

Case Study 3: First time ever in Mugu

Malika Community Development Centre (MCDC) is a new local NGO situated in Mugu district in Karnali zone. The organisation has identified poor & marginalized people as its target groups. It is also one of the partner organizations of United Mission to Nepal, Mugu Cluster.

Recently MCDC succeeded in recruiting 35 staff with open competition out of 200 candidates who were from Humla & Mugu districts. MCDC has done such a new practice as per their personnel policy which has been taken as pioneering in the district. Before which the UMN facilitated them for the need of such policy and helped them to prepare that.

As provisioned in their policy if one is applying for a job he/she has to perform a written test, oral interview and submit basic required documents. Their policy and recruitment process rules out the impossibilities of having political & family influences.

Those who were against of this process gave pressure to the organisation to get the job for self and their relatives. Some senior staff and executive members to suffered physically. A very tense environment arose that not only affected MCDC but also to its well wishers and UMN too.

They ridiculed MCDC saying:

"We don't need democratic practice and transparency for staff recruitment process in Mugu. All the organizations haven't done such an open & competitive process. This organization has broken system down. It is doing not good." youths affiliated with political parties.

"Someone will get killed and MCDC will turn into a war zone during the staff recruitment phase." relatives of candidates who had drunk

The other side of the story is quite exciting. The outcomes of the good process are always well. Because the process adopted by MCDC itself was a good, fair enough and transparent. During the staff selection process people commented as:

"In Mugu nobody has done such kinds of practice until today" a group of UMN Mugu's POs and applicants

"MCDC has taught the lesson of transparency and democratic practice to all and has initiated a new and different systems and procedures for staff recruitment. If one can be a good learner, he/she can learn from MCDC" staff of INGOs and NGOs

Finally, MCDC succeeded in performing its work as per their policy & procedure. In fact, MCDC has started a new system of staff recruitment. This gave an impression that if one has to get a job he/she has to prepare self by reading books and other documents not going to knock the door of someone who is in power. Getting jobs needs capacity not the nepotism.

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