



Prakriti
Resources
Centre

ANNUAL REPORT

2024/25



PURPOSE OF THE REPORT

This annual report serves as an important communication tool for PRC to engage its partners, allies, board and general members, donors and the wider public. It documents how PRC advanced its mission to promote climate justice and sustainable development in Nepal over the past year. Through key achievements, partnerships and community-centered impact stories, the report illustrates PRC's progress and the values that drive its work. It also candidly reflects on challenges encountered, lessons learned, and adaptive measures taken. By sharing these insights, PRC reaffirms its commitment to transparency, accountability and continuous learning. This report is a testament to the collective efforts of PRC and its funding and implementing partners and allies towards long-term change, inclusive change for communities and ecosystems most vulnerable to climate impacts.



TABLE OF CONTENTS

Bridging Communities and Climate Commitments	04
2024 in Numbers: PRC's Reach, Relevance and Results	05
Media Outreach	06
PRC's Organizational Strategy (2024-2028)	07
Progress Under Each Strategic Objective	08
Impact Stories	14
Financial and Operational Performance at a Glance	17
Staff and Organizational Development	19
Staff Reflections	21
Partnerships and Collaborations	23

BRIDGING COMMUNITIES AND CLIMATE COMMITMENTS

I am excited to present PRC's Annual Report for 2081/82 (2024/25). My excitement comes from a look back at a year, which was filled with challenges, growth and meaningful change. This report is more than a summary of activities. It is a testament to the resilience, innovation and solidarity of the communities, partners and allies, and team members, who are working to shape our journey toward climate justice and inclusive development.

Over the past year, PRC expanded its reach and deepened its impact. More than 1,300 individuals engaged in our learning and advocacy initiatives, including 645 women and 300 Indigenous Peoples affirming our commitment to equity, intersectionality and transformation led by those most affected. On the ground, 50 households embraced sustainable beekeeping and 362 families transitioned to e-cooking solutions contributing to healthier lives, greener livelihoods and a just energy transition.

Our policy advocacy gained national traction. PRC's evidence-based recommendations on electric transport were adopted into Nepal's Third Nationally Determined Contribution (NDC 3.0) demonstrating how grassroots knowledge can shape national climate ambitions. We advanced local climate budgeting, supported women's groups in securing over NPR 90 lakh for gender-just climate action and amplified youth voices across regional and global platforms.

Internally, we strengthened governance, recruited new talent and achieved gender parity-69% of our team are women-reflecting our values in practice. Operational reforms in procurement, finance and policy enhanced our efficiency and accountability, while staff engagements in national and international forums enriched our institutional voice and capacity.

This progress was not without its challenges. Staffing gaps limited technical expertise in climate finance and the complexity of translating research into policy action tested our adaptability. Yet these hurdles became catalysts for growth. We have made some serious reflections and have resolved to work harder to build on our learning. We are committed to refining our M&E systems and prioritizing accessible communication to broaden the reach and usability of our knowledge products.

As we mark a decade since PRC's founding, our mission feels more urgent than ever. We remain steadfast in our pursuit of climate justice, gender equality and community-led resilience. Our achievements are shared ones, made possible by the trust, collaboration and courage of our allies. To each of you who has walked this path with us: thank you.

Together, we move forward amplifying marginalized voices, bridging local realities with global commitments and striving for a just, inclusive and sustainable future for all.

Executive Director, PRC

RAJU PANDIT



2024 IN NUMBERS: PRC'S REACH, RELEVANCE AND RESULTS

PROGRAMMATIC ACHIEVEMENTS

- ◆ **50** households initiated sustainable beekeeping, paving the way for promoting livelihood diversification and ecological resilience.
- ◆ **362** adopted e-cooking solutions, advancing clean energy access and healthy living environments. One formal recommendation submitted to the government and adopted in NDC 3, reflecting PRC's policy engagement and advocacy footprint.

LEARNING, DIALOGUE AND INCLUSION

- ◆ **23** learning and advocacy engagements conducted including workshops, training, and strategic conference participations building capacity across sectors and amplifying PRC's voice in national and regional dialogues.
- ◆ **6** learning and advocacy engagements participation, ensuring continuous learning and professional growth of the employees.
- ◆ **1308** Individuals engaged across all events, demonstrating strong public interest, stakeholder mobilization and inclusive outreach. This includes:
 - **645** women meaningfully included, reinforcing gender-responsive programming.
 - **294** Indigenous People (IPs) reached, ensuring cultural relevance and inclusive development.
 - **14** individuals from highly disadvantaged groups supported, reflecting PRC's commitment to equity even in small but significant ways.

RESEARCH

- ◆ **2** knowledge products developed, translating field insights into tools for knowledge building and lobby/advocacy.

MEDIA OUTREACH




34,044
Views


2,435
Followers


958
Interactions




72
Engagements


98
Followers




1,062
Clicks

PRC'S ORGANIZATIONAL STRATEGY (2024-2028)

PRC's strategic plan 2024-2028 is built on lessons from the 2021-2023 cycle and charts a bold path forward for climate justice in Nepal. This strategic plan is anchored in global frameworks such as the Paris Agreement and aligned with national priorities including Nepal's 16th Periodic Plan, Nationally Determined Contributions (NDCs) and National Adaptation Plan (NAP). It is designed to strengthen PRC's institutional capacity, guide resource mobilization and enhance resilience of communities and ecosystems facing climate risks.

VISION, MISSION AND GOAL

Vision: A resilient society where people and ecosystems thrive in climate justice and sustainable development.

Mission: Advance climate justice through policy intervention, service delivery and strategic alignment with global climate initiatives, fostering resilience, adaptation, and low carbon and sustainable development for all.

Goal: Build Nepal's resilience to climate risks while ensuring sustainable development for future generations to come including protection of people and the ecosystems.

STRATEGIC OBJECTIVES

- ◆ Improve resilience and adaptive capacity of communities and ecosystems through locally led, nature-based and gender-just climate actions and policy influencing.
- ◆ Avert, minimize and address climate-induced loss and damage through evidence-based policy measures and actions.
- ◆ Accelerate the transition to renewable energy and sustainable practices, reducing carbon emissions and promoting just low-carbon growth.
- ◆ Improve access to and accountable mobilization of climate and development finances for achieving adaptation, mitigation, loss and damage, and sustainable development goals.
- ◆ Deliver effectively the PRC programme through improved organizational capacity and governance, and quality of work.

STRATEGIC FOCUS AREAS

Resilience and
Adaptation

Loss and
Damage

Low Carbon
Development

Climate and
Development
Finance

Cross Cutting Themes
- Gender and Diversity
- Governance

PROGRESS UNDER EACH STRATEGIC OBJECTIVE

This section outlines key achievements across PRC's functional units of PRC during the fiscal year 2024/25, along with challenges encountered and lessons learnt.

Strategic Objective 1: Improve resilience and adaptive capacity of communities and ecosystems through locally led, nature-based and gender-just climate actions and policy influencing

Key Achievements

◆ **Promoting climate-resilient livelihoods through beekeeping in Melamchi**

PRC supported 45 flood-affected households in Melamchi, seven of which are women-led, with one beehive each. Encouragingly, community members themselves added five more beehives independently, bringing the total number to 50. While honey production is yet to begin, both men and women members of those families have actively shared the responsibilities for hive maintenance. This uptake is indicative of strong community ownership and interest in alternative livelihood options. In the face of growing climate crisis, beekeeping is particularly resilient in areas like Melamchi. It requires minimal land and generates ecological benefits through pollination. This initiative marks a strategic shift from agriculture dependence towards diversified income sources, positioning Melamchi as a potential beekeeping hub and strengthening the community's long-term resilience and adaptive capacity.



◆ **Championing local adaptation planning in Banepa:** With PRC's facilitation, Mahila Jagaran Samuha, a women's group in Banepa, successfully led the formulation of Local Adaptation Plan of Action (LAPA), and handed it over to the municipality. The mayor, Shanti Ratna Shakya, acknowledged the LAPA as a guiding document for climate-responsive planning and budgeting in the next fiscal year. Tanka Bahadur Adhikari, Chief of the Agriculture Department, noted that several activities from the draft LAPA, had already been integrated into the FY 2025/26 thematic plans, underscoring its practical utility.

◆ **Leveraging resources for gender-just climate solutions (GJCS):** PRC's sustained awareness and capacity building efforts since 2018 have enabled women's groups (WGs) in multiple municipalities to directly access municipal and provincial budgets for locally led climate actions. For instance, Srijansheel Mahila Samaj Nepal in Tarakeshwar secured NPR 8,33,900 (eight lakh thirty-three thousand nine hundred rupees) from the Bagmati Provincial Government to train women in producing cotton and allo (Himalayan nettle) bags. Similarly, Mahila Jagaran Samuha in Banepa received NPR 12,00,000 (twelve lakh rupees) from the municipality to produce bio-fertilizers using locally sourced herbal plants and to formulate LAPA. Collectively, women's groups mobilized NPR 90,28,900 (ninety lakh twenty-eight thousand nine hundred rupees) from their respective municipalities to implement GJCS initiatives such as water conservation, wetland restoration, organic farming and e-cooking.

Overcoming Key Challenges

- ◆ Human resource gaps temporarily affected implementation timelines. PRC responded by onboarding new staff to reinforce team capacity and maintain momentum.
- ◆ Recruiting technically qualified personnel in climate finance proved difficult despite sustained efforts. This led to delays and confusion in implementing climate finance-related projects. While existing staff attempted to manage these interventions, progress has been limited due to capacity constraints.
- ◆ Translating research findings and knowledge products into actionable policy influence remains a persistent challenge. Despite PRC's consistent efforts, bridging the gap between evidence and advocacy continues to be an uphill task.
- ◆ Measuring the impact of advocacy and capacity-building initiatives, especially in qualitative terms, has been difficult. This has limited PRC's ability to demonstrate and communicate its achievements effectively.

Key Learning

- ◆ Adequate human resources are critical for timely project delivery. For specialized thematic areas like climate finance, where qualified candidates are scarce, it is essential to:
 - Clearly define roles, responsibilities and scopes of work.
 - Invest in building in-house expertise through coaching, mentoring and training.
 - Assess market availability during project design and consider alternative strategies for sourcing expertise.
- ◆ Programme team has decided to develop and implement project-specific monitoring plans tailored to measure advocacy and capacity-building outcomes. The team has realized the need to work harder for more effective qualitative and quantitative monitoring followed by sense making and analysis of raw data and information to capture nuanced impacts and inform strategic adjustments.
- ◆ Purpose-driven research and knowledge generation are key to effective policy advocacy. PRC's programme and research teams are now all set to:
 - Clarify, at the outset, the intended use and influence of each research product and/or programme/project event.
 - Develop strategies to translate the outputs achieved into advocacy tools such as media engagement, lobbying materials and stakeholder briefs.
- ◆ Policy advocacy is most impactful when paired with tangible service delivery and community-level action. For instance, PRC's distribution of e-cooking solutions in remote areas of Ilam and Suryodaya Municipalities has, although in small ways, directly supported Nepal's Just Energy Transition goal and contributed to achieving NDC targets demonstrating how grassroots interventions can reinforce national policy commitments.

Strategic Objective 2: Avert, minimize and address climate-induced loss and damage through evidence-based policy measures and actions

Key Achievements

Bridging research and policy on non-economic loss and damage: Under the STRENGTH project, PRC convened the Loss and Damage Policy Lab (LDPL) to deepen the interface between research and policy. The event brought together researchers, local stakeholders and experts to explore the economic valuation of cultural losses and potential financial mechanisms. PRC's approach of documenting lived experiences, and both tangible and intangible impacts of the disaster was appreciated for its relevance and rigor. The LDPL also informed PRC's psychosocial research and a national case study on policy and institutional gaps. In April 2025, PRC published a bilingual booklet (English and Nepali) on loss and damage targeting community members, policy makers, government officials and think tanks and contributing to bridging critical knowledge gaps.

Amplifying youth voices in climate advocacy: In (strategic) partnership with Plan International Nepal, PRC engaged over 130 youth in training-cum-workshops, enhancing their knowledge and understanding of climate change, adaptation, and loss and damage.

Youth participant **Samikshya Dahal** said, "The knowledge I gained through PRC's workshops and trainings did not stay confined to the training rooms; it became a catalyst for my growth across multiple platforms. I applied what I learned about climate justice, loss and damage, and policy language at the Asia-Pacific Forum on Sustainable Development (AFSD) Youth Forum and in global advocacy spaces like the Summit of the Future, where I served as a Youth Task Force member from Plan International Nepal. PRC's emphasis on storytelling connecting facts with lived experiences empowered me to confidently raise youth and girls' issues on regional and global stages. Their guidance sharpened my strategic speaking skills, whether in panel discussions or formal presentations. The 'Youth for Climate and Justice Workshop' especially inspired me to delve deeper into non-economic loss and damage, leading me to explore the impacts of the Melamchi river flood. That experience has been crucial in shaping my understanding and expanding my advocacy journey."



Overcoming Key Challenges

- ◆ Temporary staffing shortages affected the production of knowledge products. PRC addressed this by recruiting new team members to enhance research quality and output.

Key Learning

- ◆ PRC should prioritize the use of accessible and audience-friendly language in its publications to broaden reach and impact across diverse stakeholder groups.

Strategic Objective 3: Accelerate the transition to renewable energy and sustainable practices, reducing carbon emissions and promoting just low-carbon growth

Key Achievements

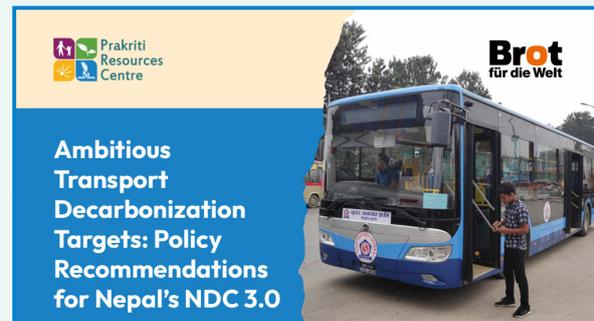
Driving clean energy transition through e-cooking stoves: PRC distributed 127 e-cooking stoves and trained 150 residents in sustainable cooking practices across Suryodaya and Ilam municipalities. This intervention significantly increased electricity-based cooking from below 10% to 33% in Suryodaya and 25% in Ilam, while reducing reliance on LPG and firewood. Prior to the intervention, over 85% of households used LPG; post-intervention, this dropped to 67% in Suryodaya and 75% in Ilam. This shift has improved in-door air quality and marked a tangible step toward low-carbon energy transitions. The initiative also led to measurable reductions in firewood use and related emissions, offering a replicable model for clean energy adoption in other regions.



Influencing NDC 3.0 through policy recommendations:

PRC published a report titled “Ambitious Transport Decarbonization Targets: Policy Recommendations for Nepal’s NDC 3.0.” The government adopted several of the recommendations, which included:

- ◆ Construction of a 50km integrated climate-resilient electric Bus Rapid Transit (eBRT) system in Kathmandu Valley by 2030.
- ◆ Development of at least 100km of high-quality electric urban mass transit system (e-BRT, LRT, metro) by 2035.
- ◆ Operation of at least 300km electric rail network for public commuting and goods transport by 2035. Formulation of ‘Sustainable Urban Mobility Plans’ by all metropolitan and sub-metropolitan cities to promote pedestrian and cycle friendly infrastructure by 2030.



Overcoming Key Challenges

- ◆ Tracking actual stove usage and assessing long-term impacts on air quality and emissions proved difficult due to limited follow-up mechanisms. PRC is currently strengthening its monitoring systems to address this gap.

Key Learning

- ◆ PRC should continue to amplify its visibility and influence across local, provincial, national and international platforms by highlighting its climate-focused actions and policy contributions. This will reinforce its role as a strategic bridge between grassroots innovation and national/global priorities.

Strategic Objective 4: Improve access to and accountable mobilization of climate and development finances for achieving adaptation, mitigation, loss and damage, and sustainable development goals

Key Achievements

Advancing climate-smart budgeting and planning:

PRC, leveraging internal and external expertise, organized a two-day training on 'Locally led Climate Budgeting and Planning' for mayors and chief administrative officers. As a direct outcome:

- ◆ Ilam Municipality established a dedicated Municipal Climate Fund of NPR 4 million to support community-led adaptation initiatives.
- ◆ The Municipality also adopted an innovative policy mandating that at least 2% of every activity budget be allocated to Environment, Disaster, and Climate Change (EDCC). Climate budget tagging was initiated starting FY 2025/26, promoting sustainability and accountability in climate finance.



Overcoming Key Challenges

- ◆ PRC faced limitations in accessing specialized technical expertise in climate finance, particularly for data identification, collection and analysis. Efforts are underway to recruit experts and build internal capacity to ensure evidence-based and accountable financial mobilization.

Key Learning

- ◆ PRC should prioritize the development of internal technical capacity and practical tools for climate finance tracking. This will position the organization as a credible national resource hub for climate finance governance.
- ◆ Sustained capacity building for local and provincial policymakers is vital to scale up adaptation efforts and replicate national policies at subnational levels. Dedicated, effective programmes tailored to the needs of local stakeholders are essential for meaningful policy localization.

Strategic Objective 5: Deliver effectively the PRC programme through improved organizational capacity and governance, and quality of work

Key Achievements

- ◆ **Empowering staff for organizational strengthening:** PRC recognizes that staff capacity directly influences organizational performance. Staff members were actively engaged in national and international forums to enhance their skills and networks. Sneha Rai – Research Coordinator, shared: “AT COP29, I presented Nepal’s experience on loss and damage, which boosted my confidence and helped me connect with global researchers. These interactions encouraged me to reflect critically on my work and identify ways to strengthen it.” She also said that her participation not only enhanced individual research capacity but also contributed to PRC’s institutional knowledge and credibility in emerging areas like loss and damage.
- ◆ **Strengthening governance through policy reform:** PRC revised and implemented its HR and financial policies in response to audit recommendations and evolving organizational needs. It conducted a series of refresher sessions familiarizing its staff members with the updated procedures and policies thereby reinforcing internal governance and operational efficiency.



Overcoming Key Challenges

- ◆ Gaps in HR and financial procedures were identified and addressed through policy reforms.
- ◆ Limited access to technical expertise in emerging areas like loss and damage was mitigated by engaging PRC staff in high-level forums such as COP29, enabling exposure to global experts and best practices.

Key Learning

- ◆ PRC should invest in internal capacity building along with promoting individual and team accountability and develop a roster of adequately qualified experts to ensure quality across its work streams.

IMPACT STORIES



Gita Bugatti, 50, spent most of her life cooking over smoky firewood hearths.

“Women deciding how to cook: E-cooking as a catalyst for gender equity, health and climate action in Nepal”

In many parts of Nepal, cooking remains a silent crisis marked by smoke, strain and risk. Despite significant progress in electrification, over half of Nepal's households still rely on biomass fuels such as firewood, animal dung and crop residue. These fuels, though accessible and culturally embedded, carry steep costs: toxic indoor air pollution, carbon emissions and gendered labor burdens that fall disproportionately on women and girls.

According to the National Population and Housing Census 2021:

- ◇ Only 0.5% of households use electricity as their primary cooking source.
- ◇ 44.3% rely on LPG.
- ◇ 51% depend on firewood.

These fuels are not only costly and unsustainable but also hazardous. Indoor air pollution causes an estimated 34,000 deaths annually in Nepal, with children and women bearing the greatest burden. Long-term exposure to smoke and fuel collection leads to respiratory illness, reproductive health issues and chronic time poverty limiting women's access to education, economic opportunities and leadership roles.

The Intergovernmental Panel on Climate Change (IPCC) identifies South Asian household cooking as a major source of black carbon emissions, a potent short-lived climate pollutant. At the same time, reliance on LPG and biomass imports undermines Nepal's energy sovereignty even as over 90% of households now access electricity through national hydropower and mini-grid expansion.

Electric cooking (e-cooking), through induction stoves and electric pressure cookers, offers a transformative solution. These appliances produce no smoke and align perfectly with Nepal's clean electricity infrastructure. At scale, e-cooking can:

- ◇ Reduce indoor air pollution and related health risks.
- ◇ Lower greenhouse gas and black carbon emissions.
- ◇ Save time and labour for women and girls.
- ◇ Strengthen energy security by lowering LPG imports.
- ◇ Advance women's economic empowerment and autonomy.

Yet adoption remains low due to affordability barriers, unreliable power supply, lack of repair facilities and misconceptions about compatibility of electric cooking with Nepali cuisine.

Recognizing the urgency, PRC, in partnership with Srijansheel Mahila Samaj, launched an intensive campaign in Tarakeshwor municipality to promote electric cooking. Their approach went beyond technology dissemination, introducing cost-sharing models, firsthand training and cultural sensitization to dismantle both structural and social barriers. The impact has been profound.

Gita Bugatti, 50, spent most of her life cooking over smoky firewood hearths. The physical toll aggravated asthma, watery eyes and uterine complications led to removal of her ovaries. Even after switching to LPG, she faced gas leaks, high costs and the burden of heavy cylinders. When PRC and Srijansheel Mahila Samaj Nepal distributed induction cook stoves, Gita was among the first to adopt. Her meals are now cooked faster, her LPG cylinder lasts a year, and her kitchen is free of toxic fumes. "Cooking has become clean, safe and dignified," she says. "It's hard to describe how I managed earlier."

Subhadra Adhikari, 38, an entrepreneur and tailor, used to spend more than an hour daily cooking with LPG. With induction cooking, she has reclaimed much of that time for her business and family. "It takes less than 30 minutes for meals now," she says. "Even the men in the house are interested and they find it easier too." She advocates for basic repair training for women so that they are not dependent on others to fix everyday appliances.

Encouraged by her women's group and supported by PRC's 50-50 cost-sharing scheme, **Nirmala Bhandari** started e-cooking a year ago. It eased her asthma and sped up meal preparation. However, the transformative shift, she asserts, is in increased agency: "Now, women decide what's better for us in the kitchen, and we do it ourselves."

Nepal's journey towards universal e-cooking is challenging but achievable. The 2018 White Paper laid ambitious goals for clean cooking and per capita electricity use. However, real progress demands more than hardware. It requires:

- ◆ Inclusive policies that integrate clean cooking into local planning.
- ◆ Targeted subsidies and financing for low-income households.
- ◆ Local repair and after-sales services, especially in rural areas.
- ◆ Women's leadership and training in the clean cooking value chain.

As Nepal positions itself as a hydropower-driven climate leader, the kitchen becomes a frontline for change, where emissions fall, health improves and women like Geeta, Subhadra, and Nirmala lead the way to a cleaner, more just future. PRC's e-cooking initiative is not just a clean energy intervention, but it is a gender-equity accelerator, a public health solution and a climate resilience strategy. It proves that when technology is paired with inclusive policy, community engagement and cultural sensitivity, transformation is not only possible but also inevitable.

IMPACT STORIES



Women-Led Local Climate Action: From Grassroots to Governance

Women's leadership is increasingly recognized as a cornerstone of inclusive and locally grounded climate adaptation planning. In Banepa, PRC's local partner Mahila Jagaran Samuha demonstrated how women-led climate action catalyzes meaningful, lasting change at the municipal level. The women's group successfully led the development of Local Adaptation Plans of Action (LAPA) in Banepa Municipality from initial design to full execution placing women at the center of climate decision-making. With technical support from PRC, the group facilitated participatory LAPA processes that addressed local climate vulnerabilities and prioritized targeted adaptation measures.

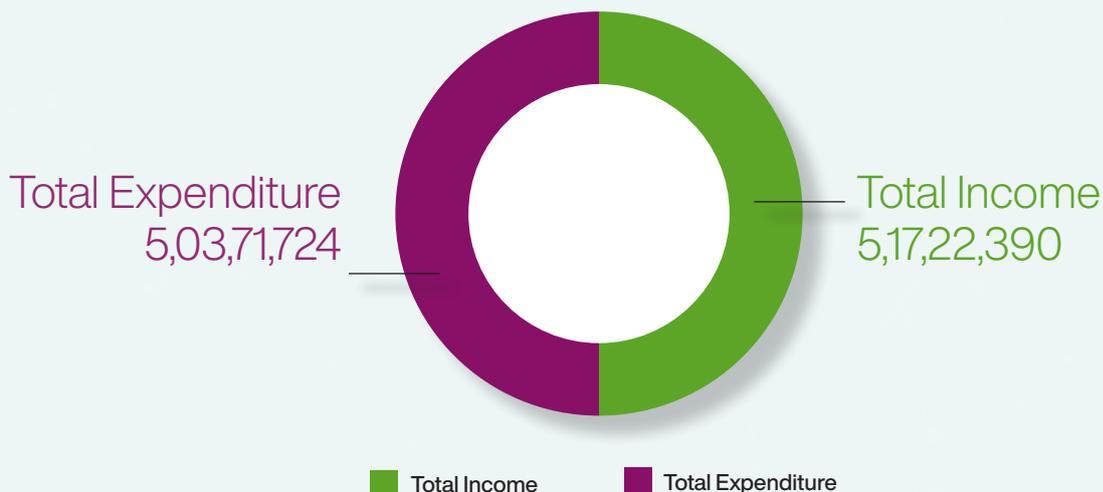
Importantly, the municipality showed strong institutional commitment by integrating LAPA into its annual fiscal planning and allocating dedicated budgets for implementation. These milestones were achieved through the Women's group's persistent advocacy and awareness-raising efforts, which mobilized communities and influenced local policy frameworks.

The story reflects a growing movement of gender-just climate governance in Nepal, where women's leadership is not merely included but is essential to building a more resilient and equitable future.

Together, these stories illuminate how women's leadership whether in climate governance or household energy transitions is reshaping Nepal's development landscape. From steering municipal adaptation plans to transforming kitchens into spaces of health, dignity and agency, women are not just beneficiaries of change; they are its architects. PRC's work shows that when inclusive planning meets community-driven innovation, the result is not just resilience but also a more just and sustainable future led from the grassroots up.

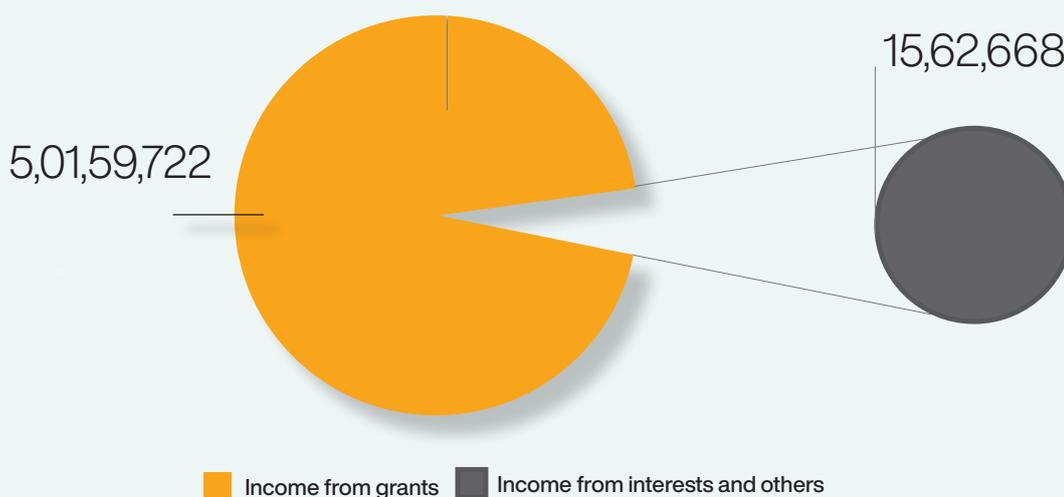
FINANCIAL AND OPERATIONAL PERFORMANCE AT A GLANCE

INCOME AND EXPENDITURE IN FY 2081/82



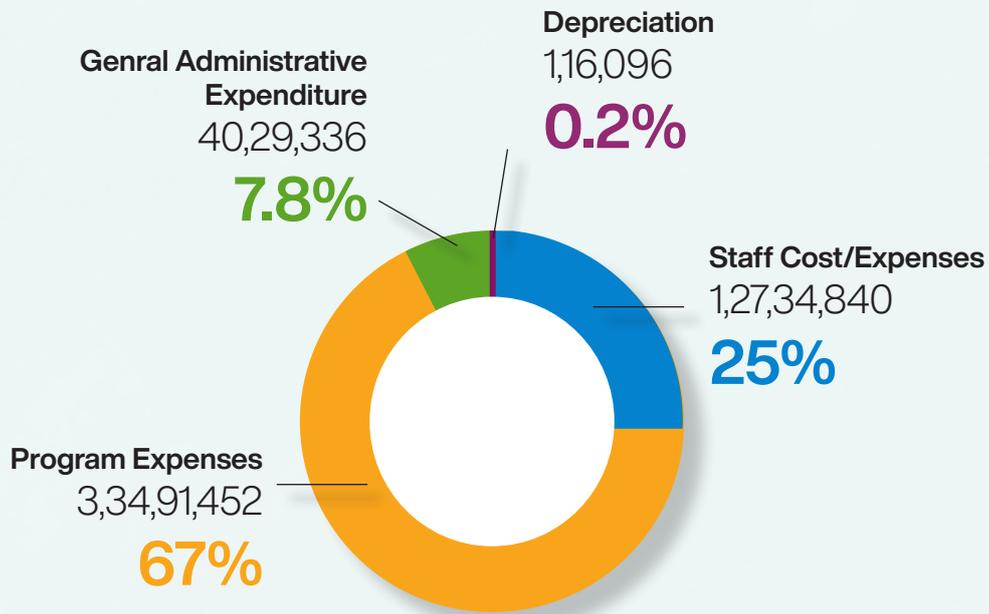
In the fiscal year 2081/82, PRC's total income amounted to NPR 5,17,22,390 (five crore seventeen lakh twenty-two thousand three hundred and ninety rupees), while the total expenditure stood at NPR 5,03,71,724 (five crore three lakh seventy-one thousand seven hundred twenty-four rupees).

BREAKDOWN OF INCOME IN FY2081/82



Of the total income, NPR 5,01,59,722 (five crore one lakh fifty-nine thousand seven hundred twenty-two rupees) was generated from grants. An additional NPR 15,62,668 (fifteen lakh sixty-two thousand six hundred sixty-eight rupees) was earned through interest and other sources.

BREAKDOWN OF EXPENDITURE IN FY 2081/82



PRC allocated 67% of its income to program related expenses, 25% to staff salaries and benefits and 7.8% to office administration. Depreciation accounted for 0.2%. This reflects PRC's prioritization of programmatic impact, with human resources as a secondary but essential investment. Administrative costs were kept below 10% of the total income and asset depreciation had minimal financial impact.

STAFF AND ORGANIZATIONAL DEVELOPMENT

STAFF RECRUITMENT UPDATE

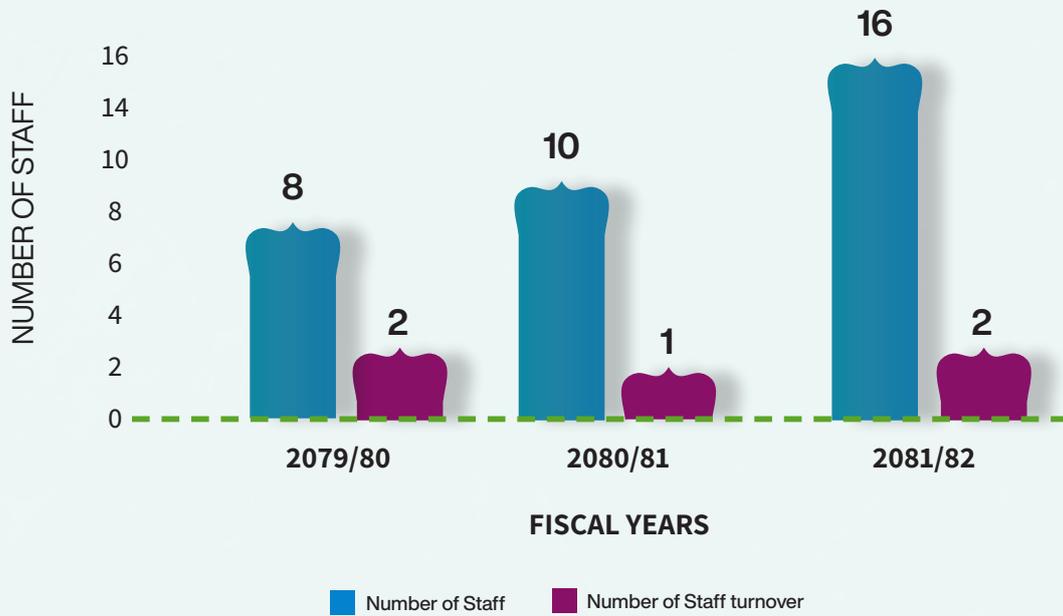
In FY 2081/82 (2024/25), PRC completed recruitment and placement for most positions under its updated organogram. With both new and existing staff, PRC now comprises 16 team members, 11 of them female achieving gender parity with 69% female and 31% male representation.

CAREER PROGRESSION AND PROFESSIONAL GROWTH

PRC views professional development as essential for long-term success. It promotes continuous learning through training, workshops, reflection sessions and other capacity-building initiatives. In FY 2081/82, staff participated in national and international engagements focused on climate change, environmental justice and sustainability, including:

- ◆ **Programme Manager:** Participated in the “Renew Our Power Gathering 2025” and the “Innovative Facilitation Fellowship Programme – Asia Workshop” in Brazil and “Facilitation Training” in Sri Lanka.
- ◆ **Programme Coordinator:** Attended the “IRM and IIU Joint Capacity Building and Outreach Workshop” in Vietnam.
- ◆ **Project Officer (Resilience):** Participated in the “Peer-to-Peer Learning and Capacity Strengthening Workshop on Loss and Damage” in Malawi and “Nature-based Solutions (Nabs) for Disaster and Climate Resilience” in Bangkok.
- ◆ **Finance Manager:** Attended “Effective Budgeting, Financial Planning & Analysis” training in Bangkok.
- ◆ **Finance Officer:** Participated in “Income Tax and VAT Policy FY 2081/82” training in Kathmandu.

STAFF STATUS FOR LAST THREE FISCAL YEARS



Over the last three years, PRC’s staff strength grew from 8 to 16, with 2, 1 and 2 staff members leaving in FY 2079/80, 2080/81 and 2081/82, respectively.

STAFF REFLECTIONS



SANTA KUMAR MAHARJAN

Programme Manager

“Participation in the Asia Workshop of the Innovative Facilitation Fellowship in Sri Lanka significantly enhanced my facilitation skills and understanding of inclusive dialogue. The fellowship equipped me with tools to engage diverse stakeholders such as co-creation methods, interactive games, procedure design techniques, role-plays, kamishibai storytelling, peer learning, adaptation games and reflective exercises. I have already begun applying these learning in PRC’s activities. For instance, during June and July, I facilitated and co-facilitated three key events where I integrated methods like the 11-Finger Method, One-Word Story, Adaptation Cards, and energizers like Paparazzi and What Are You Doing? to foster engagement and inclusive participation. Tools like ‘Headline of a Day’ were introduced to capture participants’ reflections and key takeaways.”

PRATIMA SHARMA

Project Officer (Resilience)

“The Nature-based Solutions (NbS) for Disaster and Climate Resilience’ training provided me with in-depth knowledge and practical skills on NbS fundamentals and approaches such as Ecosystem-based Adaptation, Eco-DRR, green-blue infrastructure, managing flood and landslide risks etc. I also learnt methods to assess the economic, social and environmental benefits of NbS, while gaining insights into project planning, financing mechanisms, and monitoring and evaluation. Although I have not yet applied these skills in my current role due to predetermined project plans, I see strong potential for future integration. I plan to advocate for NbS components in upcoming project proposals, particularly those focused on climate resilience.”





RASHMI LAMA

Finance Officer

“The ‘Income Tax and VAT Policy FY 2081/82’ training helped me understand TDS categories, recent amendments and compliance procedures. I now apply correct TDS rates for payments to consultants, service providers and rent; file e-TDS returns on time; distinguish between final withholding and adjustable TDS; and ensure VAT compliance based on updated provisions. These practices have significantly reduced risks of non-compliance and improved financial accuracy at PRC.”

ORGANIZATIONAL LEARNING AND KNOWLEDGE SHARING

PRC is committed to continuous learning and has strengthened both internal and external knowledge sharing mechanisms. Staff regularly share insights from training, workshops and representations within and outside the country during the monthly staff meetings and host in-person sessions to disseminate learning they also produce reflection reports, articles and blogs, fostering a culture of peer learning.



As a bridge between local, national and global priorities PRC ensures its knowledge is accessible physically and online via its website and social media. It keeps stakeholders, including donors, partners, researchers, youth and academicians updated through regular publication of reports, infographics and research findings.

PRC actively engages in training, webinars, seminars, conferences and workshops through its networks and collaborations, expanding the reach and impact of the impression of its knowledge products. Its commitment to transparency and accountability has earned it a reputation as a reliable partner among organizations such as GAGGA, Both ENDS, IIED and CANSA.

PARTNERSHIPS AND COLLABORATIONS

PRC's decade-long journey has been shaped by strong partnerships aligned with its strategic goals. It expresses deep gratitude to all partner organizations for their continued trust and support.

Implementing partners:

- Srijansheel Mahila Samaj**
– Tarakeshwar municipality
- Sahayatra Nepal** – Ilam municipality
- Mahila Jagaran Samuha**
– Banepa municipality
- Women Empowerment Centre**
– Kirtipur municipality
- Angeliya Krishi Sahakari Sanstha Ltd.**
– Suryodaya municipality

STRATEGIC PARTNERS (ADVOCACY AND LEARNING)

- Tewa Nepal**
- Plan International Nepal**
- Climate and Development Dialogue (C&D)**
- MAP for 100% Renewable Energy Platform**
- Climate Action Network South Asia (CANSA) – Nepal**
- Global Alliance for Green and Gender Action (GAGGA)**

GOVERNMENT COLLABORATORS:

- Ministry of Forest and Environment**
- Alternative Energy Promotion Centre**
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