NEMAF)	Enhanced Access to Justice of Rural Women in Selected Terai Districts
2014	UNFPA/Bangladesh	Developing standard operating procedures(SOP) and training modules on GBV issues for Police



Year	Client Name	Title of the Assignment
2014	Child Fund Japan	Training on Planning, Implementation, Monitoring and evaluation
2014	PREPARE/UNDP	Assessment study on staff training needs of the Commission for Investigation of Abuse of Authority(CIAA)
2014	Sustainable Access to Finance and Livelihood, SammriddhaPahad Project/DFID	Developing training curriculum and development of trainers at local level
2014	Prepare/UNDP	Assessment study on Staff Training needs of the Commission for Investigation of Abuse of Authority(CIAA)
2014	Sustainable Access to Finance and Livelihood,SammriddhaPahad Project/DFID	Developing training curriculum and Implementation on Livelihood Expert
2011-2013	ESP/UKAid	Support for Mainstreaming Gender Equality and Social Inclusion in ESP and Partner Organizations
2012-2013	Roads Department Nepal	Preparation of business plan for up-gradation of Geo-Environment and Social Unit
2012-2013	INCLUDE/GIZ	Analysis of gender and social inclusion status and preparation of a guideline for mainstreaming
2012	UNFPA/Afghanistan	Population Situational Analysis of Afghanistan (Gender section)
2011	UNFPA Indonesia	Developing Work plan of Gender Theme Group, Gender-transformative programming for Sexual and Reproductive Health, and Gender Based Violence in Indonesia
2010	UNFPA Maldives	Mainstreaming gender in the UNDAF for <b>UN Maldives</b> and in Country Program of UNFPA Maldives and in Strategic Framework of Government of Maldives
2012	Nepal Staff Administration College, ESP/DFID,	Training of Trainers on Inclusive Governance: GESI mainstreaming in Accountability, Responsiveness and Integrity
2012	ADB Nepal	Gender Equality and Social Inclusion (GESI)-



Year	Client Name	Title of the Assignment
		mainstreaming in Country Partnership Strategy (CPS)
2011-2013	MoHP, Nepal Health Sector Support Program, Options/DFID Nepal	Institutionalization of GESI in Ministry of Health and Population (as part of pooled TA support to MoHP managed by Options Consultancy Services Ltd)
2012-2013	Swisscontact, ESP/DfID	Fair and merit based staff recruitment services
2011-2012	National Women Commission Nepal	Preparation of a concept note on Women and Environment
2000-2012	FEDO, ECPAT, ESP/DfID, RTI/Dgfid, NUBL, TRPAP/UNDP, ILO's Sustainable Elimination of Bonded Labor in Nepal, SCF-USA partners, GTZ/DFID, and IDE	Staff training including training of (master) trainers. The training courses cover a wide ranges of subjects/thematic areas such as: gender and social inclusion mainstreaming; logical framework, results based management, monitoring and evaluation, conflict-sensitive program management, proposal and report writing, organization development and human resource management, generic training, facilitation and participatory techniques, leadership and communication, and livelihoods and enterprise development.
2011	MoPPW, ADB	Enhancing Gender Equality Results in South Asia Developing Member Countries Phase II (Subproject I)
2011	Alternative Energy Promotion Centre/Energy Sector Assistance Program (ESAP), SNV	Guidelines for Mainstreaming Gender Equality and Social Inclusion in Mini-grid rural electrification component
2011	NirdhanUtthan Bank Ltd Nepal	Organization restructuring
2011	ILO 169, ILO Country Office, Nepal	Training Tool kits Design
2010	Amnesty International Nepal (AIN) and DFID Nepal	Management Audit and Management Review for Organization Development
2010	MoPPW, ADB Nepal	Developing GESI Mainstreaming Guidelines for MoPPW, GoN
2010	Australia-Indonesia Partnership (HCPI/AusAid, Kathmandu.	Designed and implemented two training courses on "Organization Development" and "Translating Policy



Year	Client Name	Title of the Assignment
		into Work Plan” for Indonesian government and NGO staffs involved in HIV/AIDS control.
2007-2009	Technical Support Facility (IPPF_UNAIDS)	Implemented capacity building initiatives entitled “Managing a professional HIV and AIDS consulting business” for consultants from the Asia Pacific and South Asia Regions in Malaysia, Thailand and Nepal.
2004-2009	NPC/GoN, DFID-ESP, LFP, MFSC/GON; UNFPA-CST; SDC/IUCN/NARMSAP	Development and institutionalization of new strategy/policy, structure, and/or system on gender and social inclusion mainstreaming and monitoring
2000-2009	Association of Community Radio Broadcasters Nepal, NEFEJ, CARE Nepal, Plan Nepal, UNFPA Country Office; VBDRTC/EHP-USAID; NirdhanUtthan Bank Ltd, General Welfare Pratisthan (GWP)/FHI-USAID; Small Farmers’ Development Bank Ltd./GTZ, DfID-Nepal	Development and institutionalization of new strategy/policy, structure, and/or system and 360 degree performance appraisal and reporting
1995-2009	SwissContact-Nepal, ESP/DfID; Care Nepal, Plan Nepal; BISEP-ST/SNV; BIWMP/EU; FHI/USAID; PSI/USAID; EHP-USAID; CLPN, NUKCEP, NPLAP/DfID; PHCP, IFSP/GTZ; SDC; MEDEP/UNDP; UNDP; USC-Canada, JWDC/IRIS Center of Maryland University of USA and other private and civil society organizations	Support in fair and merit based staff recruitment and selection and design of competitive staff compensation package
1995-2009	WaterAid Nepal, ILO, Care Nepal, Plan Nepal NUBL, FNCCI-PRODEC; Makalu-Barun Project, LDTA, UNICEF/UNDP, KBIRD; IDE, LFP/DFID:	Development of manual, implementation guidelines or best practice documents
2008	UNDP Pacific Center, Fiji	Course Writing for Early Warning and Conflict Prevention for Pacific Institute of Peace and Development (PIPAD)
2002-2008	Swisspeace Foundation, Geneva	Early Warning and Fact Finding of Tensions (FAST) Information management on peace and conflict situation in selected locations of Nepal



Year	Client Name	Title of the Assignment
2006	WFP-Cambodia	Critical review of current Food-for-Work Program systems and design of new systems for better accountability, transparency and efficiency.
2006	OHCHR, FAHAMU, UNSSC	Actors for Change Project, three training courses on Conflict Prevention (Asia-Pacific, Central Asia and Europe and Anglophone Africa)
1998	CEFE Network Project/GTZ South Africa	Strengthened training capabilities in the CEFE methodology of Stutterheim Business Advisory Centre and Beehive Entrepreneurial Centre and designed and implemented two entrepreneurship courses for potential small entrepreneurs.

**2. Project appraisal, monitoring & evaluation, baseline and impact study**

Year	Client Name	Title of the Assignment
2017-2018	Mercy Corp/USAID	Mid- term Evaluation of Promoting Agriculture Livelihood Program
2017	ChildFund Japan Nepal Office	Evaluation of emergency response programe
2017	The Embassy of Denmark Nepal	Mid Term Review of governance Facility
2017	World Bank Group Nepal	Public Consultation & SMS Polling Systematic Country Diagnostic (SCD) for Nepal
2016-2018	DFID-SAWGP-Monitoring and Evaluation Facility	GESI Adviser, Monitoring and Evaluation of South Asia Water Governance Programme
2016-2017	CAMRIS International Inc/USAID Nepal	Review application of GESI approaches and frameworks in Nepal
2017	Nepal Madhesh Foundation	Strengthening Voice for Accountable Governance in Mithila Belt of Terai/Madhesh
2017	ICIMOD	End-line data collection and Impacts Assessment of Himalica Pilots in Udayapur and Taplejung
2016	Transparency International Nepal Royal Norwegian Embassy Nepal	Mid-term Review of "Building National Integrity in Nepal (BNIN) Project"
2016	Transparency International/Royal Norwegian Embassy Nepal	Mid-term Review of "Building National Integrity in Nepal Project"





Year	Client Name	Title of the Assignment
2016	Australian Embassy Nepal	Mid-term review of Micro-Enterprise Development Programme (MEDEP) Nepal
2016	Inclusive Rural Development Project in Nawalparasi (IRDN)KECC-KOICA-Nepal	Management and technical support to Baseline Survey in Nawalparasi District
2016	World Bank Group-Nepal	Country Opinion Survey
2016	Embassy of Switzerland Nepal	Gender and Social Inclusion study for the GESI Brickwork/SIAG
2016	Nepal Madhesh Foundation (NEMAF) –Governance Facility	Annual Review of Strengthening Voice and Accountable Governance in the Mithila Belt of Madhesh/Terai
2016	LGCDP – Government of Nepal/UNDP	Review and preparation of MCPM in sector for DDC,Municipalities and VDCs
2016	Child Fund Japan	CFJ Program review
2016	Inclusive Rural Development Project in Nawalparasi (IRDN)KECC-KOICA-Nepal	In-depth Needs Analysis and technical support in carrying out Baseline Study
2016	Nepal MSFP/LTS International Limited/DfID	Preparation of synthesis papers on lessons learnt and effectiveness of Nepal Multi-Stakeholders Forestry Programme
2014-2015	MoHP/NHSSP/Options Inc/DfID	Carried out social audit process evaluation in selected districts of Nepal
2015	MoHP/NHSSP/Options Inc/DfID	Carried out evaluation of social service unit initiative of the Ministry of Health and Population, Nepal
2015	ECPAT Luxembourg-Nepal	Carried out FINAL EVALUATION of the project"Reducing Risk of Sexual Abuse and Exploitation among children in Nepal" and APSARA project



Year	Client Name	Title of the Assignment
2015	Mary Hobley& Associate + Dermot & Associates /DfID	Assessed governance and service delivery in Nepal
2015	Federal Department of Foreign Affairs (SDC)	Assessed gender, social inclusion and livelihoods aspects during mid-term review of multi-stakeholder forestry programme (MSFP) of the government of Nepal funded by DfID, SDC and government of Finland.
2015	Danish Institute for Parties and Democracy (DIPD)	Mapping of international partners' assistance to promoting gender equality in political parties and representation of women in politics
2015	HELVETAS	Facilitated an internal mid-term review of the Safer Migration Project
2015	ADB Nepal	Assessed Gender Equality Results in south Asia Developing member Countries(Phase 2)
2015	SAMAGRA/Governance Facility Nepal	Evaluated Partnership Programme implemented by Samagra
2015	Mokoro Ltd UK	Evaluated, as part of the Country Evaluation Team, of Finland's Country Strategy and Country Strategy Modality for Nepal
2015	ICIMOD	Carried out baseline studies in Udaypur and Taplejung districts on climate adaptive practices in production of large cardamom and fresh vegetables
2015	CEAPRED/ICIMOD	Value chain and market analysis of green vegetables in Udayapur district
2015	UNOPS	Baseline Survey for Establishing Women and Children Service Centre in Nepal Police
2015	The Asia Foundation	Monitoring, evaluation, learning and capacity building strategy
2015	Mary Hobley& Associate	Support to DFID Nepal International Consultants for Governance & Service Delivery Review
2015	Nepal Health Service Support Programme (NHSSP)/MoHP	Evaluation of the pilot SSU and to support MoHP in developing a road map for SSUs particularly in NHSSP-III



Year	Client Name	Title of the Assignment
2014-2015	NHSSP/MoHP/Options-DfID	Social Audit Process evaluation in selected districts
2014	NHSSP/MoHP /DFID	Developed a monitoring and reporting system for the Ministry of Health and other actors for gender based violence control program supported through One Stop Crisis Management Centres (OCMCs) set up across 16 districts in Nepal.
2014	Sankalpa/Network of professional women	Research on participation of women in Constituent Assembly (CA) Election, 2013 election
2014	UNDP/MEDEP	Impact Study on Empowerment of Women, Dalits, Indigenous Nationalities and Other Hard Core Poor through Micro-Enterprise Development
2014	Asian Development Bank (ADB), Manila, The Philippines	Establishing Women And Children Service Centers Baseline Study For Women And Children Service Centers, Nepal
2014	The World Bank/Washington DC	Primary Qualitative Research on Gender and Energy Infrastructure Economic and Sector Work Research
2014	CAED/Nepal	Evaluation of Women Reproductive Rights Programme, Phase III in 5 districts
2014	Micro- Enterprise Development programme (MEDEP)	Impact Study on Empowerment of Women, Dalit, Indigenous nationalities and other hardcore poor through Micro-enterprise development programme
2014	Employment Fund/SDC	Access to skills training of women- documentation and lesson learned
2012	OddarMeancheyProincial Government, Cambodia/EU	Evaluation of EU funded project entitled " <i>Local Authorities and Civil Society in partnership for Sustainable Land Use to end Poverty</i> "
2012	The World Bank Group Nepal	Client Perception Survey
2012	Feminist Dalit Organization (FEDO) Nepal	Baseline survey in Banke, Kailali and Kanchanpur districts in line with their project logical framework indicators and monitoring matrix
2012	NHSSP/DfID&MoHP Nepal	Study of Free Health Services and Subsidy Provisions in Koshi, Very and Bharatpur Hospitals



Year	Client Name	Title of the Assignment
2012	NHSSP/DfID&MoHP Nepal	Organization assessment of National Health Training Centre from gender and social inclusion perspective
2012	Ministry of Foreign Affairs of Denmark, Particip GmbH	Evaluation of the international support to the peace process in Nepal 2006-2011 to which Denmark has contributed
2012	International Fund for Agriculture Development, Rome	Country Program Evaluation
2012	RVWRMP/Finnida	Impact of Cooperatives in rural water resource management project
2012	Royal Danish Embassy/Kathmandu	Evaluation of DANIDA Support
2012	EU/EREC-P	End of project evaluation of eye care program implemented by Eastern Region Eye Care Program
2011-2012	European Union, Particip GmbH	Evaluation of the Commission of the European Union's co-operation with Nepal (2000-2010)
2011-2013	ESP/DfID Nepal	Cluster evaluation of ESF-SIAF supported projects
2011	ZOA Refugee Care Netherlands/Cambodia/EU/PSO	Evaluation of EU funded project entitled "Providing an 'oasis of security' amid volatility" and Evaluation of PSO funded project "Cambodia Capacity Building Project
2011	UMN/Tear, the Netherlands	Evaluation of Enterprise Development Program
2011	ECPACT Luxemburg	Evaluation of Partners' programs in Nepal
2011	STPP/GIZ	Baseline study in selected project locations
2010-2011	International Finance Corporation/SEDF	Baseline Survey of Poultry Sector in Nepal
2010-2011	MFSC, SDC, LFP/DfID	Impact Study on GESI, livelihoods and capital formation of Community Forestry
2010	GON, DFID & The World Bank, ESP/DFID	Sectoral Perspectives on Gender Equality and Social Inclusion: Making it Happen, Gender and Social exclusion Assessment (GSEA) Update (Health, Education, WATSAN, Forestry, Rural Infrastructure, Agriculture, Irrigation)
2000-	EU, Irish Aid, Refugee Care	Evaluation of rural community infrastructure,



Year	Client Name	Title of the Assignment
2004	Netherland and Ratanakiri Provincial Government of Cambodia	income/livelihoods promotion, local capacity building projects
1997-2006	CIDA, World Bank, DFID and DANIDA, SwissContact, ILO Nepal, IRIS Centre, University of Maryland/the WB, SDC, and NDI	<ul style="list-style-type: none"> <li>Peace &amp; Conflict Impact Assessment of all Canadian Programs in Nepal; Gender and Social Exclusion Analysis in Education and Health; Output to Purpose Review of the Freed Kamaiya Food Security Project; Impact study of Training and Development; Social and Gender Audit of the Livelihoods and Forestry Program; Public Attitude Survey on the Nepal Police; Review of a new Draft National Industrial Policy for Nepal; Policy gap analysis of Micro-and-Small-Enterprises; An Assessment of the Impact of Decentralization on the Poor; Review of fiscal decentralization policy and policy studies on fiscal management; A Study on Combating Rural Public Works Corruption in Nepal; Evaluation of Small Industries Promotion Project; Evaluation of country integrity programs and Women Candidates Training Program</li> </ul>
1997-2009	NSMP/DFID, ReRe, ILRA, and FSRP – GIZ and Training Need Assessment of central and district Offices of Election Commission of Nepal (ECN/ESP/UNDP)“	Carried out baseline studies

### 3. Project design and implementation support

Year	Client Name	Title of the Assignment
2015	Child Fund Japan (CFJ)	Development of projects with M&E systems on children issues focusing on education in Ramechhap, Sindhupalchowk and Dolakha districts for three partner NGOs
2014	Community Based Flood and Glacial Lake Outburst Risk Reduction Project (CFGORRP)	Workshop on Strategic Team Building
2014	Danish Institute for Parties and Democracy (DIPD)	Facilitate a planning workshop and Prepare the DIPD Projects Documents



Year	Client Name	Title of the Assignment
2012-2013	Royal Danish Embassy, Inclusive Growth Program in Nepal (UNNATI), Kathmandu	Program formulation support
2012-2013	Royal Danish Embassy, Kathmandu	Growth and Employment Program Nepal – Program formulation
2011-2013	Danish Institute for Parties and Democracy (DIPD)	Implementation of Joint Mechanism for Political Party Support (JOMPOPS).
2012-2013	NEAT/USAID	Agro Enterprise Curricula Implementation in 14 districts and Kathmandu Valley
2009-2010	ARD/USAID	Capacity building on gender, inclusion, peace and good governance in local planning and programming, USAID/Nepal Government Citizen Partnership Program (NGCPP) in Morang District
2000-2008	<ul style="list-style-type: none"> <li>• Swisscontact, Bangladesh:</li> <li>• UNCDF, Bangladesh: Developed performance tracking system of Union Parishads.</li> <li>• South Asia Enterprise Development Facility/IFC Bangladesh:</li> <li>• ADB/Manila, Pakistan:</li> <li>• DFID Bangladesh:.</li> </ul>	<ul style="list-style-type: none"> <li>• Developed logframe, monitoring and evaluation system including software and a manual, support staff in partnership building with BDS providers.</li> <li>• Developed strategy and logframes, provided training, coaching and mentoring support, piloted an M&amp;E System based on the Program Logic Model (PLM), and undertook project reviews and impact assessment.</li> <li>• Undertook appraisal of the Sindh (Province) Coastal and Inland Community Development Project and designed civil works integrity system for the project.</li> <li>• Supported in preparation of Investors in People Action Plan, strategy for Partners in Health and Development, mainstreaming diversity and Improving working relations; institutional restructuring of ECOTA Forum and BAS Centre</li> </ul>
1998-2000	<ul style="list-style-type: none"> <li>• UNOPS/UNDP, South Africa:</li> <li>• Independent Business Enhancement Centre (IBEC), South Africa:</li> </ul>	<ul style="list-style-type: none"> <li>• Prepared Rural Small, Medium and Micro Enterprise Strategy and Implementation Plan for Ntsika, Department of Trade &amp; Industry.</li> <li>• Supported organization development and</li> </ul>



Year	Client Name	Title of the Assignment
		prepared 'Agro-enterprise Start-up Training' packages and manual
1995-2007	<ul style="list-style-type: none"> <li>Nepal Rastra Bank and the World Bank</li> <li>UNFPA Nepal</li> <li>CLPN/DFID</li> <li>Election Commission Nepal ((joint funding of Australian Embassy, DFID, SDC, NEDA and DANIDA)</li> </ul>	<ul style="list-style-type: none"> <li>Management Contract of Nepal Bank Ltd. (jointly with Bank of Scotland and IBTCI, USA)</li> <li>Country Program Development of UNFPA Nepal, Country Programme Action Plan of Sixth Country Cycle</li> <li>Management support for the project and its partner organizations on a wide range of functional areas and organization development</li> <li>Management support to planning and implementation of the General Election-1996</li> </ul>

#### 4. Strategic review and planning facilitation

Year	Client Name	Title of the Assignment
2016	MSFP-Nepal Multi -Stakeholder Forestry Programme	Long term strategy preparation
2016	RESTLESS DEVELOPMENT- ADAP program of UNICEF	Theory of change workshop facilitation for partners of UNICEF for strategic input to the next phase of its program for adolescents
2015	Fishing Cat Conservation Network	Provided orientation on Strategic Planning and facilitated workshop for preparation of a strategic plan for fishing cat conservation across the globe
2014	UNFPA Nepal	Advocacy workshop on the importance of integrating Gender into policy development and programming for selected government partners
2012	SANKALPA; Welthungerhilfe, Germany/RRN	Strategic planning
2012	GIZ	Periodic Planning for selected VDCs of Bardia and Surkhet



Year	Client Name	Title of the Assignment
2011	GIZ	Periodic Planning for NaubastaVDC,Banke
2010	GIZ	Periodic Planning for Pyuthan DDC
2010	ILO, Nepal	Strategic Plan for Implementation of ILO 169
2009	Office of the Prime Minister and Council of Ministers/GoN, DFID	Preparation of National Action Plan against Gender Based Violence





Year	Client Name	Title of the Assignment
2009	UN Maldives	Preparation of UNDAF of UN Maldives
1990-2012	UN/UNDAF, WWF-Nepal, FHI, PSI, GIZ and other agencies	<ul style="list-style-type: none"> <li>• HURDEC team has designed and facilitated about <b>1500</b> strategic review and planning workshops in <b>Nepal, Bangladesh, Bhutan, China, Lao PDR, India, Maldives, Samoa and Fiji, Sri Lanka, Thailand, Uzbekistan, Vietnam, Kenya, Lesotho, Malawi and South Africa</b> using PCM-Objective Oriented Project Planning, Logical Framework, Team Up and Metaplan techniques. The services also include Periodic Plan/Strategy preparation for several DDCs, VDCs and municipalities</li> </ul>

