Let’s Promote GoodWeave Against Child Labor

Annual Progress Report 2014

Nepal GoodWeave Foundation
Kathmandu, Nepal
NGF's Executive Committee Members

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(Represents NGO Sector)
Organization for Community, Child Environment Development

Mr. Dhan Bahadur Tamang
Vice President
(Represents Carpet Sector)
Paradise Carpet Industries (P) Ltd.

Mr. Bala Ram Gurung
General Secretary
(Represents Carpet Sector)
Everest Loom

Mr. Ubaraj Bhandari
Treasurer
(Represents NGO Sector)
Child NGO Federation Nepal

Dr. Bal Gopal Baidya
Executive Member
(Represents from Independent) Professional/ Intellectual Sector

Ms. Ramkala Khadka
Executive Member
(Represents NGO Sector)
Forum for Child Concern in Nepal

Mr. Sonam Lama
Executive Member
(Represents Carpet Sector)
Palbu Carpet Atelier

Mr. Saput Bd. Karki
Executive Member
(Represents NGO Sector)
Save the Environment of Nepal

Mr. Dawa Sherpa
Executive Member
(Represents Carpet Sector)
City Carpet Industries
Message from President

It's my immense pleasure to get this opportunity to write message in event of Annual General Meeting of Nepal GoodWeave Foundation (NGF). GoodWeave has created a glorious history nationally and globally with its campaign 'Let's Promote GoodWeave against Child Labour' in past 19 years. GoodWeave's global initiative working to end child labour in carpet industries provides ample of educational and vocational opportunities to the removed carpet children.

The year 2014 has been a stepping stone for NGF to build as a leading Non-Profit Organization working for the promotion of Child Rights and Protection. NGF has introduced and started to work on new standard within the member units. The organization successfully implemented the Weaving Economic Opportunities Project to train 250 women in different weaving based skills training and as a result this initiative has offered a market driven training and job placement methodology to support vulnerable communities, while encouraging and rewarding ethical business and labour practices in one of the Nepal's top export industries. NGF is widening its initiative in brick sector to replicate the model through Better Brick Nepal (BBN) initiative to address the labour issues.

The annual report embraces all the major activities took place in the year 2014; including advocacy, capacity enhancement of its member organizations and staff and networking. The report also includes achievements, lesson learnt and way forward for the coming days.

The accomplishments of the year are the result of the collaborative endeavors of the board members, advisors, staff team and donors. Therefore I would like to take this opportunity to extend my sincere appreciation to all the people and well wishers for their unremitting support and team spirit.

Thank you!

..............................................................
Ganesh Bhakta Shrestha
Nepal GoodWeave Foundation
Editorial Message

When we begin communicating to all our esteemed members, licensees, stakeholders and friends through our annual report, we feel great pleasure something remarkable achievement to share - the geometrical progress on outreach, the new and needed effort to change the community and something positive and visible impact in the target group. This year of 2014, I am very happy to report some worthy achievements especially around the area of livelihood upliftment of underprivileged people, quality enhancement in alternative support to children and replication of GoodWeave model in brick industry.

Our program activity trend has been encouraging which is fairly visible while we review our outreach from the ground to policy level. We have worked to navigate the turbulent labor force shortage in the carpet industry. Now that the turbulence seems to have subsided in some ways, we all are carving the way to bring back the industry to some measure of stability and calm to the professional endeavors of our carpet entrepreneurs. For this, GoodWeave trained 250 women and created the viable job opportunity for them in the carpet industry while generating the demand for skilled adult labor in increased wages and improved working conditions.

To bring the sustainable industrial environmental by raising the standard of working condition of carpet industry, GoodWeave has developed the expanded standards with seven guiding principles that aim to lead the industry to adopt a decent working condition which ultimately enhance the labour retaining capacity of industry and alleviate the crushing poverty of weaving community. This year, we decided to move ahead with an appropriate and phase wise implementation model focusing to address the issue of child, forced and bonded labour in the first phase.

Analyzing the situation that shows brick manufacturing in Nepal is notoriously riddled with child labor and other labour issues; NGF has continued its piloting of replication of its model brick kilns
of Nepal. Under it, Better Brick Nepal Standards are being developed according to ISEAL Code of Standard Setting.

As you read through this report, you will find some very good activities that created an environment to bring together various partners and collaborators including government entities. The eye camp with Lions Club, health camp with Department of Labour are few examples. Hence, professionally for me, the year of 2014 remained a year of full satisfaction and I am privileged to be part of these wonderful activities. In this regard, I would like to extend my sincere thanks to all partners, board members, advisors, GWI team members, donors and NGF colleagues for their continued support and cooperation. Finally I would like to express my best gratitude to the editorial team for supporting me to publish this report.

With gratitude,

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Lubha Raj Neupane
Executive Director
Nepal GoodWeave Foundation
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Nepal GoodWeave Foundation - An Overview

Organizational Overview

Nepal GoodWeave Foundation (formerly Nepal RugMark Foundation) is a not-for-profit making Non-Government Organization established in December of 1995 as a result of the collaboration among Carpet Entrepreneurs; Child Rights NGOs; and international development organizations; viz. United Nations International Children and Education Fund (UNICEF), the German Agency for Technical Cooperation (GTZ), and the Asian American Free Labor Institute (AAFLI).

Being a country affiliate of GoodWeave International (GWI), NGF has proven to be a viable initiative that effectively addresses the child labor issue in the carpet industry of Nepal. In its more than 15 years of operation in Nepal, NGF has been able to bring more than 50% of the carpet industries to the GoodWeave's viable standards including the carpet weaving and spinning sectors. Moreover, it is largely expanding towards covering the entire carpet industry of Nepal and replicating its sustainable model to other industries.

Through its multi-pronged approach along with Inspection, Monitoring and carpet Certification mechanism, GoodWeave tries to maintain child labor free environment in the Nepalese carpet industry and other
industries while preventing thousands of children entering the factories. On the other hand, NGF provides meaningful alternatives (e.g. education, rehabilitation and skills development training) to the carpet children through various programs and activities.

**Vision**
Creation of child labor free, social, environmental and ethical production of carpet and other industries to add value globally.

**Mission**
GoodWeave ensures ethical production reducing child labor and enhancing socio-environmental (social and environmental) aspects of carpet and other industries.

**Objectives**
Objectives
1. Develop child labor free supply chain of carpet and other industries and nurture the market preference
2. Support to create ethical production in social and environment aspects through expanded standards
3. Provide preventive and alternative opportunities for Children in Working Communities of Industries
4. Advocate the concerned stakeholders for protection of child and human rights.
5. Apply the sustainable model for organizational strengthening.
# NGF’s Major Achievements
till December, 2014

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<tr>
<td><strong>1</strong></td>
<td>Foundation Registered on</td>
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<td><strong>2</strong></td>
<td>Composition of the Executive Committee (Board of Directors)</td>
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<tr>
<td></td>
<td>Independent Professional in the field of Social Work - One Member.</td>
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<td><strong>3</strong></td>
<td>Total Number of Staff</td>
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<td><strong>5</strong></td>
<td>General Members (Carpet Licensees, Child Right NGOs)</td>
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<tr>
<td><strong>6</strong></td>
<td>GoodWeave LICENSEES (Carpet Factories under License)</td>
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<tr>
<td><strong>7</strong></td>
<td>No. of Carpet Factories under the Licensees</td>
</tr>
<tr>
<td><strong>8</strong></td>
<td>No. of Inspections carried out by the GoodWeave Inspectors from December 1996 to as of date.</td>
</tr>
<tr>
<td><strong>9</strong></td>
<td>Action taken for non-compliance of GoodWeave Criteria</td>
</tr>
<tr>
<td></td>
<td>- Factories with 1st Offence</td>
</tr>
<tr>
<td></td>
<td>- Factories with 2nd or More Offences</td>
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<tr>
<td></td>
<td>Factories Out-listed as Suppliers to GoodWeave Licensees</td>
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<tr>
<td></td>
<td>GoodWeave Licenses Revoked/Cancelled for non-renewal</td>
</tr>
<tr>
<td><strong>10</strong></td>
<td>Total Number of GoodWeave Labels issued from December 1996 to as of date.</td>
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<tr>
<td><strong>11</strong></td>
<td>Cumulative Quantity of Carpets Exported with GoodWeave Labels (in Sq. ML)</td>
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<tr>
<td><strong>12</strong></td>
<td>Total No. of Child Labourers identified and Removed by GoodWeave Inspectors till date from the carpet factories.</td>
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<tr>
<td><strong>13</strong></td>
<td>Child Labourers brought for Rehabilitation at GoodWeave Centres</td>
</tr>
<tr>
<td><strong>14</strong></td>
<td>Child Labour Re-united with their Families till date</td>
</tr>
<tr>
<td><strong>15</strong></td>
<td>Total Number of Children, as of date, being Covered and Supported by GoodWeave Nepal under various Rehabilitation &amp; Preventive Programmes:</td>
</tr>
<tr>
<td></td>
<td>(a) Rehabilitation Programme:</td>
</tr>
<tr>
<td></td>
<td>- Centre Based Rehabilitation Programme (1 Centre : Hamro Ghar)</td>
</tr>
<tr>
<td></td>
<td>- Community Based Rehabilitation Programme</td>
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<tr>
<td></td>
<td>- Supported by other NGOs / Individuals / LAB School</td>
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<tr>
<td></td>
<td>(b) Preventive Programme:</td>
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<tr>
<td></td>
<td>- Sponsored Education Programme</td>
</tr>
<tr>
<td></td>
<td>- Day Care cum Education Programme (5 Centres)</td>
</tr>
<tr>
<td><strong>16</strong></td>
<td>GoodWeave-UCEP Programme</td>
</tr>
<tr>
<td><strong>17</strong></td>
<td>Number of Adults benefitted from Carpet Weaving Training</td>
</tr>
<tr>
<td><strong>18</strong></td>
<td>No. of people benefitted by counselling service (each visit recorded since November 2000)</td>
</tr>
<tr>
<td><strong>19</strong></td>
<td>Monitoring &amp; Follow-up for Children under Community Based Rehabilitation &amp; Sponsored Education Programs (records maintained since October 2000)</td>
</tr>
<tr>
<td><strong>20</strong></td>
<td>Day Care Centres of Carpet factories provided one time support</td>
</tr>
<tr>
<td><strong>21</strong></td>
<td>Number of Awareness Programme Covered in Carpet Factories (since 2000) and in Community (since 2012)</td>
</tr>
<tr>
<td><strong>22</strong></td>
<td>No. of Non-Formal Education and Apprenticeship classes at carpet factories for children above 14 years</td>
</tr>
<tr>
<td><strong>23</strong></td>
<td>Mobile Medical Health Camps Since June 2005</td>
</tr>
</tbody>
</table>
Features of GoodWeave:

- GoodWeave is voluntarily licensed to carpet manufacturers/exporters in the producing countries and importers/retailers in the marketing countries.
- GoodWeave in producing countries have an independent workplace inspection and monitoring mechanism to ensure compliance of GoodWeave criteria.
- GoodWeave voluntarily certifies individual carpets with GoodWeave labels that have individual code numbers for verification.
- GoodWeave works to remove child labourers from workplaces and provides them with a long-term and meaningful rehabilitation with appropriate education and vocational training.
- GoodWeave makes concerted efforts for family reintegration of the children while ensuring opportunity for continued education with continued support for schooling.

- GoodWeave also carries out preventive education and other welfare programs for children and families of carpet workers.
- GoodWeave contributes to create Clean, Healthy & Sustainable Environment in Working with Community and Stakeholders

Rationale:
The Nepal GoodWeave Foundation (NGF) is currently working under the guideline of global strategic objectives which are as follows.

**Objective 1:** Grow Market Preference for Child Labor-Free Carpets.

**Objective 2:** Increase Child-Labor-Free Supply Chains.

**Objective 3:** Provide Alternative Opportunities for Children in Weaving Communities.

**Objective 4:** Promote Replication of the GoodWeave Model in New Industry.

**Objective 5:** Strengthen GoodWeave International Operations and Governance Structures.

Major Activities:

- Inspection, Monitoring and Certification.
- Removal of Child Labourers and Rehabilitation Programs,
- Preventive Social Programs for Carpet Workers and their family members,
- Awareness and Advocacy Programs.
MAJOR PROGRAMS AND ACTIVITIES OF NGF

Monitoring and Certification:
Nepal GoodWeave Foundation (NGF) monitors and undertakes regular and surprise inspections of its licensee carpet factories as its primary activity towards fulfilling the broader goal of eliminating child labour from the Nepalese Carpet Industry. The GoodWeave carpet label is the best assurance that no child was exploited in the making of a rug and that sustainable production practices were also used. Independent inspectors make frequent, unannounced visits to every loom operated by GoodWeave licensed producers.

NGF began its process of licensing, monitoring and providing child labour-free carpet certification in 1996. Since then, many carpet manufacturing companies have understood the need of affiliation with GoodWeave and as a result we now cover a significant portion of the carpet industry. By the end of December 2014, GoodWeave monitored 75 licensees and 410 manufacturers, including subcontractors and licensee suppliers. This is encouraging and also an indication of GoodWeave’s widening recognition and growing acceptance by industry people.

GoodWeave Standard

A GoodWeave expanded standard is being developed in accordance with the ISEAL Alliance Code of Good Practice. The goal of all ISEAL Codes of Good Practice is to assist standards systems deliver positive social and environmental impact.

ISEAL Codes of Good Practice work together to achieve:
- The Standard-Setting Code
- The Impact Code
- The Assurance Code

The idea is that these components contribute to achieve a strong and encompassing standards system.

GoodWeave has recognised that market conditions have evolved and both the achievement of our mission and consumer demand point to a need to take into account a broader set of interrelated criteria. This has been identified as: prevention and elimination of child labour; ensuring suitable adult working conditions; and, environmental sustainability.

GoodWeave currently considers three principles for its certification purpose:
1. No Child Labour is Allowed
2. No Forced or Bonded Labour is Allowed
3. Condition of Work are Documented and Verifiable

The expanded standard is far more comprehensive. Based around seven principles, it includes labour conditions and the rights of workers, environmental management and transparency.

The principles of new GoodWeave's expanded standard are:
1. No child labour is allowed
2. No forced or bonded labour
3. Condition of work are documented and verifiable
4. Freedom of association and collective bargaining are recognized
5. No discrimination is practiced
6. Decent working conditions are respected;
   a. Workplace conditions
   b. Wages
   c. Working Hours
   d. No harsh or inhumane treatment
7. Negative environmental impacts of production are identified and minimized.

The initial three principles of the standard will be implemented in the coming years as a gradual process of support and improvement in the carpet industries.

**Mechanism for Effective Monitoring:**

Nepal GoodWeave Foundation inspects and monitors social compliances within the carpet industry, focusing to the principle of 'No Child Labour'. The main objective of the surveillance program is to regularly review the assurances from licensees that their processes comply with governmental policy on child labour and GoodWeave's social, economic and environmental based principles.

**The specific objectives are:**

1. Ensure compliance to the current GoodWeave Standard.
2. Determine if child labor is being used within the supply chain.
3. Gather specific information about general workplace conditions; and
4. Facilitate the removal of identified child laborers.

**Inspection & Monitoring Model:**

**Initial Inspection:** Initial inspection are carried out prior to signing GoodWeave's affiliation agreements to check compliance with the standard criteria in order to become licensed factory.

**Annual Inspection:** Annual Inspection is carried out once a year in order to check the compliance and expanded standard to support the implementation of the Standard.

**Regular, Unannounced Monitoring:** After the Agreement and issuance of the GoodWeave Affiliation Certificate, the affiliate’s full production capacity will be regularly monitored for child labour with surprise visits by GoodWeave's personnel, its inspectors and/or other concerned authorities.

**GoodWeave International-Certification Division (GWI-CD)**

GoodWeave International is an international body of which GoodWeave Nepal is affiliated. GoodWeave International works in six countries to achieve conformity on the GoodWeave authorized production sector through its international Certification Division (CD). GWI-CD reports to the Executive Board as a functionally distinct division of GWI with the specific responsibility for coordinating the operation of the certification programme consistently across all countries, including overseeing inspection and monitoring in producer countries through the Central
Inspection Unit (CIU). The head of the CIU provides information to the Certification Committee as necessary and communicates decisions and information requests by the Certification Committee to the national inspection units and national initiatives. GWI-CD is composed of the Certification Committee (CC), Central Inspection Unit (CIU) and National Inspection Units (NIUs).

Oversight (Social Labeling and Certification)

Nepal GoodWeave Foundation, on behalf of GoodWeave International, certifies that carpets exported with the GoodWeave label are the best assurance that child labor was not used in the manufacturing of the carpet or rug. A total of 425,067 GoodWeave labels, covering 1,699,361 square meters of carpet, have been issued as of December 2014. To use the GoodWeave labels, exporters from carpet producing countries and importers from carpet importing countries have to be GoodWeave’s affiliated members in advance.

The following key activities were carried out in 2014

New Members: Three new members were affiliated during the year of 2014
- Felt & Yarn Pvt. Ltd.
- S.H. Carpet
- Rug Nepal Inc.

<table>
<thead>
<tr>
<th>No. of New Licensees</th>
<th>3 members</th>
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<tbody>
<tr>
<td>Total No. of Inspections</td>
<td>2273</td>
</tr>
<tr>
<td>Total No. of Child Labourers identified</td>
<td>41 children</td>
</tr>
<tr>
<td>Total No. of Child Labourers removed</td>
<td>28 children</td>
</tr>
<tr>
<td>Total No. of labels issued</td>
<td>13,567</td>
</tr>
<tr>
<td>Total Sqmts. of carpet</td>
<td>68,841.26</td>
</tr>
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IMC Units Training (July 21st - 23rd, 2014)

This training was organized as a continuation from previous training for GoodWeave auditors that focused on building auditing skills and understand verification methodology. This training was fourth in the series and aimed at developing advance levels of understanding and skills with respect to Nepal labour laws, document review and descriptive report writing.

Overall the session was informative and fruitful; the team members were able to gain knowledge on the criteria and scope of the auditing and...
inspection process. In addition the team enhanced their skills on information collection, observation, triangulation of information, preparation of reports and updated their knowledge on the existing legal classifications around labour.

**Documentary Film Show - Awareness Programme (January 18, 2014)**

A documentary film was developed by Nepal GoodWeave Foundation to provide information to factory workers on the 'GoodWeave Expanded Standard'.

The message and information delivered through the documentary included:

- A historical review of carpet industries in Nepal
- The presence of GoodWeave and how it all began
- The current credibility of GoodWeave and its support to the working community
- A comparison between satisfactory and unsatisfactory working condition within industries and its impact on workers.
- The significance of the GoodWeave New Expanded Standard in relation to working conditions.

- The significant changes in the lives of children supported by GoodWeave.
- GoodWeave's international credibility and current support to workers and industries.
- Benefits to the working community through the implementation of the New Standards.
- Support of GoodWeave to the carpet industries.

Sixteen licensee factories with twenty-one supply chains and six hundred and sixty-eight carpet workers benefited from the programme.

**Drama Show (January 25, 2014)**

In order to raise awareness among workers on child rights and labour, a street drama was composed and performed. The drama was based on real stories from carpet labourers and reflected various scenarios where parents felt compelled to send their children to carpet factories, how they were exploited by the labour contractor, the consequences to the overall development on the child and finally NGF's involvement in supporting the child.

The drama was shown at three factories on January 25 2014: Chorolpa Carpet at Narayantar, Kathmandu, Nima Carpet, Atterkhel and AD Carpet, Gokarna. Around 400 workers benefited from the drama show.
Eye Camp for Carpet Workers  
(April 26, 2014)

Nepal GoodWeave Foundation conducted a free eye screening camp in collaboration with Lions Club Hospital, Min Bhawan, Kathmandu at Thali on April 26, 2014.

Objectives of the Camp:
- To provide free eye health consultation to the workers
- To refer chronic cases to Lion Club Hospital for further treatment
- To increase awareness on preventive measures for eye health

<table>
<thead>
<tr>
<th>SN</th>
<th>Age group</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Remarks</th>
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<tbody>
<tr>
<td>1</td>
<td>Below 10 years</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
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<tr>
<td>2</td>
<td>10 - 18 years</td>
<td>3</td>
<td>7</td>
<td>10</td>
<td></td>
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<tr>
<td>3</td>
<td>18-30 years</td>
<td>8</td>
<td>35</td>
<td>43</td>
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<tr>
<td>4</td>
<td>30-50 years</td>
<td>9</td>
<td>23</td>
<td>32</td>
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<td>5</td>
<td>50 above</td>
<td>5</td>
<td>2</td>
<td>7</td>
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<tr>
<td></td>
<td>Total</td>
<td>25</td>
<td>67</td>
<td>92</td>
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The camp was targeted at carpet weavers located in the carpet cluster area of Thali. The camp covered weavers from seven carpet factories comprising of 92 workers. 92 workers of various age and gender were screened, 40 units of medicine were prescribed and 31 spectacles were issued all free of cost. A number of different eye diseases were observed: cataract problems, conjunctivitis, eye redness, corneal ulcer and vision problems.

Health Camp (June 12, 2014)

In collaboration with Department of Labour (Ministry of Labour and Employment, Government of Nepal), Nepal GoodWeave Foundation organized a camp to provide free medical services to young carpet factory workers on June 12, 2014.

The International Labour Organization (ILO) launched the first World Day Against Child Labour in 2002 as a way to highlight the plight of child labourers. The day, which is observed on June 12th, is intended to serve as a catalyst for the growing worldwide movement against child labour, reflected in the huge number of ratifications of ILO Convention No. 182 on the worst forms of child labour and ILO Convention No. 138 on the minimum age for employment.

The main objectives of this particular camp were to provide medical check-ups to workers in the carpet industry aged between 14 and 16 years and, as with all medical camps organized by Nepal GoodWeave Foundation, to bring affordable healthcare and free health information to carpet workers and identify common health problems. Specifically the camp aimed to provide both preventive and curative treatment for common conditions, refer those who require specialized treatment and create awareness on personal hygiene and substance abuse among the workers’ group. A total of 200
young people from 12 licensee and 12 supply chain GoodWeave factories received treatment and counselling services. Dr. Krishna Prasad Paudel of Kanti Children's Hospital and his medical team provided an extremely efficient service during the camp. Young workers were found suffering from dermatitis and other skin conditions, prolonged chest problems, gastritis, scabies, coughs and common cold.

Distribution of Personal Protection Equipment, First Aid Boxes, Masks and Dustbins

A total of 62 first aid boxes, which included general medicines, 1,891 protection masks and 72 dustbins were distributed to supply chain licensees. The responsible persons in charge of the health and safety materials were instructed on how to use them and boxes were handed over with the understanding that they will have to refill the medicines once used.

NGF provided technical support to exporters and producers by training them on labour and industrial rights so that they would be able to standardize their production processes and make them more socially and environmentally ethical. It aimed at creating an enabling environment for industrial sustainability by supporting them in technical aspects, providing the materials of PPE, and, capacitating the producers and workers. Participants from the industry were informed on health and safety, were distributed safety materials and given advice on how to communicate these procedures to workers.
Social Programs of NGF

Nepal Goodweave Foundation provides the viable alternative opportunities to the children at risk with preventive, rehabilitation and awareness & advocacy programs under the child development section. Preventive and rehabilitation program include Sponsored Education Programme (SEP) to the children’s of carpet weavers, Day Care cum Education (Early Childhood Development Centre), Counseling to children and their families, Monitoring and Follow-up for children under Community Based Rehabilitation (CBR) and Sponsored Education Program (SEP). Similarly, rehabilitation program includes Centre Based Rehabilitation Program (Hamro Ghar), Community Based Rehabilitation Program, School Based Rehabilitation Program and Vocational Training.

Preventive Programs:

Sponsored Education Program:

This program is in high demand and works to prevent children from entering the carpet industry as a child laborer. Hundreds of children live in carpet factories, helping their parents or guardians in daily chores such as cooking, washing dishes and taking care of younger babies or doing nothing. Many of them are of school-going age but are not necessarily enrolled in schools due to lack of funds to pay school fees. These children, if not sent to schools, are highly likely to join the industry sooner or later in order to contribute to their families' economic stability or for their own survival.

Sampada Syangtan, 18, lives with her brother and sister-in-law in a carpet factory in Thali. She is from Makwanpur district, Churiyamai, where her parents live and tend a small piece of land for their daily living. She has five brothers and two sisters. Sampada was brought to Kathmandu when she was 2 years old and has been raised by her sister-in-law, a carpet weaver earning Rs. 8000.00 per month. Low earnings meant it was difficult for her to send Sampada to school.

During a NGF inspection, a very young Sampada was found playing inside the factory. NGF inspectors made enquiries about her and she was later supported under the SEP programme to prevent her from becoming a child labourer in the near future. She was admitted into a local nursery class and this support continued for 12 years until SLC level where she passed with 80.25%.

She wants to pursue a career in the nursing field and hopes she can acquire additional support to enable her to access further education. She is very grateful to NGF for supporting her and hopes that NGF continue to aid more needy children like her.

NGF sponsors children who meet the programme criteria, focusing on their potential future involvement in child labor activities. NGF works directly with parents/guardians, forming a one-to-one agreement detailing expectations on both sides before enrolling children in nearest available schools.

NGF has been sponsoring the education of carpet workers' children since 2001. A total of 638 children have benefitted from this
programme and 220 children still receive support. Children are studying in schools nearby the factories where they live in classes from nursery to School Leaving Certificate (SLC) level.

Damber Bahadur Tamang

Damber Bahadur Tamang, 18, is originally from Sindhuli district, Kakurthakur. When he was young, Damber's parents did not have enough farming land in their village to support their family and could find no additional work in the area. The family relocated to Kathmandu in search of income opportunities and Damber's parents took up work in a carpet factory at Syuchatar.

A year later, when Damber was three and half years old, his father eloped with a coworker leaving his mother to support him and his two younger brothers on her own. She found this a huge challenge and while she managed to provide enough for food for them to survive on, her earnings could not cover education costs.

During a factory inspection, Damber's mother shared her difficulties with NGF staff and the organisation was happy to support schooling for Damber under the SEP program as a child labour preventative measure. He was admitted into a local nursery class and supported up to Grade Ten.

This year damber finished his SLC exams and passed with 75%. He would like to be an electrician and hopes he will be granted continued support in order to continue his studies.

NGF's Early Childhood Development programme supports carpet weavers with young children between the age of two and six, who would ordinarily keep their children with them while they are working, by providing a day care centre service. Having young children present in the factory working environment can not only be dangerous for the children but also a distraction for the parents whose working performance and earnings can be hindered.

Each centre involved in this scheme provides the weavers' children with a safe and child friendly environment where children can play, learn and interact with their peers under the supervision of adult care takers. Workers drop their children at these centres in the morning before going to work and pick them up again in the evening. This gives the parents, particularly the mothers, ability to work freely with more attention and without worrying about their children. In addition, children become accustomed to a school like environment and parents are encouraged to continue the education of their children into the future.
My name is Laxmi Rumba and I am 8 years old. My father and mother came to Kathmandu in 2060 with the hope of a better life from what we had in Makwanpur District. Since then they have worked in a carpet factory at Dakshin Dhoka but it has been very difficult for them to afford education fees for me. My family situation has improved a lot since Nepal GoodWeave Foundation started supporting me. My parents can pay more attention in their work without worrying about me and can earn more from better productivity.

After the completion of my informal education from CWARDS I was transferred to Shree Chamunda Higher Secondary School in Jorpati, Kathmandu. I am in Grade III and my study is going very smoothly. I am immensely thankful to Nepal GoodWeave Foundation and CWARDS for giving me the opportunity to study. I hope that I can continue to higher education and promise to work hard. I hope that in the future I will be able to support the poor and needy children like me who are deprived of education due to poverty.

NGF implements this program through partner NGOs in 'carpet cluster' areas. In total, 245 children have recently enrolled in this programme. Three partner NGOs have children enrolled: Education, Protection and Help for Children (EPHC) in Jorpati have 100 children; Helpless Rehabilitation Society (HRS) in Ramhiti have 43 children; and, Helpless Rehabilitation Society (HRS) with 47 children at Attarkhel and Children, Welfare and Community Development Services (CWARDS) in Dakshin Dhoka have 55 children. Each of these organisations offer quality care and education to the young children of workers in GoodWeave Licensee factories and/or their suppliers. Here children learn through play in a nursery setting, supervised by trained play leaders. When children reach school going age many also qualify for the Sponsored Education Programme (SEP).
Rehabilitation Programs

Centre Based Rehabilitation Program (Hamro Ghar):

Sangita

Sangita is from Bhaktalal, Bara District, Ratanpur - VDC-6. Her family unit consists of father, elder brother and sister, one younger brother and herself. Economically poor and largely uneducated, the family's combined income was still unable to provide them with an adequate standard of living. For this reason, Sangita's father sent her to work in the carpet weaving industry with the help of a contractor. Sangita was not treated well at the factory and worked from 4am to 10pm each day with an hour break in the morning and evening.

On 18th June 2014, Sangita was removed from a carpet factory and brought to the GoodWeave transit home located at Gothatar on the NGF Centre Based Rehabilitation Program. She is currently receiving an education and specialist support at the home and is enjoying her time there.

The Hamro Ghar transitional home is the first stage of NGF's Centre Based Rehabilitation Program. Here children, found by inspectors working in carpet weaving factories, are provided with a safe and comfortable environment to overcome their challenging experiences, restart their education and rebuild their lives with the support of a specialist team.

Whilst at the transit home, GoodWeave counselors make assessments to ascertain the home situation of each child including how they became involved in child labour and whether the family environment is safe for the child to return to. Considering all these factors, counselors decide whether Community Based Rehabilitation, with or without GoodWeave support, is possible.

In cases where safeguarding concerns deem the family environment unsafe for the child to return to, provision is made for long term support at the transit home with the possibility of external education opportunities on a case by case basis. Counselors continue their efforts to support possible family rehabilitation in the future and explore many alternatives to provide family contact to the child whilst keeping in mind the best interests of the child.
**Shyam**

A number of years ago Shyam's father injured his feet giving him long-term mobility problems which prevented his ability to work. The family income was drawn from Shyam's mother who worked in wheat farming, two elder brothers employed as a carpet weaver and bus conductor, and, one sister working as a tailor. Their combined efforts were still insufficient in supporting the family's daily living needs and, when Shyam dropped out from his studies in Class 3, an offer of engaging him in carpet weaving work was tempting. The family received some financial debt in advance and Shyam was sent to a factory where he worked from 7am to 7pm every day with an hour lunch break. The factory provided him with lunch and clothes but deductions were taken from his salary.

Shyam is currently at NGF's Transit Home after being removed from this carpet factory with the help of NGF staff. He aims to be a high profile person in the future and is showing keen interest in his studies. He likes to study, sing and dance.

At time of removal most children are between the age of ten and fourteen, are often illiterate, overworked and have been subjected to abuse. Along with continued counseling, doctors conduct health assessments and children are categorized into classes as per their age and education level. The facility provides the children with complete hostel and recreational facilities along with an in-house, non-formal education system called an 'Accelerated Education Program' which prepares the children for their eventual transition into the mainstream system. Presently, 39 children are living in the rehabilitation centre run by NGF.

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**Community Based Rehabilitation Program**

The Community Based Rehabilitation (CBR) program is the top most priority of GoodWeave. The foundation strongly believes that, where possible, home is the best place for the child to develop and the foundation thus makes all efforts to reintegrate rescued child laborers with his/her parents or close family members.

After reintegration within their home communities, NGF continuously monitors these families in order to ensure that children are regularly attending school and not sent back to work, abused or exploited in any way.

Currently there are 42 children enrolled in this program who are studying in grades III to X, with education support and a small amount of money (Rs. 12000/Year) for midday meal in schools provided. Under the close supervision of a NGF Program Officer, Program Monitors are closely follow the progress of each child’s education in order to ensure GoodWeave support is really bringing changes in the lives of the beneficiaries.
**Rita,**

Rita from Ratanpur Bara, originally lived with her mother, father and three siblings: two sisters, one elder and one younger, and one younger brother. When her father died Rita’s mother remarried and, as a consequence, Rita and her elder sister were required to work in a carpet factory in order to support their younger siblings.

Rita used to go to school in her village where she attended up to grade two but dropped out eleven months before starting work as a weaver. She used to work for sixteen hours per day in the factory and in addition, her maternal uncle exploited her by taking all earnings.

She was removed from the carpet factory on April 4th 2013 and was brought to the NGF Transit Home located at Gothatar. There Rita found a better quality of life, continued her informal education and discovered her passion for dance. She dreams of becoming a high profile person in order do something for a better society.

On April 5th 2014, Rita was reunited with her maternal aunt. At present her aunt is taking care of her and she is studying with educational support from NGF in Grade 5 at Chamunda Higher Secondary School in Jorpati.

**Lakpa Yanji,**

Lakpa Yanji, was just 12 years old when NGF removed her from a carpet factory on October 11th 2013. She grew up with her mother, father, elder and younger brother. Her father's seasonal work as a trekking porter meant that during the off-season the family struggled. Her father also suffered with alcoholism and Lakpa experienced physical abuse at home. She dropped out of school in her village in Grade 3 after which her mother, who was already working as a weaver, compelled Lakpa to work alongside her. The child weaved for six months before she was removed from the carpet factory with the help of NGF staff members and brought to the Transit Home at Gothatar where she began her informal education. She is a very talented and confident girl who is very keen to study and loves to sing and dance.

Lakpa completed her informal education and was reunited with her family under Community Based Rehabilitation Program (CBR) on April 5th 2014. She has since joined Grade 4 at Samata Shikshya Higher Secondary School in Jorpati.

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**School Based Rehabilitation Program**

In cases where rehabilitation within the family or community environment is not possible, the School Based Rehabilitation programme is considered. This is an entirely residential program where children are provided a formal education with full hostel facilities.

Children who classify for this programme could, for example, be orphans, from extremely poor families or at risk of harm in the home environment. Highly gifted and talented children are sometimes also considered on a case by case basis after performing extraordinarily well in their non-formal education at 'Hamro Ghar'.

NGF has signed an agreement with two of the most elite schools in Nepal; Laboratory Higher Secondary School and Little Angels Schools. Presently, 13 children are receiving formal
education in these two schools. NGF has a set assessment mechanism before enrolling the children in these schools. Children must also take an aptitude test before admission which teachers at the transit home prepare them for.

**Vocational Training Program:**
From our experiences of working extensively with child labourers, NGF has recognised that many rescued children have an interest and aptitude for vocational studies. Therefore, young people who are eager to continue their career in a technical field can be admitted to institutions that offer vocational training for different trades as per their interest and capability. Children who go for vocational training are placed in jobs after completion of training and are monitored closely by NGF for the initial two to three months until they are settled. To date, a total of 63 NGF young people have undergone vocational training in different trades and many of them are settled and doing well, some of them have even started their own businesses.

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**Rabin Singh Rumba**

**Age:** 19 years Old  
**Origin:** Hatiya-8, Makwanpur  
**Present Address:** Lazimpat, Kathmandu  
**Current Status:** Chef at Cocina Mitho Chh Restaurant  

Rabin Singh Rumba is originally from Hatiya-8, Makwanpur district. When Rabin was young, his father died after suffering a mental disorder and, when some years later his mother remarried, he found the responsibility of his family rested on him. He has one elder brother, who according to Rabin is working as a cleaner in Dubai, and three younger sisters who became his responsibility. He performed well in his studies but had to discontinue school in order to support his family. He came to Kathmandu with a labour broker to weave carpet but was removed from a factory on 7th March 2006 with the support of Nepal GoodWeave Foundation. He was given the opportunity to continue his education in the NGF Transit Home and was later transferred to Laboratory Higher Secondary School in Grade Four.

In 2014 Rabin passed his Grade 10 exams and graduated from school. He showed keen interest in pursuing a career as a chef and, with support from NGF, joined vocational training in the highly respected cooking school 'Cocina Mitho Chha Restaurant' in Lazimpat, Kathmandu, on September 16th 2014.

After a few months of training, he was offered a job placement as a chef in the same restaurant due to his excellent performance during training and sincerity towards his work. He earns almost NRs. 8000 a month, NRs. 2000 in bonuses and other benefits including free accommodation in the restaurant. He can cook around 175 dishes including continental, Chinese, Indian and Nepali cuisine.
According to his employer Mr. Debendra, Rabin is a gentle boy who works with full sincerity and devotion. He is very glad to have Rabin as his employee and has full confidence in him. He feels that if Rabin continues to develop his skills then he will have a very bright future in this field. In addition, due to Rabin's good behavior, friendly nature and activeness at work, his co-workers and the head-chef in the kitchen are impressed with him and his work. Rabin is enjoying his experiences at Cocina Mitho Chha Restaurant and, since achieving economic independence, is happy to be able to take care of his younger sisters. Rabin said, "I'm lucky that I got full support from my organization to get training according to my interest. I'm glad that I was able to impress my employer, trainer and other co-workers and able to obtain the job at Cocina. I believe that if there is a will then there is a way."

Rabin is grateful to NGF for providing him with his career opportunity and thankful to Cocina Mitho Chha Restaurant for providing him with employment. He aims to be a respected chef and wants to open his own business in the future, providing exceptional tasting food to his diners.

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**Events/ Activities:**

**Children's Common Birthday:**

The NGF children at Hamro Ghar and the Laboratory School celebrated their common birthday on 1st January 2014 as per tradition. NGF organised the program in collaboration with Sahara International.

Since many of the children brought to the NGF transit home do not know their exact date of birth, at the beginning of every year a common birthday is celebrated by all children. The objective of this program is to make the children feel the importance of the day they came into this world and to make them feel special.

At the transit home the celebration program was divided into two parts, formal and informal. The formal programme was convened with best wishes from board members of NGF including Mr. Ganesh Bhakta Shrestha, NGF President, Mr. Balram Gurung, General Secretary, and Mr. Binod Karki, NGF Advisor.

A big cake was cut by the youngest boy and girl and everyone sang 'Happy Birthday'. All children were wished a very happy birthday and a better future and received winter items as birthday gifts.

**Birthday Celebration of NGF Children at Laboratory School**

Due to examination commitments, Laboratory School children could not take part in the event at Hamro Ghar this year so a separate event was held at their school. The principal of the school, Mr. Lakpa Sherpa, congratulated the children and conveyed his good wishes on their common birthday. He said it was a positive event,
encouraging the children to do their best and make them appreciate each day of their life. Everyone at the event shared their good wishes for the new year and the children were given birthday gifts from NGF.

Celebration of World Environment Day

World Environment Day was set up in 1972 by the United Nations General Assembly to encourage individuals to respect the environment and make steps to ensure a cleaner, greener and brighter outlook for themselves and future generations. It has provided opportunities to raise awareness for environmental issues and has mobilized communities into action. Each year has a different theme and this year’s theme was: "Raise your Voice, Not the Sea Level".

Objectives:

- To raise awareness about the importance of a healthy environment.
- To promote an understanding among Transit Home children that every person is pivotal in changing attitudes towards environmental issues.

Descriptions:

A clean-up campaign was jointly initiated by NGF and partner NGO Sahara International. The campaign started with a rally march from the Transit Home, Gothatar, to Gothatar micro stop station. Children and NGF staff members marched from the transit home in rally with slogans relating to environmental preservation and also collected the rubbish. Members of the local community people also participated in support of the children.
Impact:

- Children learnt more about their responsibilities for protecting the environment.
- The campaign brought about attention in the local community with regards to how individuals can make a difference in the environment.

Celebration on 'World Day against Child Labor', 12th June:

Nepal GoodWeave Foundation (NGF) has been working for the prevention and elimination of child labor in the Nepalese carpet industry since its establishment. As an awareness raising initiative, activities are planned every year to celebrate ‘World Day against Child Labor’. This year, in its 12th anniversary year, activities were organised in collaboration with the Ministry of Labour and various stakeholders working for child rights in Nepal, including Nepal Goodweave Foundation.

In addition, in-house activities were organized by the Hamro Ghar team at the transit home. The program started with a welcome speech by children to newly recruited staff members Mr Samir Ghimire and Ms Binita Paudeln NGF Program Officers. During the program, all children were provided an opportunity to show their talent which made for a lively event live with outstanding performances of songs, dances, speeches and poems. Some children also shared their experiences of child labour and their journey from weaving factory to ‘Hamro Ghar’.

NGF Executive Director, Mr Lubha Raj Neupane, delivered a speech which outlined the objectives of the organization, shedding light on all NGF activities, and expressed his sincere gratitude to all the students for making the day a special one. All the children were provided gifts at the end of the program.

Children's day Celebration

Children's Day is recognized on various days in many places around the world to honour children globally. It was first proclaimed by the World Conference for the Well-being of Children in 1925 and later became the International Day for Protection of Children, observed in many countries as Children’s Day, held every year since 1950. The major global variant is Universal Children’s Day held on November 20th, as recommended by the United Nations. As a country, Nepal expressed commitment to this cause by approving the UN Convention on Child Rights on September 14, 1990 (Bhadra 29 B.S).
NGF celebrated Children's Day in a special event at the transit home. We were also represented at a large-scale celebration organized by The Government of Nepal's Ministry of Women, Children and Social Welfare and Central Child Welfare Board at the Social Welfare Council of Nepal's building in Lainchaur where some NGF children actively participated. The main slogan for this year's children’s day was "listen to the children's voice and end the child's violence." Children representing a number of other child rights organisations also participated in the program.

**Objectives:**

The main objectives of the program were:

- To provide a platform for the children to show their hidden talents
- To make the children understand the importance of Children's Day

Children's Day is an important day for NGF and has been celebrated since the initial days of the organisation. This year the children celebrated by having a special meal and a competition where children won prizes for handwriting and reading, organized by the children studying in Advanced level.

Some of the children were later taken to Social Welfare Council Nepal's building in Lainchaur, Kathmandu, to attend the program organised by the Government of Nepal's Ministry of Women, Children and Social Welfare and Central Child Welfare Board. The event was formally commenced with a warm welcome to chief guest, Mr. Prakash Maan Singh, Deputy Prime Minister and Minister for Federal Affairs and Local Development, and other guests such as: Ms. Neelam K.C., President of Women, Children and Social Welfare; Mr. Lila Paudel, General Secretary; Mr. Dhan Bahadur Tamang, Secretary; Mr. Dilli Ram Giri, President of Central Child Welfare; Mr. Tomoo Hozumi, Country Representative of UNICEF; and, Ms. Manju B.K, Child Representative.

The National Anthem was performed by the Band of Nepal Police and deep prajwalan ceremorial lamp lighting was done by the chief guest. A speech from Mr. Dhan Bahadur Tamang provided his clear vision of the program, the slogan and stated his journey against the corporal punishment that is practiced routinely in Nepalese society to make children disciplined. Ms. Bhma Rana performed a welcome dance and Ms. Manju B.K, Child Representative, made a speech. The chief guest also revealed a report which detailed the present status of Nepal's children in 2071.

In the program, young people who scored highly in S.L.C level in 2070 were honored by the chief guest on the stage. Later, Mr. Kumar Bhatari, Representative of Civil society, Mr. Tomoo Hozumi, Country Representative of UNICEF and Mr. Dilli Ram Giri, President of Central Child Welfare, gave speeches respectively. After the motivational speeches, all participants recited the slogan: "Balbalika lai dar, bal, kar le hoena, riharle anusasit huna siakau; aajai bata balbalika mathi hune sararak manasik sajaya anya garau."

The program continued with drama on the theme of 'corporal punishment' performed by Maha Jodi; Mr. Hari Bansha Acharya and Madan Krishna Shrestha. Ms. Ani Choying Drolma, UNICEF Nepal National Ambassador, sang a beautiful song dedicated to all children. Chief guest Mr. Prakash Maan Singh, Deputy Prime
Minister and Minister for Federal Affairs and Local Development, delivered his speech on behalf of the Nepal Government. The first half of the formal program ended with a speech of thanks from Ms. Neelam K.C., President of Women, Children and Social Welfare. As soon as the formal program was over, refreshments were provided to all guests and participants.

Higher Secondary School where they meet the thirteen NGF children studying there and distributed Children's Day gifts such as traditional t-shirts, on behalf of Nepal GoodWeave Foundation.

Annual Day Celebration

The 24th December is a special day for Goodweave Family since it marks the founding of the organization. This year the organisation celebrated the day with a picnic event and cultural program in the historic Nilbarahi, Bhaktapur. Many guests were invited to the celebration including donors, government agencies, partner organisations, licensees, factory owners and NGF children. Children from the transit home, day care centres and LAB school displayed their talents and they were given prizes and awards.

Nearly 110 people participated in the event and various activities were organised with the children.

Impact:

Stakeholders, children, staff and local people had an opportunity to learn about the activities and achievement of NGF. In addition, it created an environment for adults and children to enjoy the beauty of the historical location, enjoy a delicious picnic and celebrate the achievements of the organisation.
Livelihood Support Programme

Weaving Economic Opportunities for Women in Nepal
(Supported by The Asia Foundation)

Nepal GoodWeave Foundation introduced the Weaving Economic Opportunities for Women project with support from The Asia Foundation to tackle the issue of child labor in carpet supply chains by developing a replicable, market-driven training and job placement procedure to support vulnerable women and their families. It also aimed to encourage and rewarding ethical business and labour practices in the Nepal carpet weaving industry.

The Weaving Opportunities project provided weaving training to 50 women from vulnerable and economically deprived communities who subsequently received employment placement. All 50 women are currently employed by a committed, GoodWeave-compliant rug producer who has agreed to at least a two-year employment contract. The training enhanced the women's capacity to earn a livelihood and empowered them to live life with dignity and confidence.

Weaving Opportunities activities also included a four-month intensive fiber dyeing training for 10 unemployed youth. All 10 trainees learnt the science of dying, how to conduct their work in an environmentally-friendly manner using a filtration system for dye affluent and were placed in jobs at dye plants in the Kathmandu Valley.

All participants on the programme had access to psychological counseling to build their capacity and confidence throughout the program and day care facilities for their children of which 21 children participated. Furthermore, CTEVT certification tests were taken during the project period to ensure the skills trainees acquired are marketable and relevant. Participants are currently the only weavers in Nepal who have had the opportunity to take the CTEVT skill test with the potential of being awarded CTEVT certification within the next few months. GoodWeave inspectors implemented the expanded standard in the factories where trainees were placed in order to ensure a more holistic approach.

The project received overwhelming response from both industry and the government. The Trade Export and Promotion Center (TEPC), a government body that works to promote trade in Nepal, has expressed its keen interest and willingness to collaborate with GoodWeave to expand the training to communities outside of Kathmandu Valley. To this end, NGF is currently in the process of developing plans for future training outside of Kathmandu in order to meet the needs of more vulnerable women and marginalized/ economically deprived communities. As a next step, NGF plans to conduct a feasibility study to assess how regional training programs might meet the needs of vulnerable women in communities outside of Kathmandu Valley.

This project has further strengthened NGF’s relationship with concerned stakeholders. Central Carpet Industries Association (CCIA), Nepal Carpet Exporters Association (NCEA), Trade Export and Promotion Center (TEPC) and Department and Labor and Employment Fund have welcomed NGF’s initiatives to empower
vulnerable sections of society with employable skills and have offered their coordination for further activities. This project has given hope to carpet entrepreneurs who are facing a huge shortage of skilled laborers and to women who are the sole earners in their families. Exporters have also expressed positivity about the project and shown commitment to do their part for its success.

**Project Highlights**

Through the Weaving Opportunities project, NGF successfully identified, trained and placed vulnerable women in long-term, stable, and safe employment. Beyond the benefits impacting the project’s direct beneficiaries, NGF also saw significant impact with exporters and government stakeholders. Key accomplishments include:

- 60 beneficiaries were identified, trained, and placed in secure employment.
- The training included rights awareness training for the workers to ensure they are in a better position to negotiate wages and working conditions.
- Weaving training and dyeing manuals were developed and used.
- For the first time in Nepal, CTEVT certification was developed for weaving and weavers can receive a CTEVT certification enabling them to more easily secure employment and proper wages. A dyeing certification is also in process.
- 21 children of weaving trainees were provided with day care services to ensure that trainees can freely participate in the training while their children develop early literacy skills.

- Counseling was provided to trainees to encourage them to build their confidence throughout the training, help them tackle difficulties at home, access social services and ultimately be in a better position to retain jobs.
- A water filtration plant was installed at a dye factory and training site and trainees were instructed on how to sustainably recycle dye effluent through this process.

**Weaving Economic Opportunities (Supported by the Greater Impact Foundation)**

GoodWeave successfully implemented the Weaving Economic Opportunities Project to 250 women, training them in different weaving based skills, supported by the Greater Impact Foundation (GIF). With GoodWeave’s extensive training experience and longstanding relationships with Nepal’s leading carpet exporters, this project builds on and expands an existing GoodWeave initiative to offer a market-driven training and job placement methodology to support vulnerable communities, while encouraging and rewarding ethical business and labor practices in Nepal’s top export industry.
195 weaving participants recruited, trained and placed in GoodWeave exporter's factories.

Baseline data collected on income status of trainees, establishing their median income pre-training as $93/month.

15 graphic design participants recruited, trained and placed in Graphic Designer roles in Carpet Exporters.

40 Finishing participants recruited, trained and placed in carpet factories as finishing experts.

A formal opening ceremony conducted to mark the start of the training.

Social services including daycare and counseling provided to facilitate trainees.

The Weaving Opportunities project was designed to train and employ otherwise unemployed Nepalese as weavers in the carpet industry with the products from the training sold both in local and international (US and Europe) markets. The project assists vulnerable communities mostly in need of economic opportunity and/or potential victims of human trafficking by equipping them with the skills required to work in the carpet industry. Successful candidates received fair and sustainable job placements post-training.

As a domestic worker she could make just over $200 per month to support her family, $100 of which was used for the medical expenses of her sick mother.

Kabita recently got married though her husband can only contribute $200 to their monthly household income on an irregular basis since he is a construction worker and does not have steady employment. Therefore Kabita is the main earning member for her family.

Kabita was interested in weaving but had never had the chance to learn until a former participant in the GoodWeave training program informed her of the Weaving Opportunities programme. By participating in the program, Kabita has not only learnt a new skill but has also decided not to move abroad again. At present she is satisfied and happy to be with her family in her own country with a reliable weaving job. Kabita hopes that one day she will have her own home loom and be able to provide this opportunity to others.

Maan Kumari, 26

Maan reached 10th grade in her education and, at the age of 19, married and now has two children, a six year old boy and a 14-month-old daughter. Her daughter in enrolled in a day care facility at the weaving training centre. Maan's husband previously owned furniture shop but the couple were forced to sell the shop to pay off debts after he suffered a disabling injury seven months ago. When they owned the shop, Maan's family income was just over $100 per month with their expenditures averaging $5 per day.

As a participant at the weaving training center,
Maan hopes to be able to support her family and her children's education; she even envisions her children becoming doctors in the future. She has enjoyed making friends at the center and gaining new knowledge. Maan dreams of being recognized as a highly skilled weaver. Her husband and mother-in-law, who were first unsure of the program, now also see the benefits of her learning a new skill and have become supportive of her.

Weaving Opportunities Training Initiated

Weaving training started on 8th June 2014 at Gomang Carpet Manex in Chundevisthan, Bhaktapur. Training began with an induction ceremony and orientation. Trainees were provided psychological counseling to help them adjust to the new environment and the day care centre was opened for their young children. The three-month training ended in September 2014. GoodWeave facilitated the direct placement of the trainees in GoodWeave licensee factories and the programme was was recognized by the CTVET national skill testing board which awarded successful candidates with a Skilled Weaver certificate.

Motivational support to the trainees:

Trainees were selected based on their need, vulnerability and dedication to learn and work in the weaving industry. Many of the trainees had experienced struggle, abuse or poverty in their lives so in order to support them in the best way possible, a professional counseling service is a fundamental aspect of the program. Counseling sessions were offered to all trainees, conducted by GoodWeave Nepal's trained counselor. A need-based assessment was also made by the counselor with the support of trainers and the trainees themselves. Individual and group counseling was provided to trainees on an on-going basis.

The participants also had the opportunity to participate in a motivational training hosted by the former Miss Nepal 2005, Ms. Sugarika KC. In this interactive former Miss Nepal Ms. Sugarika KC leads a motivational training with session, Ms. Sugarika presented Sugarika presented successful stories of individuals who overcame life obstacles through their courage, dedication and hard work. Her presentation also focused on the importance of work and its impact in life.

The day care facility at the weaving center served 20 young children of weaving training participants aged between one and six. Children were provided with care and a foundation in basic literacy while their mothers took part in the training program, enabling trainees to focus on their learning, knowing that their children were receiving quality care and access to a supportive learning environment in their absence. The number of the children increased during holidays and other school vacations. Although the facility targets children aged one to six years old, children up to the age of ten are allowed to attend during school holidays. Three staff members were employed to operate the program including one teacher and two care takers.
Better Brick Nepal Project

Introduction:
The Better Brick Nepal (BBN) project was initiated in August 2013 to address labour challenges in the brick industry. Brick manufacturing in South Asia is notoriously exploitative, riddled with child labour and other labour abuses. According to the strategic planning document compiled by Humanity United, Brick Clean Network and Global Fairness Initiative, it is estimated that children comprise over one-third of the brick sector workforce in Nepal, where the industry's unhealthy and unsafe working conditions, coupled with lack of educational opportunities, trap families in intergenerational cycles of poverty. Unsustainable levels of environmental pollution and degradation, stemming from the use of inefficient, coal-fired kilns, also drive concerns about the industry. The workforce is highly vulnerable to exploitation including bonded and child labour as well as human trafficking.

GoodWeave has worked for nearly two decades to develop a market-based solution to end child labour, centred on an internationally-recognized child-labour-free certification standard and rigorous supply chain monitoring system of carpet industries. Coupled with building market awareness and providing restorative services for child laborers, these strategies form a transferrable model that GoodWeave is initiating in other informal labor sectors, such as the brick industry, to address human rights concerns. Specifically, GoodWeave's activities aim to achieve two objectives: 1) to develop a pilot-tested, replicable certification standard and verification methodology that addresses child labor, forced and bonded labor, and inhumane working conditions in participating Better Brick kilns; and, 2) to provide critical educational and remediation services for child laborers identified through project interventions.

Three organizations have partnered to implement the initiative: the Brick Clean Group Nepal (BCN), Global Fairness Initiative (GFI) and GoodWeave International (GWI). This work is supported by Humanity United, an organization dedicated to building peace and advancing freedom in the world.

Activities/Events
BBN Workshop:
Nepal GoodWeave Foundation participated in a 3 day workshop entitled "Better Brick Nepal" held between 16th and 18th June in Kathmandu. The workshop aimed to validate the strategic decisions made in May and formally map-out expected outcomes and activities that need to be carried out through to the end of 2015. The workshop also aimed to ensure all BBN partners have a shared understanding of roles, responsibilities, processes and deliverables, particularly in engaging BCN as a partner. The workshop was coordinated by the Global Fairness Initiative (GFI) in which representatives from GoodWeave International (GWI), Global Fairness Initiative (GFI), Brick Kiln Network (BCN), Nepal GoodWeave Foundation and Humanity United attended. The workshop was successful in enhancing conceptual understanding about the shared goals, visions and objectives of the programs as well ascertaining outcomes and specific responsibilities of different partners.
Meeting with GFI/Nepal Team

A planning meeting between Nepal GoodWeave Foundation (NGF) and Global Fairness Initiative (GFI) was held on 2nd July 2014 in Kathmandu. The main objective of this meeting was to discuss project planning and the responsibilities of each participating organization in the BBN project. The meeting was also designed to clarify roles and identify any duplication or gap in the proposed interventions of each organization under the BBN project. NGF and GFI shared their plan and areas of intervention with each other and discussed the immediate and short term implementation with regard to progress achieved to date. NGF briefed its working sphere under the project which includes the four primary areas: standards setting and implementation, development of verification methodology, conduction of audits and providing the technical support to kiln owners with social programmatic support.

Participation in BBN workshop:

A one day consultation for BBN stakeholders was held on August 19th 2014, coordinated by the Global Fairness Initiative (GFI). The purpose of the program was to gain familiarity between stakeholders and share experiences, to update on progress made so far and collect feedback on findings from pilot kiln audits conducted in March 2014.

Consultation with different stakeholders on BBN Standard: Consultation with different stakeholders both inside and outside the Kathmandu valley on the BBN standard was conducted during the months of October and November 2014. Feedback and recommendations were received from different levels of stakeholder during these meetings.

The project standard will be revised incorporating the relevant information and advice gathered from this programme.

Better Brick Nepal Global Meeting: The BBN Global Meeting was held between the 27th and 29th of October at Hotel Tibet in Kathmandu. During this three day meeting the project results framework was finalised, the project performance indicators were developed and a joint GFI/BCN/GW BBN work plan was completed. The Executive Director of NGF, Mr. Lubha Raj Neupane, and Programme Manager, Ms. Kushum Sharma, participated in the workshop.

Formation of Labour Subcommittee: The first Labour Subcommittee meeting convened on December 31st 2014. The subcommittee developed the Terms of Reference (TOR). During the meeting the objective and goal of time motion study was briefed among the members and endorsed by the committee. The Subcommittee was chaired by the Joint Secretary of the Ministry of Nepal Government. Membership currently consists of: The Ministry of Labor, BCN, NGF, PNCC, ILO, Wage Determination Committee of Nepal Government, Joint Federation of Nepal’s Trade Unions, FNBI and Kiln owners. Other relevant people and organisations will be invited as observers on a need basis.
NGF Children's Views and Opinions

**Pradip (Parang)**

My name is Pradip (Parang) and I am one of the GoodWeave Children studying in Grade 9 at Laboratory Higher Secondary School in Kritipur under the sponsorship programme of Nepal GoodWeave Foundation.

Originally I am from Kyaneshor, Sindhuli district of Nepal. I belong to a very poor family. We hardly could manage money for our day to day lives. When I was 2 years old my mother died and my father took the full responsibility of taking care of me. Due to insufficient finances, I was compelled to come to Kathmandu in search of work. I joined a carpet factory as a weaver to earn money for my family when I was just seven years old. I worked at the factory with my brother and sister and worked from 3am in the early morning until 9pm at night. It was very tough work.

Luckily, one day NGF's staff members came for their regular inspection supervision at the carpet factory where I used to work. They identified me there and brought me to the NGF Transit Home where I got the opportunity to live a decent life and learn. I completed my informal education at NGF and I was transferred to Laboratory Higher Secondary school for my formal education where I was admitted in Grade 4.

My journey from grade four to grade nine changed my life. I have learned so many important things that are very much useful for my future. It was a golden opportunity to be able to continue my formal education. I am very glad and thankful to Nepal GoodWeave Foundation for providing this opportunity which has changed my life in a better way.

Name: Pradip (Parang)
Class: 9
School: Laboratory Higher Secondary School

**Maya**

I am Maya. I was removed from a carpet factory with the help of Nepal GoodWeave Foundation staff members who came for their regular inspection and supervision. I was brought to the NGF Transit Home after being removed from the factory and continued my informal education. After completion of my informal education I was transferred to Laboratory Higher Secondary School located at Kritipur. Currently, I am studying at grade five along with hostel facilities.

There are seven members in my family at our village. We are economically poor and it was difficult to manage daily living. Thus, my uncle took me to the carpet factory so that by weaving carpets I could earn some money to support the family. I used to work from early morning. It was not an easy task. I feel very lucky that I got the chance to continue my education after removal from the carpet factory with the support of Nepal GoodWeave foundation. I am very thankful to NGF for providing such an opportunity to me.

Name: Maya Class: 9
School: Laboratory Higher Secondary School
## What Visitors Say about GoodWeave

<table>
<thead>
<tr>
<th>Date</th>
<th>Visitor's Name and Address</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/14/13</td>
<td>Laura Kitchener &amp; Gabrielle Kast</td>
<td>Thank you for sharing with us your beautiful home and everything you do. It is inspiring. Thank you very much! That is an amazing home you are doing to be a better world! It is a wonderful project you have here! Thank you very much for the nice tour and effort you are doing to help children.</td>
</tr>
<tr>
<td>11/20/13</td>
<td>William Homes, Francesca Salazar</td>
<td></td>
</tr>
<tr>
<td>11/27/13</td>
<td>Kristine Hunsen, Hess Club, Takila</td>
<td></td>
</tr>
<tr>
<td>10/28/13</td>
<td>Mr. Michael &amp; Anjali (Members Society of Communit Poorness)</td>
<td></td>
</tr>
<tr>
<td>10/31/13</td>
<td>Olga M. Peterson, Nancy (Members Society of Communit Poorness)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date</th>
<th>Visitor's Name and Address</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/11/14</td>
<td>Halima Clemen</td>
<td>thank you so much for showing this special place \ I hope to come back and spend more time!</td>
</tr>
<tr>
<td>6/1/14</td>
<td>Erika JR</td>
<td>awesome tour, so kind coming for a visit and hope to come back the summer, 3rd time is always more.</td>
</tr>
<tr>
<td>6/18/14</td>
<td>Michelle Olsen</td>
<td>loved every child! Amazing</td>
</tr>
</tbody>
</table>
| 6/19/14    | Jane B. Burkhardt | you are all so special! Thank you for a good life! Thank you for teaching us all so much.
| 6/19/14    | Jane B. Burkhardt |         |

<table>
<thead>
<tr>
<th>Date</th>
<th>Visitor's Name and Address</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/27/13</td>
<td>Regan McDaniel, Jenghi Koimonde</td>
<td>Thank you so much for providing the chance of seeing this amazing place. This is very good in training the children making, dancing, good food and well managed. Thank you.</td>
</tr>
<tr>
<td>12/27/13</td>
<td>Regan McDaniel, Jenghi Koimonde</td>
<td></td>
</tr>
<tr>
<td>3/17/14</td>
<td>Visiting the place was a wonderful experience I really enjoyed working with the children and hope I could take live as much as they can. May God bless you.</td>
<td></td>
</tr>
<tr>
<td>3/17/14</td>
<td>Visiting the place was a wonderful experience I really enjoyed working with the children and hope I could take live as much as they can. May God bless you.</td>
<td></td>
</tr>
<tr>
<td>3/17/14</td>
<td>Working at Brave Star was the first couple of days has been amazing to see the work we're doing so much joy that we still have an understake I hope it leads to driving less as much as they could have more. Will DIY!</td>
<td></td>
</tr>
</tbody>
</table>

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*NGF Annual Report 2014*
Annual General Meeting

Nepal GoodWeave Foundation (NGF), formally Nepal RugMark Foundation, has been championing child rights with the cooperation of Nepalese carpet industries since 1995. NGF held its 2014 Annual General Meeting on Friday, 17th October at the Trade Tower Business Centre, Thapathali, Kathmandu. The programme commenced at 2:00 pm with a warm welcome to distinguished guests and board members led by NGF Executive Director, Mr. Lubha Raj Neupane.

Formal Inauguration:

The inauguration session opened with the national anthem assung by children of the ‘Hamro-Ghar’ GoodWeave transitional home for former child labourers. The NGF General Secretary, Mr. Bala Ram Gurung, welcomed guests and highlighted achievements made by NGF with the collaboration of carpet industries in Nepal. He also shared his happiness at the achievement of Nobel Prize winner Mr. Kailash Satyarthi, founder of GoodWeave International.

Chief guest Mr. Madan Bahadur Amatya, honourable member of the Constitution Assembly, inaugurated the meeting formally by lighting the traditional panas. Mr. Lubha Raj Neupane made a brief presentation about NGF and its ongoing activities and certificates were distributed to young people who, with the support of GoodWeave, had successfully completed their SLC examinations.

The programme was honoured by many notable guests from different governmental, non-governmental and business sectors. Attendees included: Mr. Lobsang Lama (GWI Standard Committee, Vice chair); Dr. Chhatra Amatya (GWI, Review Panel Member); Dr. Bal Gopal Baidya (ex-member of the National Planning Commission); Mr. Binod Bahadur Karki (GWI, ex-chairperson); Ms. Ang Lami Sherpa (Ex-NGF President); Mr. Ram Chandra Siwakoti (Child Labour Section Head, DoL); Mr. Bishnu Sharma (President, Nepal Dying Association); Ms. Bhawani Shrestha (President, Care and Fair/Vice President, Small and Cottage Industries Association Of Nepal); Ms. Sulochana Shah (Ex-President, NGF); and Mr. Todd Jungenberg (Economic and Commercial Officer, Embassy of the United States of America).

Notes from Key Speakers:

Mr. Binod Bahadur Karki expressed his view that when there was no concept of corporate social responsibility in Nepal, NGF worked in close collaboration with carpet industries to encourage such an ethos. He felt that this collaboration of the business sector and a social organization is an example in itself of social and business sector initiative for addressing issue of child labour.
The representative from Association of INGOs Nepal (AIN), Mr. Deepak Sapkota, congratulated NGF for its contribution for the protection of the rights of vulnerable children. Founding Chairperson of NGF (formerly RugMark), Mr. Zafar Ahmed, remembered the initial days when he worked with Mr. Kailash Satyarthi removing children from labour in the carpet weaving industry.

Mr. Ram Bahadur Gurung, representative from the Nepal Carpet Exporters’ Association, expressed his gratitude to NGF for continuing its work towards the elimination of child labour and assured to support NGF in future. Additionally, Mr. Pasang Sherpa, the chairperson of Central Carpet Industries Association (CCIA) expressed his appreciation of the work done by NGF, especially for the protection of children.

Representative from the Ministry of Women, Children and Social Welfare (MoWCS), Dr. Kiran Rupakheti, thanked the organizer for their invitation to the meeting and presented his commitment on behalf of Ministry for joint action with NGF for the elimination of child labour.

Mr. Ishowri Prasad Ghimire from Trade and Promotion Centre (TEPC), Ministry of Commerce, highlighted the activities done by NGF in the production of trained human resources in the carpet sector. He showed his commitment for an industry free of child labour and pledged that TEPC would support NGF in the continued capacity building initiatives that have so far been having a positive effect on the industry. Additionally, they felt some governmental programs could be integrated with the work of NGF.

Later in the meeting, awards were distributed to the top three GoodWeave licensee exporters and importers and to those with the highest usage of GoodWeave labels. Likewise NGF staff members Ms. Rami Shrestha, Mr. Sushila Baral and Mukuna Devi were honoured for their long serving contribution at NGF. Tokens of gratitude were also given to the chief guest and distinguished guests by the president of NGF.

After the awards and certificate distribution, event chief guest Mr. Madan Bahadur Amatya thanked NGF for the remarkable work that the organization is doing for underprivileged groups and emphasized that we should see the positive aspects in everything.

Finally, Mr. Ganesh Bhakta Shrestha, President of NGF, closed the programme by expressing his thanks to everyone and made a commitment that NGF would continue its hard work towards making a society free of child abuse and child labour.

Closing Session:

During the closing session of the AGM, attendees unanimously endorsed the programme and budget for the year 2014/2015. In addition, the members were pleased to elect Executive Committee Member from the NGO sector Ms. Ramkala Khadka, Forum for Child Concern in Nepal, as a new member at NGF board.

Conclusion:

139 participants were present at the meeting including diplomats, representatives from governmental and non-governmental organisations, the industry sector, the media, ex-board members of NGF, current board members of NGF and children and young people supported by NGF.
# Statement of Financial Position

**Nepal GoodWeave Foundation**  
**Balance Sheet**  
**As on Ashad 31, 2072 (July 16, 2015)**

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Schedule</th>
<th>Amount (Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sources of Funds</strong></td>
<td></td>
<td><strong>Current Year</strong></td>
</tr>
<tr>
<td>Child Welfare Fund</td>
<td>1</td>
<td>10,000,000.00</td>
</tr>
<tr>
<td>Reserve &amp; Surplus NGF Core Fund</td>
<td>2.1</td>
<td>2,707,010.16</td>
</tr>
<tr>
<td>Reserve &amp; Surplus TRAID Program</td>
<td>2.2</td>
<td>-</td>
</tr>
<tr>
<td>Reserve &amp; Surplus TAF Program</td>
<td>2.3</td>
<td>-</td>
</tr>
<tr>
<td>Reserve &amp; Surplus BBN Program</td>
<td>2.4</td>
<td>(962,621.00)</td>
</tr>
<tr>
<td>Reserve &amp; Surplus GIF Program</td>
<td>2.5</td>
<td>101,923.12</td>
</tr>
<tr>
<td>Reserve &amp; Surplus Give2Asia Program</td>
<td>2.6</td>
<td>8,899,700.85</td>
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<tr>
<td>Reserve &amp; Surplus Disaster Relief Fund</td>
<td>2.7</td>
<td>444,106.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>21,190,119.13</strong></td>
</tr>
</tbody>
</table>

| **Application of Funds**                         |          | **Current Year**   | **Previous Year** |
| Current Assets:                                  |          |                    |                   |
| Advances and Deposits                            | 3        | 4,543,675.95       | 3,723,165.95      |
| Receivable Account                               | 4        | 340,296.70         | 279,294.70        |
| Cash and Bank Balance                            | 5        | 11,288,066.08      | 7,263,615.86      |
| Fixed Deposits                                   | 6        | 10,000,000.00      | 10,000,000.00     |
| Less: Current Liabilities                        | 7        | (5,816,135.60)     | (4,932,580.60)    |
| Fixed Assets:                                    |          |                    |                   |
| Furnitures, Vehicles and Equipments              | 8        | 834,216.00         | 757,090.00        |
| **Total**                                        |          | **21,190,119.13**  | **17,090,585.91** |

As per our report of even date.

**Sanjeev Sapkota**  
Accounts & Admin. Officer

**Lubha Raj Neupane**  
Executive Director

**Mubeswarendra Bdr. Shrestha, FCA**  
M.B Shrestha & Co. Chartered Accountants

**Ubaraj Bhandari**  
Treasurer

**Balaram Gurung**  
General Secretary

Date: August 14, 2015  
Place: Kathmandu, Nepal

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**NGF Annual Report 2014**  
33
Nepal GoodWeave Foundation  
Income and Expenditure Account  
For the year ended Ashad 31, 2072 (July 16, 2015)

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Schedule</th>
<th>Amount Rs.</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Current Year</td>
<td>Previous Year</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant / External Support (External Income)</td>
<td>9</td>
<td>22,484,684.40</td>
<td>14,279,141.12</td>
</tr>
<tr>
<td>Internal Income (Internal Sources)</td>
<td>10</td>
<td>15,689,311.03</td>
<td>15,261,676.79</td>
</tr>
<tr>
<td><strong>Total (A)</strong></td>
<td></td>
<td>38,173,995.43</td>
<td>29,540,817.91</td>
</tr>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Cost</td>
<td>11</td>
<td>1,805,940.93</td>
<td>3,054,460.00</td>
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<tr>
<td>Administration and General Service Cost</td>
<td>12</td>
<td>2,704,818.28</td>
<td>2,472,948.76</td>
</tr>
<tr>
<td>IMC Program for Carpet &amp; Spinning Industries</td>
<td>13</td>
<td>1,699,878.00</td>
<td>1,599,795.00</td>
</tr>
<tr>
<td>Rehabilitation Programs</td>
<td>14</td>
<td>6,102,412.15</td>
<td>4,995,446.00</td>
</tr>
<tr>
<td>Preventive Programs</td>
<td>15</td>
<td>3,264,367.00</td>
<td>2,720,845.00</td>
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<tr>
<td>Promotional Programs</td>
<td>16</td>
<td>544,623.00</td>
<td>554,900.42</td>
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<tr>
<td>Donor Based Programs</td>
<td>17</td>
<td>17,952,422.85</td>
<td>10,457,546.70</td>
</tr>
<tr>
<td><strong>Total (B)</strong></td>
<td></td>
<td>34,074,462.21</td>
<td>25,855,941.88</td>
</tr>
<tr>
<td>Surplus/(Deficit) transferred to Reserve And Surplus</td>
<td>18</td>
<td>4,099,533.22</td>
<td>3,684,876.03</td>
</tr>
</tbody>
</table>

Significant Accounting Policies and Notes to Account

As per our report of even date.

Sanjeev Sapkota  
Accounts & Admin. Officer

Lubha Raj Neupane  
Executive Director

M.B Shrestha & Co. Chartered Accountants

Ubaraj Bhandari  
Treasurer

Balaram Gurung  
General Secretary

Ganesh Bhakta Shrestha  
President

Date: August 14, 2015  
Place: Kathmandu, Nepal
Expanded New Seven Principles of Goodweave

1. No Child Labor is Allowed
2. No Forced or Bonded Labor is Allowed
3. Freedom of Association & Collective Bargaining are Recognized
4. No Discrimination is Practiced
5. Decent Working Conditions are Respected
6. Negative Environmental Impacts of Production are Identified and Minimized
7. Business Process are Transparent and Adhere to Local Regulations

Nepal Goodweave Foundation
Note
Token of Love from NGF to Mr. Kailash Satyarthi (Nobel Peace Prize Winner-2014)

NGO Management Training for General Member

Visit of US Ambassador Mr. Peter W. Bodde at Weaving Training Centre of Bhaktapur

Cultural Dance Performance

Children's Day Celebration

Meditation Class at Transit Home