

**Training Program on Enhancing Capacity of Women Participants Appearing in
the Public Service Commission Examination-
Nepal Judicial Service**

Program Completion Report

**Submitted to:
ARD Inc, Rule Of Law Project
Manbhawan, Lalitpur**

**Submitted by:
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May 2007

1. Contextual Background, Need and Situational Analysis of the Training Program

The restoration of democracy and current political change in the country has opened a new era of opportunities to empower people from different walks of life for gender equity and social justice. So, many initiatives have been undergoing to address gender issue and sensitizing equity aspects in the country. In which, some of the initiatives taken by the government side is the ratification of CEDAW in 1991. Nepal government has also shown its commitment on the Program of Action adopted by the International Conference on Population and Development held in Cairo, 1994 and Platform for Action adopted by the women's conference held in Beijing 1995. Ratification of the conventions and treaties, as the international law became a guideline of the national law and government, is required to adjust, modify, amend and legislate new measures if needed in line with the spirit of the various conventions and treaties. That will make donors and advocacy groups actively involved in monitoring the progress of commitments. On the other side, government is attempting to fulfill its obligation through various measures. In line with the development taking place inside as well as outside the country, government has been formulating various acts, laws, policies and programs to reflect its commitment on the improvement related to women empowerment in social justice and gender equity.

In this context, Nepal government formulated a Gender Equity and Gender Empowerment National Work Plan in 1997 towards the fulfillment of its national commitments. Unfortunately, this work plan could not achieve much as expected. Currently, Asian Development Bank (ADB) has been supporting to the Ministry of Women, Children, and Social Welfare to conduct social justice and women empowerment programs in 15 districts. Similarly, Mainstreaming Gender Equity Program (MGEP) – a UNDP funded project- directly supported women empowerment programs for few years and trained about five hundred women candidates to appear in the Public Service Commission's examination in the various services.

In spite of the efforts made, many socially and economically rooted aspects for women empowerment are under serious challenge. Discrimination against female is pervasive in Nepalese societies so only the empowerment program supported for women by state intervention especially in legal and traditional domains can be effective counteraction. Some of the identified challenges include lower status of women in the society, lower educational attainment (literacy at 30% compared to 66% for men) and low level of women's participation in decision-making at various levels: the family, the community and the society at large. Out of the total estimated 100,000 government employees, women constitute nearly 6% of the total government employees. All these women employees have been deployed at the non-gazetted levels and participation of women at the decision making level is almost non-existence.

With these caveats, if one intends to improve the social justice and gender equity situation in Nepal, it should intervene from the very bottom in order to bring gender equity in the government service which means that qualified women are to be prepared well enough so that they could enter the government service aiming to

increase the number of women at the decision making levels. Keeping this in view, ARD Inc. Rule of Law Project- a USAID supported project- intended to help organize a capacity building program (through an intensive training cum coaching program) for potential women candidates, which eventually help promote an affirmative discriminating action program and mainstream gender equity in the process of national development. It is believed that this program will have an important role and/or impact to increase women's representation in the judicial service which will ultimately contribute to fulfill the objectives set by the tenth five year development plan.

By analyzing this situation that the number of women in Judicial Service is very few, it is most essential to take some special initiatives to increase the participation of women in judicial service. In this context, Management Innovation Training and Research Academy (MITRA)- a well-experienced and capable organization in managing such programs- took this initiation aiming to promote capacity of women with the support of ARD Inc. Rule of Law Project. The training cum coaching program in enhancing capacity of women participants appearing in Public Service Commission Examination for Nepal Judicial Service was successfully conducted from January 16, 2007 to April 20, 2007.

2. Objectives of the Training cum Coaching Program

The overall objective of the program was to increase women's participation in government service especially in Judicial Service by enhancing individual capacity for the potential women participants. The following were the specific objectives of the training cum coaching program:

- To develop a training cum coaching manual and reference materials in order to conduct coaching classes in a systematic and effective manner.
- To conduct coaching classes for women examinees and equip them with all required knowledge and skills in various subject matters in order to compete in the examination to be conducted by Public Service Commission (PSC) for Nepal Judiciary Service.

3. Program Approach

To achieve the abovementioned objectives, the following approaches and stages were adopted while conducting the training cum coaching program:

Training cum Coaching Guide and Material Development Stage:

First of all a team of technical and training management experts was formed and involved to prepare training cum coaching guide and reference materials. The training guides included the total course content which were to be delivered and discussed, the methods and tools to be used, session plan as per the number, weightage and the reading materials based on the course content as prescribed by the Public Service Commission (PSC). Reading materials consisted of mainly those materials developed by the technical (subject matter) experts as well as collected from primary and secondary sources. The Training cum Coaching Guide was found to be very useful and effective to conduct the related topics in a systematic and sequential order. It was also found to be very useful and effective to develop the

competencies of the participants in an interdisciplinary approach because all relevant reading materials were compiled in one package.

Public Notification

In order to inform the concerned participants a public notice was published on December 15, 2006 and January 9, 2007 in the Kantipur Daily newspaper mentioning about the training cum coaching program. Based on these public notices a total of 30 women participants contacted at Judges' Society, Nepal expressing their interest to participate in the program (please see Annex 1 for the profile of the participants).

Modification of the Program

In the primary stage of submitting the proposal two groups of trainees were expected but there were limited number of participants who had passed the preliminary examination of the PSC for Nepal judicial Service. Only 30 participants submitted their application for this program and of them 27 participants regularly participated in the program. In this context, the program organizer Judges Society Nepal, Program manager MITRA and Program Supporter ARD Inc. Rule of Law Project made a consensus to focus on one group for maximum output and result. With this regard all the resources and time allocated for two groups were used for one group, which was useful and effective to develop the competency of the participants.

The Inauguration Program

The inauguration was held on January 16, 2007 from 10:30 am to 12:00 noon. The program was chaired by the Chairpersons of Judges' Society, Nepal, Honorable Supreme Court Judge Kedar Prasad Giri. The inauguration program was conducted and the objectives of the program were being highlighted by Training coordinator Mr. Tanka Prasad. Dulal. Secretary of the Judges Society Nepal, Honorable judge Binod Prasad Sharma and Honorable Judge Prabha Basnet highlighted on the objectives to conduct the program. Mr Gobinda Das Shrestha, on behalf of ARD Inc. Rule of Law Project, delivered his speech on the major objectives of the program and finally the chairperson concluded the inauguration session with his concluding remarks of the program.

Experience Sharing, Motivation and Learning Strategy

Before starting the course content, two orientation sessions were conducted by Dr. Shree Krishna Shrestha and Mr. Dil Prasad Shrestha for building up a confidence, learning with motivation and sharing experience. Discussions were also done on the learning strategies as well as exam strategies. The participants found that these sessions were to be much encouraging and highly motivating which helped them throughout the entire training program.

4. Time and Duration of Training

The training cum coaching program was conducted in different timings based on the seasonal months. Three sessions were run in the days during January 16 to February 12, 2007 then four sessions were run during February 13, to April 4, 2007. These time schedules were prepared after collecting feedback from the participants.

5. Feedback Sessions

Several feedback sessions were conducted in order to keep the training program in track and help participants understand what and how went already and will come in future.

- The major expectations obtained by the participants were: To increase the knowledge of subject matter
- To develop the writing skills
- To learn examination techniques and strategies
- To develop the writing and presentation skills

6. Implementation of the Training cum Coaching Program

The training cum coaching program was conducted for 3 month in a friendly environment using a participatory approach. Various training cum coaching methods such as interactive lecture, group discussion, creative writing, case studies, and individual assignment and so on were used in the training program. All conceptual frameworks on the various topics were first presented and the participants were encouraged to take part in the discussion so that they will learn maximum about the concern topics. The subject experts on the various topics were invited as resource persons and the priority for selecting these resource persons was given to those experts who were involved in developing reading/resource materials. Training Coordinator and Course Director had ensured the effectiveness of their delivery quality, coaching skills, and presentation and platform skills. At the end of each session, the resource persons were requested to provide participants a few pairs of questions to practice and a team of experts constantly coached them to improve their writing skills. These types of exams helped participants review subject matters, internalize and integrate their learning, and practice more in order to develop their knowledge, writing skills and presentation skills. Table 1 presents the total session design plan.

Table 1: Total Session Design Plan

	Minimum no of sessions designed	Additional sessions provided	Review, Test, feedback and counseling	Total sessions
1st Paper	30	15	15	60
2 nd Paper	26	13	13	52
3rd Paper				
Legal Group	24	12	12	48
Judicial Group	26	13	13	52
Govt. Attorney Group	24	12	12	48
Closing and Opening				2

Total conducted session	130	65	65	262
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Opening Date of the Training Program- Jan 16, 2007.

Closing Date of the Training program- April 20, 2007.

7. Major Strategies and Techniques Used in Conducting the Program

Writing Sessions

It was identified that writing skill was the most important aspect to compete the examination of PSC. In this context, sessions were conducted to develop the writing skills of the participants. In these sessions the expert provided the knowledge and skills –on how to understand the question, how to manage the time as per weightage of the questions, what type of writing structure should be adopted, how to maintain the logical order in writing and what should be the concluding part of the answer.

Surprised Tests

Several surprised tests were conducted on the various topics without informing the participants in advance. The objective of these tests was to develop their writing skills to solve the unplanned questions. Immediately after the tests feedback was provided to the participants on how to organize on unorganized circumstances.

Weekly Tests

The weekly test was conducted on the model questions nearly similar with that of PSC and in content as delivered in that week. The copy was checked by the expert and feedback was provided on such subject matter. It was found to be very useful and effective to obtain the knowledge of subject matter to be familiar with examination strategy, to know how to manage the time as per the weightage of the number.

Joint Sessions

The objectives of the joint session were to deliver and discuss two or more topics if any confusion was felt by the participants in the previous sessions. It was also found to be very effective and result oriented.

Review Sessions

The review sessions were conducted to collect the feedback of participants, to identify the problems and solutions on the topics. Sometimes review was conducted for confidence building and revise the course content which was already delivered as per the evaluation and demands of the participants.

Open Sessions

The open sessions were conducted at the end of each paper. Its objective was to clarify that if any confusion was arisen on the course content and at least two subject matter experts were involved and jointly conducted the sessions. These sessions were found very rewarding, interacting and useful.

Final Test

The final test was conducted nearly similar in the question pattern of PSC. After completing the final test, the test was reviewed by the expert in which, what problems were faced by the participants in the examination period and what lesson should be learned in future for the examination of PSC such as how to understand the question, how to manage the time as per the weightage of number, what type of writing structure should be adopted, how to maintain the logical order in writing and what should be concluding part of the answer and so on.

Copy Checked and Feedback

The copy was checked by the subject matter experts having PSC exam experience with nearly similar in the pattern of PSC. The test feedback session was conducted by the same experts on what grounds he had done grading and what he found in that answer paper, by developing some basic indicators such as how to understand the question, time management as per the weightage of number, writing structure, logical order in writing, content delivery style and concluding remarks.

8. Role Played by Judges' Society, Nepal

A steering committee was formed to guide the management team and it supervised the program effectiveness. The steering committee provided guidelines and directions to the technical team in order to prepare training manual and approved it for implementation. The committee was also being suggested by resource persons who had experience with the PSC examination. It helped participants in guiding and preparing for PSC exam. In addition, the Judges' Society informed and selected the participants who had already passed the preliminary examination of PSC. The Judges' Society, Nepal periodically monitored the training program for ensuring the quality of services provided by MITRA.

9. Outputs and Outcomes of the Program

- Training manual and reference material were prepared based on the PSC curriculum which was found very useful and effective for the training cum coaching program to deliver the course content in a systematic and schedule manner.
- 27 women examinee have enhanced their capacity to compete the PSC exam of Nepal Judicial Service. Table 2 presents the summary records of the subject-wise tests.
- Majority of the participants have developed their competencies to compete the PSC examination. Table 2 shows the summary records of such improvement as per the evaluation of feedback provider and copy checker of the various tests. This is the major achievement of this training program.

Table 2: Summary Results of Participants

S.N	Name	1 st Paper	2 nd Paper	3 rd Paper Judicial	3 rd Paper Gov.Att.	3 rd Paper Law
1	Ambika Belbase	B	A	B	--	

2	Bhagawati Sharma	B	A	A	B	A
3	Chapala Pokharel	C	C	B	C	
4	Devi Dhakal	C	-----	----	--	
5	Durga Gurung	C	B	-----	B+	B
6	Indira Sharma	C	A	A	B	B
7	Laxmi Parajuli	B	B	C	E	B
8	Madhu Paudel	-----	C	C	C	B
9	Mandira Adhikari	D	C	C	--	-----
10	Manju Subedi	D	-----	B	--	-----
11	Muna Adhikari Dhakal	B	-----	A	--	-----
12	Muna Bhattarai	D	B	-----	--	-----
13	Nirmala Subedi	D	B	C	C+	A
14	Phandeswori Ghimire	C++	B	B	--	C
15	Poornima Koirala	C	B	A	B	A
16	Pragati Lamsal	D	C	B	C	C
17	Ranju Gautam	C	B	B	--	B
18	Rewa Regmi	D	B	C	A	B
19	Saraswati Khadka	D	-----	-----	--	
20	Shakuntala Karki	D	A	B	C+	C
21	Sharmila Regmi	D	C	C	C	D
22	Shreedhara Pudasaini	-----	B	B	A	D
23	Sila Shrestha		C	-----	D	C
24	Sita Regmi	C	B	A	C	-----
25	Sita Sharma Adhikari	C	B	-----	B	-----
26	Sita Subedi	D	C	C	A	D
27	Yashoda Prasain	B+	B	B	B+	----

10. Evaluation of the Program

The participants evaluated all trainers. The following is a summary of the evaluation:

Trainer

- Knowledge of subject matter 99%
- Ability to present/ deliver subject matter clearly 95%
- Ability to adopt participants needs 90%
- Ability to use training materials 90%
- Ability to control participants 95%
- Ability to use humor 70%
- Ability to handle question 95%
- Language proficiency 96%

- Confidence as trainer 85%

Organizer

- Manual development 95%
- Venue selection 90%
- Training materials and equipment 90%
- Initiation to accept the feedback and suggestion of the participants 95%
- Methods and tools of the training 92%
- Time management 95%
- Selection of resource person 96%
- Management of refreshment 90%
- Required handouts provided 96%

11. Participants' Profile

The Judges' society, Nepal had selected the participants who had already passed the PSC Preliminary Examination and their profile is given in Annex 1.

12. List of Resource Persons

A list of all resource persons involved in all papers is given in Annex 2.

13. Attendance Record

A detailed list of attendance record of the participants has been provided in Annex 3.

14. Photographs of the program

Annex 4 contains the selected photographs of the program.

Development of the Manual

Development of the manual was one of the major challenges because the PSC course content was so vast. . The diversity of the subject matters and course contents required diverse resource persons that was difficult to manage. However, program organizer successfully managed this issue with the help of Judges' Society, Nepal.

Selection of the Venue

Selection of the venue was the another major problem due to the different residual locations of the participants and resource persons. Finally, the venue was selected in Judges' society, Nepal for the convenience of the participants and resource persons.

Selection of the Resource Persons

Selection of resource persons remained a crucial activity of the program because of the diversity of the subject matters. Program organizer Judges' Society, Nepal substantially helped the program implementer in finding resource persons through its networks and contacts.

Time Management for the Resource Persons

The training cum coaching program was run in the office time (10:30 -4:00, 10:30-5:00). Most of the involved resource persons were from Government. Offices, Courts, Government Attorney Office, Ministry of Law, Private Practitioners, Lawyers and University Professors who had already their job responsibilities in their respective organizations. Managing time of the resource persons remained as challenge for the program organizer. As a result, the program had to reschedule frequently which led to some inconsistency in the learning process.

Different Levels of Participants

All participants were from different backgrounds having various levels of understanding, knowledge, and skills. Most of the participants had sufficient knowledge of the subject matter but due to the lack of the writing and organization skills they were unsuccessful in the past PSC examination. Participants from law background could easily understand the law related subject matters but have problems in understanding other subject matters and vice versa. These problems were largely solved basically through designing various sessions such as open sessions, review sessions, test review sessions, test feedback sessions, course content review sessions, and so on. Moreover, in managing this challenge, several topics had to repeat several times.

15. Major Lessons Learnt

In order to organize such program in future, following aspects would help manage training effectively:

Pretest of the participants: Pretest of the participants should be conducted before starting the session of the course content in order to measure the real impact brought by the program.

Formation of small and core expert groups: Since the program has to focus on the PSC examination, it needs to form some core expert groups who have more experience about PSC examination. Possibly paper-wise expert groups are likely to contribute much in the learning process.

Emphasis on writing and presentation skills: Writing and resentation/organization skills are the most important part to compete the PSC examination and most of the participants lack these skills. A greater emphasis on developing these skills would certainly help achieve the program objectives.

Reading Materials: Providing a lots of reading materials does not ensure to success in the examinations. One of the potential risks is that excessive information may lead to fail in organization and presentation. What would be important is that quality and comprehensive reference materials seem helpful to the participants.

A Pool of Resource Persons: A pre-prepared list of alternative resource persons seemed extremely useful in managing resource persons in such program.

16. Program Management Team

A Steering Committee was formed on behalf of the program organizer Judges' Society, Nepal to guide and direct the technical team in order to prepare training manual, approve it before its implementation, suggest for resource persons, inform, and select the participants who had already passed PSC preliminary examination. Professional experts from different sectors were involved to develop the manual and to conduct the training program including Course Director and training management expert Mr. Dil Prasad. Shrestha and Training Coordinator Mr. Tanka Dulal. The Course Director had the responsibility of ensuring the quality of the training program and the Training Coordinator was responsible for the overall management of the program as well as dealing with client organization, organizing technical meeting with Steering Committee formed by the Judges' Society, Nepal. The training coordinator coordinated the whole program, ensured the quality of the service provided by the resource persons, organized and facilitated technical meetings.

17. Concluding of the Program

The concluding program was held on April 20, 2007. The program was chaired by the Chairperson of Judges' society, Nepal Honorable Supreme Court Judge Kedar Prasad Giri. Secretary of the Judges' Society, Nepal Honorable judge Binod Prasad Sharma conducted the closing ceremony highlighting the major aspects of the program. On behalf of the participants Mrs. Indira Sharma said that such type of training program would be very fruitful to them to compete the PSC examination. Mr. Dil Prasad Shrestha, Executive Director of MITRA and Mr. Gobinda Das Shrestha on behalf of ARD Inc. Rule of Law Project expressed their views on how the program would be fruitful for the participants to compete the PSC exam. Similarly Honorable Appeal Court Judge Keshari Raj Pandit shared his experience and thanked to all who were involved in conducting the program and finally the Chairperson concluded the session with his concluding remarks with commitment to continue the follow-up the participants and provide them necessary support until the examination of PSC.

Annex 1:

Profile of the Participants

S.No.	Name	Group			Qualification Year	Job	Title	Period	Address	Remarks
		Judicial	Legal	G.Atorney						
1	Sarwati Khadka	√	√	√	B.L. - 2057	S.C.		3	01-4289676	
2	Manju Subedi	√			B.L. - 2054				9841410615	
3	Shreedhara Kumari Pudasainy	√			L.L.B. - 2057				9841433402	M.A.Nepali
4	Shila Devi Shrestha			√	B.L.	B.V.T.C.	Adm.		5590800	Exm.Exp.2050
5	Urmila Twari (Lamsal)	√			B.L. - 2049				4264225	
6	Minu Basanti Kapali	√	√	√	B.L. - 2055				4264225	
7	Muna Adhikari (Dhakal)	√	√	√	B.L.- 2057					Section Officer Exa appear (civil service commission) 2060,061,062
8	Madhu Paudel (Gyawali)	√	√	√	B.L.- 2058	Various sector			9841409631	
9	Ambika Belbase	√	√	√	B.A/B.L. 055 Master in Nepali- 053	Legal Drafting	Computer Assistant		01-4211202	2050 to Present Non Gaz. First Class Exam appear

10	Poornima Koirala	√	√	√	B.A/B.L. 058		Not Gaz	10		
11	Laxmi Parajuli	√	√	√	B.A./L.L. B. - 053/059	Typ	G.iii			
12	Sulochana Kafle	√	√	√	B.L.- 056				01-4438342	
13	Shakuntala Karki	√	√	√	Company				01- 42131033	
14	Kopila Basnet	√	√	√	B.L.-057				01- 42131033	
15	Muna Bhattarai	√	√	√	B.L.-056				01- 42043242	
16	Bhagawati Sharma Dhungana	√	√	√	B.L.-051		Non Gaz 1st	10	9741013113	
17	Yashoda Prasain	√	√	√	B.L.- 2004				9851037200	
18	Rewa Resmi Parajuli		√		B.L.-054				016215184	
19	Phadeswori Ghimire	√	√	√	B.A/B.L.- 052/059		Non Gaz 1st.	9	242636*209	
20	Sita Devi Subedi	√	√	√	B.L.-053	Legal	Assistant	3	9841260507	
21	Nirmala Sharma Subedi	√	√	√	B.Ed/B.L. -050	legal	Case File	10	9841471514	Appear Sec. Officer 3 times
22	Chapala Pokharel	√	√	√	B.L.-058				01-6206023	
23	Sita Regmi	√	√	√	B.L. 056				9841363057	Master in Poltical Science
24	Devi Dhakal	√			B.L.-053				9841521512	
25	Lekha Paneru	√	√	√	B.L.-053	Legal	Non Gaz 1st class	7	9841546018	

26	Sharmila Regmi	√	√	√	B.L.-057				01-4332124	
27	Durga Devi Gurung	√	√	√	B.L.-057				9841417228	Master in Poltical Science
28	Ranju Gautam	√	√	√	B.L.-057				01-2004334	Master in Poltical Science
29	Pragati Lamsal (Regmi)	√	√	√	B.L.-059				9841326341	Master in Poltical Science
30	Indira Sharma				B.L.-055	Legal	Non Gaz.	10	01-4221068	

Annex 2

List of Resource Persons

Dr. Aananda M. Bhattarai
Dr. Bharat Bdr. Karki
Dr. Madhu Nidhi Tiwari
Dr. Ram Krishna Timilsina
Dr. S. K. Shrestha
Hon. Binod Prasad Sharma
Hon. Iswor Khatiwada
Hon. Keshari Raj Pandit
Hon. Nareshwor Bhandari
Hon. Rajendra Kharel
Hon. Shushma Lata Mathema
Mr Dil Prasad Shrestha
Mr Raja Ram Sedai
Mr Shyam Sundar Sharma
Mr. Agni Pd Thapliya
Mr. Babu Ram Regmi
Mr. Begendra Sharma
Mr. Bhesh Raj Sharma
Mr. Binod Sharma
Mr. Binod Sharma
Mr. Bipul Neupane
Mr. Bishal Khanal
Mr. Bishnu Dhakal

Mr. Brajesh Pyakurel
Mr. Dil Prasad Shrestha
Mr. Dilli Raj Ghimire
Mr. Diwakar Bhatta
Mr. Gyanendrra Kafle
Mr. Hari Upreti
Mr. Hemanta Rawal
Mr. Ishwori Chandra Poudel
Mr. Kabi Neupane
Mr. Kaushal Chandra Subedi
Mr. Kedar Poudel
Mr. Krishna Ram Koirala
Mr. Kumar Chudal
Mr. Kumar Pd. Pokhrel
Mr. Madhav Poudel
Mr. Mahesh Poudel
Mr. Matrika Maraseni
Mr. Medini Poudel
Mr. Mohan Sagar Bashyal
Mr. Narendra Pathak
Mr. Nareshwor Bhandari
Mr. Nripa Dhoj Niraula
Mr. Om Prasad Subedi

Mr. Parshu Ram Koirala
Mr. Prabha Basnet
Mr. Prakash Dhungana
Mr. Prakash Kharel
Mr. Rishi Kesh Wagle
Mr. Shambhu Thapa
Mr. Shisir Dhungana
Mr. Shree Krishna Mulmi
Mr. Shreekant Poudel
Mr. Sita Ram Upreti
Mr. Surya Koirala
Mr. Surya Parajuli
Mr. Swikriti Parajuli
Mr. Tej Bdr. Karki
Mr. Tejendra Sharma
Mr. Tek Pd Dhungana
Mr. Tika Ram Acharya
Mr. Til Prasad Shrestha
Mr. Yub Raj Subedi
Mrs. Lila Devi Gartaula

Summary Records of the Attendance of the Participants

S. N.	Name of Participants	1st Paper		2nd Paper		3rd Paper (Judicial)		3rd Paper (Gov. Attor.)		3rd Paper (Law)		Total Days	
		Total Days	Attendance Days	Total Days	Attendance Days	Total Days	Attendance Days	Total Days	Attendance Days	Total Days	Attendance Days	Total Days	Attendance Days
1	Ambika Belbase	16	16	14	14	10	8	8	3	7	----	55	41
2	Bhagawati Sharma Dhungana	16	16	14	14	10	10	8	8	7	7	55	55
3	Chapala Pokharel	16	14	14	14	10	10	8	6	7	5	55	49
4	Devi Dhakal	16	16	14	4	10	----	8	----	7	-----	55	20
5	Durga Devi Gurung	16	14	14	14	10	6	8	8	7	7	55	49
6	Indira Sharma	16	15	14	14	10	10	8	8	7	7	55	R54R
7	Laxmi Parajuli	16	16	14	14	10	10	8	8	7	7	55	R55R
8	Madhu Paudel (Gyawali)	16	10	14	14	10	10	8	8	7	7	55	R49R
9	Mandira Adhikari	16	12	14	14	10	10	8	5	7	5	55	R46R
10	Manju Subedi	16	14	14	12	10	10	8	4	7	5	55	R45R
11	Muna Adhikari (Dhakal)	16	13	14	11	10	10	8	4	7	4	55	R42R
12	Muna Bhattarai	16	14	14	12	10	7	8	----	7	----	55	R33R
13	Nirmala Sharma Subedi	16	15	14	14	10	10	8	8	7	7	55	R54R
14	Phadeswori Ghimire	16	16	14	14	10	10	8	7	7	7	55	R54R
15	Poornima Koirala	16	15	14	14	10	10	8	8	7	7	55	R54R
16	Pragati Lamsal(Regmi)	16	15	14	14	10	10	8	8	7	7	55	R54R
17	Ranju Gautam	16	15	14	14	10	10	8	7	7	7	55	R53R
18	Rewa Regmi Parajuli	16	15	14	14	10	10	8	8	7	7	55	R54R
19	Saraswati Khadka	16	13	14	6	10	8	8	5	7	2	55	R34R
20	Shakuntala Karki	16	14	14	14	10	10	8	8	7	7	55	R53R
21	Sharmila Regmi	16	11	14	10	10	8	8	7	7	6	55	R42R
22	Shila Devi Shrestha	16	13	14	14	10	9	8	8	7	7	55	R51R
23	Shreedhara Kumari Pudasaini	16	15	14	14	10	10	8	8	7	7	55	R54R
24	Sita Devi Subedi	16	14	14	13	10	10	8	8	7	7	55	R52R
25	Sita Regmi	16	15	14	14	10	10	8	8	7	6	55	R53R
26	Sita Sharma Adhikari	16	16	14	14	10	9	8	8	7	5	55	R R52
27	Yashoda Prasain	16	15	14	12	10	9	8	8	7	6	55	R50R

