Government of Nepal
Ministry of Industry
Rural Enterprises and Remittances Project
SAMRIDDHI

Targeting, Gender Equality and Social Inclusion
Strategy/Guideline
Strategy, Framework, Guideline

Final Draft

Project Management Office
Itahari, Sunsari

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Section I: GESI Strategy
1. Introduction

1.1 Background of the project

Rural Enterprise and Remittance (RER)/SAMRIDDHI is a seven years (2015-2021) IFAD-funded project implemented under Ministry of Industry (MoI) in partnership with the Agro Enterprise Centre (AEC), Helvetas and financial institutions. SAMRIDDHI aims at creating and expansion of family, micro, small and medium rural enterprises in farm and off-farm sectors by providing sustainable sources of income to poor households, migrant families and returnees in the Eastern and Central districts of Nepal. The project should adopt a corridor approach, whereby it should link districts along main roads running south to north from the plains to the hills.

The progress of socially excluded groups forms an important economic and societal issue that impacts the growth of a nation. The Government of Nepal has recognised the significances of these issues of these issues and incorporated in the national policies and programmes. The Constitution of Nepal (2014) guarantees social justice and affirmative actions for Dalits, women, indigenous groups, Madhesi community, Muslims and other marginalised groups. Considering the national commitment, SAMRIDDHI is committed to make effort to become pro-poor and reach disadvantaged groups. SAMRIDDHI aspires to contribute in equitable and inclusive economic development by addressing the needs of disadvantaged groups, including youths and women.

This strategy paper on mainstreaming Gender Equality and Social Inclusion (GESI) will assist in adhering to the SAMRIDDHI’s commitment.

1.2 Rational of this document

The main objective of the GESI strategy and guidelines is to create a common understanding of GESI related issues and interventions among the staff members of SAMRIDDHI project and its partner organizations. The specific objectives are to:

- Aware project team on GESI aspect.
- Incorporate GESI in identification and selection of beneficiaries and working partners at corridor level.
- Incorporate GESI in the program activities, monitoring and reporting system.
- Identify areas for GESI interventions with partner organisations.
- Build the capacity of the partner organizations to mainstream GESI in their programme.

1.3 Users of this document

This document is prepared for the staff members of the SAMRIDDHI project. However, partner organizations, at the central, corridor and local level are also intended users of this document. This paper also serves as a guide to key project personnel at the central and corridor offices of SAMRIDDHI and its partner organisations.
1.4 Methodology

This strategy is prepared on the knowledge deducted from the various literatures review. RERP project design document, GESI strategy of IFAD Nepal projects and other like INCLUDE/GIZ, How to do Notes from IFAD Gender, Targeting and Social Inclusion are the basis of this document. Further, field scenario from the community visits and pilot project action in Dhanusa and Saptari, feedback from the RERP team members and GESI experts from other IFAD funded projects made an important contribution in shaping this strategy.
2. Gender Equality and Social Inclusion (GESI) Concept

Primarily, the GESI concept includes both i) gender mainstreaming – to promote gender equality and women’s empowerment and ii) recognition of diversity of socio-ethno groups – to acknowledge differences and inequalities existing between different socio-ethnic groups. The unequal relationships as a result of discriminations among the social groups hinder the overall development. Ensuring the access of the discriminated groups to the economic benefits is, thus, important for promoting inclusive economic development.

2.1 Concept of GESI in Nepal

World Bank defines social inclusion as, ‘the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups to development opportunities’ (2002). The meaning of social inclusion goes beyond the scope of focusing poverty. Focusing poverty does not necessarily reach the issues of exclusion created by the dominant groups. The Poor Brahmin does not suffer religious discrimination compared to that of Muslim or janajati and the Brahmin have more economic and social mobility opportunities. However, social inclusion does not only mean caste and ethnicity. The social inclusion must respect the gender equality. Thus, social inclusion is a process toward people centred development (TU, 2014).

The Nepal Multidimensional Social Inclusion Index developed by Department of Sociology/Anthropology, Tribhuvan University in 2014 has detailed the six dimensions of social inclusions in Nepalese context. Further, indicators are defined for measurement for each dimension which is summarized below and the Table 1 gives detail index scores by broader social groups.

1. Social dimension – Basic education, Health and Sanitation
2. Economic dimension – Economic opportunity, Absence of poverty, Standard of living
3. Political dimension – Representation on the central committee of political parties (2008 CA), Representation of social groups on the Council of Ministers (from 1991), Representation in the bureaucracy (2013), Access to power and services
4. Cultural dimension – Language, Customary governance, Religion
5. Gender dimension – Access to public services, Economic autonomy, Participation and decision making in public life, Sexuality, control over the body, and gender based violence
6. Social cohesion dimension – Entry to private houses, religious places, community spaces and facilities, Cultural identity

<table>
<thead>
<tr>
<th>Caste/Ethnicity</th>
<th>Social</th>
<th>Economic</th>
<th>Political</th>
<th>Cultural</th>
<th>Gender</th>
<th>Social Cohesion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hill Brahman</td>
<td>0.6799</td>
<td>0.6048</td>
<td>0.7020</td>
<td>0.9673</td>
<td>0.5285</td>
<td>0.9594</td>
</tr>
<tr>
<td>Hill Chhetri</td>
<td>0.5845</td>
<td>0.5156</td>
<td>0.5709</td>
<td>0.9860</td>
<td>0.5415</td>
<td>0.8689</td>
</tr>
<tr>
<td>Terai Brahman/Chhetri</td>
<td>0.6008</td>
<td>0.6313</td>
<td>0.7969</td>
<td>0.7695</td>
<td>0.4842</td>
<td>0.8790</td>
</tr>
<tr>
<td>Hill Dalit</td>
<td>0.4854</td>
<td>0.3900</td>
<td>0.1409</td>
<td>0.9386</td>
<td>0.4847</td>
<td>0.3286</td>
</tr>
<tr>
<td>Terai Dalit</td>
<td>0.3330</td>
<td>0.2972</td>
<td>0.1373</td>
<td>0.7976</td>
<td>0.3505</td>
<td>0.4720</td>
</tr>
<tr>
<td>Newar</td>
<td>0.6811</td>
<td>0.6137</td>
<td>0.6697</td>
<td>0.6695</td>
<td>0.5759</td>
<td>0.9013</td>
</tr>
<tr>
<td>Mountain/Hill Janajati</td>
<td>0.5497</td>
<td>0.5109</td>
<td>0.2363</td>
<td>0.6933</td>
<td>0.5516</td>
<td>0.8096</td>
</tr>
<tr>
<td>Terai Janajati</td>
<td>0.4592</td>
<td>0.5183</td>
<td>0.2634</td>
<td>0.7475</td>
<td>0.4566</td>
<td>0.8550</td>
</tr>
<tr>
<td>Muslim</td>
<td>0.3557</td>
<td>0.4871</td>
<td>0.3691</td>
<td>0.8181</td>
<td>0.4333</td>
<td>0.6941</td>
</tr>
</tbody>
</table>

Table 1: Indices of Social Inclusion Dimensions

Adapted from The Nepal Multidimensional Social Inclusion Index, 2014.
The study shows that the Brahmans/Chhetris of both hill and terai origins and Newars have higher inclusion index, meaning these groups have the most favourable situation in the country. Similarly, Dalits of hill and terai have lower index scores in the entire social dimensions compared to other groups. The economic access is lower for dalits, in which terai dalits are the poorest and has the lowest standard of living.

In order to address the inequality and differences prevailing in the society, concept of Gender Equality and Social Inclusion is brought forward and adopted in development discourse. The concept addresses the unequal power relationship between men and women despite their social identity. It ensures that every individual has equal rights, opportunities and respect in a society. This concept is not limited to development discourse but has been recognized as a mainstreaming agenda by the Government of Nepal. In the similar note, SAMRIDDHI believes accepting GESI approach in its program design results in inclusive project goal and have positive impact in the society.

2.2 Policy Provisions on Addressing GESI issues

The Constitution and National Policies
The Constitution of Nepal 2072 has guaranteed equal rights to its citizen despite of the origin, religion, race, caste, tribe, sex, economic condition, language, region, ideology or on similar other grounds. However, the Constitution has no objection on arranging special provisions for protection, empowerment and development of the marginalized citizens namely; women, Dalits, Adivasi, Janajati, Khas Arya, Madhesi, Tharu, farmers, labors, oppressed class, Muslim, backward community, minorities, marginalized, extremely vulnerable community, youths, children, elderly citizens, gender and sexual minorities, people with disabilities, persons in pregnancy, incapacitate or helpless citizens (Article 18, Sub-Article 1,2,3). Similarly, there are other specific articles in the constitution that explains the special provisions for disadvantaged communities and state’s policies.

The Government of Nepal has shown commitment to end gender discrimination by signing the international conventions and policies:
- Slavery Convention 1926
- International Convention on Elimination of All Forms of Racial Discrimination 1965
- Convention on Elimination of All form of Discrimination Against Women (CEDAW) 1979;
- Convention on Children Rights 1989
- Convention on Adivasi/Janajati 1989
- Convention on Rights of Persons with Disabilities 2006
- International Labor Organization 169
- Millennium Development Goals
- Sustainable Development Goals

In the national context, the Local Self Governance Act (LGSA) of 1999 governs decentralisation in Nepal which requires participatory governance approaches including participation of women in leading, planning and implementation at local level. The participatory development planning framework contained in the Act assures the inclusion of women, and marginalised groups.

The periodic development plan of Nepal has specifically addressed the GESI concerns since since Poverty Reduction Strategy Paper (10th five year periodic plan 2002-2007). The recent Fourteenth Three Year Plan (2014-2017) clearly provides a mandate to addressing gender equality and social inclusion in Nepal (GoN, 2073, pp 228-238).
Likewise National Foundation for Development of Indigenous Nationalities Act 2002 and regulation 2005, National Dalit Commission Rules, Rules for Neglected, Suppressed and Dalit Community Upliftment Committee and the Other Backward Community rules 2065 are also the social inclusion related legal and policy measures. Similarly, the Ministry of Federal Affairs and Local Development (MoFALD) has developed GESI policy, district level training resource book, Gender Responsive Budget Strategy which are the guiding document to be adopted all the government agencies. GoN has brought Gender Equality and Social Inclusion (GESI) Strategy under the Local Governance and Community Development Programme (LGCDP), Ministry of Forestry and Soil Conservation (MoFSC), and Ministry of Agriculture Development (MoAD) which have given a good direction for gender mainstreaming and social inclusion.

**IFAD Gender Policy**

IFAD is well committed in supporting gender equality and women’s empowerment since Strategies for Economic Advancement of Poor Rural Women in 1992. The most recent IFAD Strategic Framework 2016-2025 has recognized gender equality as one among the five principals of engagement which is in line with the United Nations commitments on gender mainstreaming. The framework of IFAD10 period (2016-2018) will follow five-point pathway for gender mainstreaming based on the five actions areas of the gender policy:

- Action area 1 relates to the design and implementation of IFAD-supported country programmes;
- Action areas 2 and 3 relate to engagement in advocacy, policy engagement, partnerships, knowledge management and capacity-building;
- Action areas 4 and 5 relate to the organizational structures and resources for policy delivery.

### 2.3 Theoretical Orientation: The Three Domains of Change

The basic idea to address social inclusion is based on the three domains (Bennet, 2005); 1. Improve access to assets and services like income, education, health; 2. Increase voices and influences to claim rights; and 3. Change the rules to support the former two domains in favour of the excluded groups. Although, the former two domains are the process of empowerment, the third domain determines the institutionalisation of the social inclusion.

Thus, the existing social structure will not improve by mere change in one or two domain. People will experience real change only when the three domains change to complement each other. When people have better livelihood status and their voices and agency are influential to bring more equitable policies, then there is progress towards dignified society. The change agents, the state, civil society or donor organizations should intervene in all of these three domains to bring change in the existing unequal social structure.

![Figure 2: The Three Domains of Change (Adapted from Bennet, 2005)](image-url)
3. **Target groups in SAMRIDDHI**

‘Disadvantaged groups’ is used in general to define the population facing social exclusion, remoteness, resource poverty, food security or income poverty based on their gender, caste, ethnicity and socio-economic status. Women, female-headed households, women migrant workers, rural youth, Dalits, Muslims, Janajatis and Madhesi are the main identified disadvantaged groups within the project scope. Further, SAMRIDDHI will focus on the economically active population from the targeted groups. Following are the primary target groups that are defined for SAMRIDDHI project:

1. **Poor households** - Population belonging under the poverty line or nearly poor families comprise the 80 percent of the total beneficiaries in SAMRIDDHI. The global poverty line as of October 2015 is $1.90 purchasing power parity per day. However, the country’s poverty line is NPR 19,261 per capita per year (CBS, 2011). The poverty line according to the geographic region of the project working areas are:

<table>
<thead>
<tr>
<th>Geographic Region</th>
<th>Poverty Lines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban Hill</td>
<td>19577</td>
</tr>
<tr>
<td>Urban Terai</td>
<td>21133</td>
</tr>
<tr>
<td>Rural Hill Eastern</td>
<td>16551</td>
</tr>
<tr>
<td>Rural Terai Eastern</td>
<td>16856</td>
</tr>
<tr>
<td>Nepal</td>
<td>19261</td>
</tr>
</tbody>
</table>

Source: CBS, 2011

In the present context, poverty is defined with multidimensional aspects. In Nepal, schooling, nutrition and cooking fuel have contributed high in the multidimensional poverty measure. The MPI report 2018 of Nepal states that Province 2 is the second poor province which is the working area of the project.

Agricultural labours including ¹haruwa, charuwa, Madhesi dalits, ²backward society, marginalised and extremely marginalised janajatis are the specific target groups in reference to the project area. Among the poor category, the most vulnerable households whose family totally depends on daily wages, insecure source of income (seasonal farm labour, small scale enterprises with no secure linkage with market, unsustainable harvesting of natural resources, people involved in cast based enterprises and those involved in very vulnerable and risky jobs becomes priority for the project.

2. **Women** – Women are the core target group of SAMRIDDHI in each project component and constitute 33 percent of the project beneficiaries according to the project document. However, every component and thematic expert should focus their strategy to incorporate 50 percent women in their work plan. Among women, priority to rural women, female headed families, widow/single women, women migrant, women returnees who worked as domestic workers abroad from the project area. Further, project works to increase the number of women leaders, targeting the entrepreneurs committee and achieve the target of 33 percent in major decision making positions by the end of the project.

¹Haruwa is the person who ploughs his landlord’s land under some contractual basis and bound to perform other agricultural activities as well. Haruwas are mostly landless and dalits. A study in Dhanusa, Siraha and Saptari showed that 1594 households were identified as Haruwa households (Dhakal, 2007).

²MoFALD, pg 65-66
3. Rural youth – Young rural men and women under age\(^3\) of 40 years is direct targeted population that constitute 40 percent of the SAMRIDDHI beneficiaries. \(^4\)Charuwa, young women from poor and socially excluded groups, school drop-outs, survivors of child marriage and similar other social systems should be in focus.

4. Migrants and remittance receiving households – Migrants and migrants’ households, both in-country and abroad is expected constitute 30 percent of the project beneficiaries. Migrants going to India as seasonal workers, Malaysia and the Gulf countries, migrant returnees and families especially women returnees who worked as domestic workers abroad are the special target of SAMRIDDHI.

5. Secondary groups – Beside the primary target groups, there are medium and large enterprises and service providers who are the key actors within the project scope which are grouped as secondary groups. These institutions will provide support to the primary target groups in connection to job placement, business linkages and provision of financial and non-financial services.

In line with the diversity context of the country, project reserves space for marginalised castes and ethnic groups for making the project socially inclusive. The primary beneficiaries should be inclusive of disadvantaged and marginalised group as identified by the national data. The Social Demography of 2014 (CBS, 2014b) has broadly categorised the population of Nepal into nine groups namely,

i) The caste –origin Hill groups,

ii) Hill Adibasi/Janajati groups,

iii) Hill Dalit,

iv) Madhesi caste-origin groups (Level 1),

v) Madhesi caste origin groups (Level 2),

vi) Madhesi caste-origin low caste groups or Dalits ( Level 3),

vii) Terai (Madhesi) Adibasi/Janajati,

viii) Musalman or Muslims, and

ix) Other cultural groups.

The project adopts the six sub-groups and the social groups as mentioned below based on the population availability of the 16 project districts (CBS, 2014a).

1. **Muslim** – Islam, Musalman/Sekh/Pathan/Safi/Husen/Churaute, Dhunia/Khan/Sekh/Ali (8.48 %)

2. **Terai Dalit (Socio-economic Level 3)** – Bantar/Sardar, Chamar/Harijan/Ram/Mahara, Dhandi, Dhankar/Dharikar, Dhobi/Rajak/Safi/Baitha, Dom/Mallik/Marik/Gusram, Dusadh/Pasawan/Pasi, Halkhor/Mestar, Kalar, Khatwe/Mandal/Khang, Kori, Lohar, Musahar/Sada/Sadaya, Pattharkatta/Kushwadiya, Sarbaria/Sarbhamg, Tatma/Tatwa/Tati/Das (12.11%)

3. **Madhesi (Socio-economic level 2 )** – Amat, Barai/Sharma, Badahee, Bharae, Bin, Dev, Hajam/Thakur, Haluwai/Sah/Gupta/Laheri, Kahar, Kalwar/Chaudhary/Jaismal, Kamar, Kanu, Kathbaniyan/Rauniyar/Ninayar, Kewat/Kuwar/Pandit/Kapar/Kapadi, Koiri/Kushwaha/Mahato/Singh/Meheta, Kumhar, Kurmi, Lodh, Mallaha, Mali, Natuwa,

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\(^3\) The Government of Nepal endorsed the National Youth Policy (NYP) which defines youth within the bracket of 16 years to 40 years of age (GoN, 2010) which has not been revised till date.

\(^4\)Charuwa is the term used to refer the children of Haruwas who are involved in cattle grazing of the landlord.
Nurang, Rajbhar, Rajdhob, Saini, Sonar, Sudhi/Bhagat/Panjiyar, Teli, Terai Others, Yadav/Rai/Banrait/Kushrait/Ahir/Barbariya/Raut/Singh (32.53%)

4. **Terai Janajati** – Danuwar, Darai, Dhankar/Kharikar, Dhanuk, Dhimal, Gaderi/Bhedhar, Jhangad/Dhagar, Kumal, Majhi, Munda, Pattharkatta/Kushwadiya, Rajbansi, Satar/Santhal, Tajpuriya, Tharu (9.67%)

5. **Hill Dalit** – Badi, Dalit Others, Damai/Dholi, Gaine, Kami, Lohar, Sarki (3.34%)

6. **Hill Janajati** – Aathpariya, Bahing, Bahing, Bantaba, Bantaba, Bhoite, Bote, Byasi/Sauka, Chamling, Chepang/Praja, Chhantyal/Chhantel, Danuwar, Darai, Dhanuk, Dhimal, Dura, Gaderi/Bhedhar, Gangai, Ghale, gharti/Bhujel, gurung, Hayu, Hyolmo, Janajati Others, Jirel, Khaling, Khawas, Koche, Kulung, Kumal, Kusunda, Lepcha, Lhomi, Limbu, Loharung, Magar, Majhi, Mali, Meche, Mewahang, Nachhiring, Newar, Nurang, Pahari, Rai, Raji, Sampang, Sherpa, Sunuwar, Tamang, Thakali, Thami, Thulung, Walung, Yakkha, Yamphu (18.85%)

Please refer Annex for the detail population distribution in the 16 project districts.
4. GESI Framework in SAMRIDDHI

Targeting, GESI mechanism in SAMRIDDHI is a continuous process of identifying the issues of targeted population (women, poor, youth, migrants and other disadvantaged groups) which is addressed in the policies, programme and budget planning and in monitoring system. The following Figure 1 conceptualizes the key steps to incorporate GESI in the SAMRIDDHI project:

Step 1: Identification – Mapping/Target Intervention
- Identify the target groups
- Reasons for their exclusion
- Existing socio-economic status which might hinder their access to the services of SAMRIDDHI

Step 2: Planning and Design – Component 1, 2, 3
- Design and plan project components to address GESI issues
- GESI-responsive Budgeting at project level

Step 3: Implementation
- Policies, activities, resource allocation, institutional setup
- Monitoring and reporting system

Step 4: Monitoring/Evaluation
- Disintegrated data analysis
- Periodic review, planning, reporting

Step 5: Knowledge Generation
- Thematic knowledge product in gender mainstreaming
- Knowledge channelized in community

Figure 1: Targeting and Social Inclusion Framework in SAMRIDDHI

The framework follows five key steps required to mainstream GESI in the SAMRIDDHI project. The excluded groups should be identified from among the proposed target groups as the first step along
with the reasons of their exclusion; barriers to their participation in the project should be known. After the assessment, project interventions should be planned and designed to address the barriers of the GESI target groups. This will involve reviewing the outreach and communication strategy, LRP and SPs selection and training, intervention modalities, resource allocations. Continuous monitoring and evaluation is the fourth step in order to ensure that planned resources have reached women, poor and the marginalized groups. The monitoring formats should be designed such that the changes brought by the project interventions in the lives of targeted groups are captured. These changes or the experiences of learning by doing in each thematic area will be converted into knowledge products (step 5) which will be shared with wider audiences and the community themselves.

5. **Major intervention strategies in SAMRIDDHI**

The goal of SAMRIDDHI’s GESI mainstreaming is to engage and empower poor, women, youths, migrants’ families and marginalised people in accessing the economic opportunities through meaningful participation in the initiatives undertaken by SAMRIDDHI. The proposed GESI strategy considers seven primary areas to intervene at two level, beneficiary level and organizational level. These seven areas of intervention are highlighted below and the strategies are explained in two layers in the table:

1. Maintain diversity: to achieve the inclusive target beneficiaries and diverse working staffs
2. Build up Capacity: to capacitate in accessing opportunities, GESI concerns and build leadership
3. Allocate resource: to channelize the resources (capacity building, loans, grants) to reach disadvantaged people annually
4. Monitoring and Evaluation: to get GESI analysis in the project reporting system through participatory method
5. Information and Knowledge sharing: to develop IEC materials in local languages and dissemination
6. Influence decision: to reach the decision making positions by disadvantaged people and voice their concerns
7. Networking and Collaboration: to partner and reflect learning in wider knowledge pool

The major strategies adopted by SAMRIDDHI in the seven areas are explained in Table....

**Table 2: Primary Areas of Intervention and Major Strategies**

<table>
<thead>
<tr>
<th>SN</th>
<th>Areas for Intervention</th>
<th>At Beneficiary level</th>
<th>At Organizational level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Diversity/Inclusion</td>
<td>• Representation, participation of women and socially excluded groups in all project component activities • Quota as per Macro Guiding Table of representing population distribution of the working districts • Strengthen GESI networks/LRPs for timely</td>
<td>• GESI -determinant criteria for selection of SPs, consultants, facilitators or other partners • Affirmative action in recruitment of new employees</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td></td>
</tr>
</tbody>
</table>
| 2 | Capacity building | • Develop a common understanding on GESI issues among the project beneficiaries  
• Build leadership and technical skills of women leaders, socially excluded members, youths  
• Regular onsite coaching and mentoring support established to support the identified and trained women leaders, members of groups and cooperatives  
• Awareness on Gender Based Violence, Work Place Safety  
• Build a common understanding on GESI issues and mainstreaming the issues in each component, strengthen GESI analysis skills of staffs, partners and service providers  
• Discussion and dialogues on gender issues with the project staffs and partners |
| 3 | Resource allocation | • Products and services under component 1 and 2, especially the grant amounts, should reach women, socially excluded members, youths and migrants proportionately  
• Equal pay for equal work despite of their gender  
• GESI budgeting and auditing  
• GESI screening of AWPB  
• GESI focused studies and publication |
| 4 | Monitoring and Evaluation | • Participatory learning and review  
• Participatory learning and review  
• GESI disaggregated ME system  
• Gender screening in reports, AWPB  
• GESI audit |
| 5 | Information, Knowledge sharing | • Local language is preferred in community outreach activities  
• IEC materials about project activities, resources, opportunities are published and disseminated Knowledge captured are channelized in the community regularly and timely  
• Develop effective communication strategy/Outreach strategy and channels  
• Develop thematic knowledge product in gender mainstreaming |
| 6 | Influence decision | • Executive positions in groups, cooperatives represents women, socially excluded members, youths and returnees  
• PMD process ensures the  
• Management facilitates annual review and learning exercises to reflect the outcome in the decision making process  
• PMD process adopts |
voices and learning of grass root people are reflected  
participatory and inclusive approach in policy dialogue

<table>
<thead>
<tr>
<th>7</th>
<th>Networking and Collaboration</th>
</tr>
</thead>
</table>
| **•** Collaborate with local organizations working in similar issues (MEDEP, WOREC) for sharing and integration of learning | **•** Network and collaborate with national, international forums (online/offline) for sharing of best practices, experiences on gender mainstreaming, gender screening & programmes  
**•** Liaise with UN Women, focal person of Ministry of Women/Child and other institution for GESI policies documentation and dissemination |

However, mainstreaming GESI policy requires pre-requisites within the institution as a commitment for its implementation. SAMRIDDHI institution should adhere following four fundamental keys for implementation of GESI in the project given by GESI strategy of Ministry of Federal Affairs and Local Development (adapted from GESI, 2070, MoFALD and elaborated)

1. **Organizational Commitment** – Positive discriminatory provisions for women and other disadvantaged groups. ‘Zero tolerance’ against sexual harassment to be included in organizational Code of Conduct. Gender sensitive code of conduct adhered by the organization in case of maternity/paternity leave, flexible working hours for nursing mothers, leave preference for indigenous/ethnic groups.

2. **Technical Expertise** – awareness and capacity building of staffs, partners, and stakeholders on GESI sensitivity. Trainings on GESI analytical tools and planning skills. Sharing of GESI responsive policies and practices of GoN, IFAD as well as other national and international conventions.

3. **GESI Accountability** – GESI related establish GESI task force for systematic planning and monitoring, GESI budgeting and auditing. Disaggregated data monitoring system adopted in organizational PM&E system. GESI advisory roles are filled by particular focal person.

4. **Institutional Culture** – promote a friendly working environment. The organization ensures its staffs maintain mutually respectful and cooperative behaviour and enjoys work life balance.
Section II: Operating Guidelines

Mainstreaming GESI in SAMRIDDHI project
1. **Identification of Target Groups for the Project**

The Corridor Potential Market Assessment (CPMA) has identified the 14 supply chain commodities and around 100 local levels (Palikas) for project intervention. The Economic Development Facilitators (EDFs) shall document the pocket areas inhabited by the project defined target groups and orient these communities about the project.

2. **Raise awareness of GESI concerns during Start-up Workshops**

The two-day start-up workshop in district is an opportunity to orient the participants to SMARIDDHI’s GESI commitments to work with disadvantaged groups. This district workshop is represented by the project key stakeholders, District Chamber of Commerce and Industry (DCCI), District Cottage and Small Industry (DCSI), District government agencies, elected leaders of rural and urban municipalities, local journalists, NGOs working in business development and migration issues. Thus, the early session on GESI in these workshops provide context for subsequent discussions on project implementation arrangements.

3. **Communication, Information Strategy**
The communication and outreach strategy must ensure that the intended target groups are well informed about project activities and are motivated to participate. Similarly, the communication channels to be used should be the one which is accessible to the target groups. Print media, community radios, popular FM programs, social sites like FB, local miking, local exhibitions, folk programs, local level networks and organizations can be the medium of information dissemination.

The communication channel must be efficient and effective for SAMRIDDHI as one of the intervention strategy is based on application call (Refer communication strategies of corridor, business development strategy). One of the critical issues regarding communication in SAMRIDDHI is that the language used by general public in 16 working districts is not similar. The terai district uses Maithili, Bhojpuri languages whereas the indigenous people of hill district have their own mother tongue. Thus, PMT can engage with the district implementing partners, ESCs to design joint communication strategy.

Box 4: Points to consider for Communication Strategy

- What language is widely used in the working area?
- Is the message clear? Is the message perceived in the same way by men and women and by different ethnic groups?
- Does the information convey positive or negative message about certain individuals or groups?
- Does the message gender neutral /sensitive? Does it convey gender stereotypes or prejudices?
- Does the message challenge gender inequalities and other form of discrimination? Does it reflect positive impact on promoting equality?

4. Selection of Service Providers (SPs)

Service providers in case of SAMRIDDHI are Business Development Services providers, contractors for infrastructure development works, other institutes for providing financial literacy, migration counselling services, field monitoring and data collection services who can be private institutions, NGOs, cooperatives, micro finance institutes or individuals. The SPs, either for business promotion or other services, must demonstrate commitment to pro-poor action, gender equality and women’s empowerment. The SPs must pay equal labour wage for same work where applicable. These features must be included in the ToR of the contracting parties and targeting and GESI outcomes can be included in the result based contract.

SPs should recruit women to engage with community, to conduct the trainings, to do counselling, especially in context where women are the event participants.

Box 5: GESI Friendly SPs selection

- Ratio of GESI target groups in the institute’s total share and executive committee based on the population distribution of its location
- Service coverage to poor and other disadvantage groups
- GESI policy of the institute
- Activities and incentives to the target groups
5. Capacity building of the implementing agents and beneficiaries

Capacity building in GESI concern involves two distinct categories of participants in the project scope: 1. Implementing agents (staffs, stakeholders, service providers), and 2. Project beneficiaries and their families. Thus, capacity building activities are tailored and delivered as per the need of the participants. However, all types of training and capacity building events from classroom to community visits is in plan with a view to gender sensitivity (Refer Box 6 for details).

Specific trainings and workshops on GESI issues and analysis, approaches and implementation methods are crucial to thematic experts, corridor staffs, implementing partners, key stakeholders like DCCI, local resource persons and SPs. This training contributes in the understanding of gender and social inclusion issues that enhances GESI mainstreaming across project components and achieve socially inclusive project result. However, these trainings are delivered in different groups in different stages on need basis.

| Box 6: Capacity Building on GESI Concerns |
|---|---|---|
| SN | Training | For whom |
| 1 | One day training in village (basic concepts on gender equality and social inclusion, Gender based violence, why it is important, how it is beneficial to all) inbuilt in Financial Education and Entrepreneurship Knowledge (FEEK) Level 2 and School based FEEK | Villagers, potential entrepreneurs |
| 2 | Two days GESI facilitation training (GESI concepts and awareness; field assessments, and analysis and development of action plan) incorporated in start-up package training Review and refresher training in every 2 years | Economic Mobilisation Team (EDF, Supervisors, Officers) |
| 3 | Three days workshop for project staffs and key partners conducted at district level. This will support to assess, reflect and identify gaps and opportunities for GESI Integration, and also assist to develop project and individual level action plans for GESI integration which is to be implemented and tracked annually. | Project Staffs, implementing partners/staff, DCCI, SPs |
| 4 | Entrepreneurs Exposure Visits | Women entrepreneurs and potential leaders including youths, and DAG |

Similarly capacity building of both, direct and indirect beneficiaries at the grass root level is important to aware the community on GESI sensitivity and gain support on disadvantage groups’ empowerment. In support of orientation programs, business motivation class, financial literacy class, trainings specific to GESI issues are the means to pull beneficiaries from targeted and disadvantaged groups. This is one of the means to capacitate and empower the agency of poor, women, youths, Madhesis and other ethnic groups and create a supportive environment to take the leadership.
Box 7: Gender Sensitive and Inclusive Trainings and other Activities

This also applies in the performance evaluation of the Service Providers

Preparation and Planning

- Who are the intended participants in the event?
- Analyse the obstacles that may limit the equal and full participation of poor, women, youths, Madhesis and ethnic groups – security, finance, family obligations, professional duties, social/religious/moral constraints. How may they be addressed?
- Adequate financial and other supportive resources to address the above needs; example-child care, extra arrangements for disables etc.
- Is a man or a woman appropriate as a trainer?
- Is the trainer sensitive and aware of the specific needs of the participants that affects the learning?
- Check if women only sessions are required.
- Is the venue accessible, safe and appropriate for women participants - distance, can accommodate children of mother participants, condition of toilets etc.
- Is the training time and duration suited to women – not in conflict with their other responsibilities like cooking, curfews etc.

During the Training

- Is the trainer delivering the training in local language?
- Is the language understandable by the participants?
- Is the training content meaningful to all participants?
- Does the oral and the written text use non-sexist language? Do the images and examples reflect value of men and women experience?
- Are the teaching methods inclusive and participatory?
- Do the methods encourage equal participation in group discussion, sharing from participant etc.
- Monitoring of distribution of men and women and inclusiveness in each meeting, group, sessions – mixed/diverse, homogeneous group.

Post Training

- Do the final reports, recommendations reflect the GESI issues raised in the discussion?
- Will there be any follow-up to explore how different participants (men, women, dalits, youths etc) are applying the newly acquired skills/concerns?
- The trainee evaluation sheet contains the identification of sex in order to determine which sex meets the expectation of the training.

Extracted from IFAD, Gender, Targeting and Social Inclusion, 2017
6. Documentation progress and learning and knowledge management

GESI should mainstream in the monthly data collection, baseline survey, midterm review, impact assessment, annual outcome surveys that are regular reporting actions in the project. A gender-sensitive monitoring and evaluation (M&E) system that also tracks the monitoring of diversity is the pillar of the progress documentation in SAMRIDDHI. The data collection and analysis of the program performance should base on sex-and age-disaggregated data (SADD) including the diversity of the project districts (Refer Box 7 for the data collection format). This will enable the project to understand and address any negative impacts of project intervention on women and men and among ethnic groups.

Analysis of the SADD data will be complimented by qualitative data like case studies, videos or photographs. The thematic heads, corridor teams and implementing partners leading component 1 and 2 will have separate chapter on GESI with SADD and qualitative back-ups in their regular reports. Most Significant Change (MSC) tools (to be developed later) will be used to track the qualitative information like, empowerment of poor, women, dalits, behaviour change, leadership quality etc.

<table>
<thead>
<tr>
<th>Box 8: SDDA for data collection</th>
</tr>
</thead>
<tbody>
<tr>
<td>For all project activity and goals (Existing RMSEs, New RMSEs, Financial literacy, loans and grants receivers, trainings, workshops, other activity) annual reviews on GESI concerns.</td>
</tr>
<tr>
<td>Poverty level</td>
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<tr>
<td></td>
</tr>
<tr>
<td>Terai Dalit</td>
</tr>
<tr>
<td>Hill Dalit</td>
</tr>
<tr>
<td>Terai Janajati</td>
</tr>
<tr>
<td>Hill Janajati</td>
</tr>
<tr>
<td>Madhesi (Level 2)</td>
</tr>
<tr>
<td>Muslim</td>
</tr>
<tr>
<td>Other castes</td>
</tr>
</tbody>
</table>

SARIDDHI will conduct knowledge sharing among PMO, Corridor, ESC and other partners through regular meeting, workshops and knowledge events. Similarly production of GESI-related knowledge outcomes is important in sharing with wider audience for possible replication and scaling up. For this specific knowledge management tools will be developed for targeting, gender and disadvantage groups. SAMRIDDHI will also publish knowledge products from own implementation learning or other derived learning. SAMRIDDHI will utilize the platform, SAHAYATRI, at optimum level for sharing experiences on best practices and lesson learned in promoting GESI within and across the projects. Further, opportunities of linkages with other gender or social inclusion programmes implemented by national or international agencies remain open.

5SAHAYATRI is a platform of IFAD funded projects in Nepal for sharing experiences and discuss way outs across the projects.
7. **GESI concerns in strategies and guidelines prepared for operation of Component 1 and 2.**

7.1 **Component 1**

Project component 1 holds maximum weightage in overall project outcomes. Thus failing to mainstream GESI in strategies, guidelines and activities of component 1 affects the target. The major actions to address GESI concern under Component 1 are:

1. Preparation of GESI friendly ESC operational manual including staff hiring.
2. The capacity assessment of DCCI must incorporate the GESI lens.
3. HELVETAS should form mobilisation channel or coordination in order to accommodate extreme poor, vulnerable groups like young girls and boys, drop-outs, landless, haruwa-charuwa in the decent employment.
4. Selection of supply chain commodities that can incorporate more poor and disadvantaged groups. The assessments of the commodities should identify the existing situation of women and excluded groups and the investment plan of the commodities must address their concerns to be included in the supply chain.
5. Identify potential women traders or from diverse background to work with the project.
6. The SAMRIDDHI fund grant selection criteria must reserve scoring for poor, women farmers or traders.
7. The Sectoral Development Fund should be invested in infrastructure needs of the poor, women farmers or entrepreneurs. The fund should be invested in technologies that would support women for saving time and labour.
8. Provide opportunity for employment during construction activities and ensure equal wages for women workers for the same work in the contractual agreement with the service providers.
9. Train supply chain team and service providers on working with poor, women and excluded groups.
10. Support women to participate in orientations, meetings, trainings by making the venue of their choice, using local language, local facilitators. Further, two decision making positions in any formal or informal committees formed or re-formed must be reserved for women.
11. Ensure the participation of poor, women, excluded group farmers and traders in the Multi Stakeholder Platform (MSP) and ensure their concerns are raised.
Project component 2 is the main component for channelling remittances into productive investment 
and financial product deliveries. The guidelines to be prepared in this component must have 
separate sections or chapters in order to fulfil the GESI issues. The major actions under component 2 
for GESI mainstreaming should be:

1. Chapter on gender issues in financial education products, FEEK 1, School Based FEEK and 
FEEK 2. Attempts to involve both husband-wife in the financial literacy classes, online for 
migrant families.

2. Support women to participate in meetings, trainings by making the venue of their choice, 
using local language, local facilitators. Further, two decision making positions in any formal 
or informal committees formed or re-formed must be reserved for women.

3. The facilitators for conducting FEEK 2 must be 50 percent women.
4. Identify cooperatives at priority palikas that are managed and operated by women.
5. Provision of separate desk to counsel farmers from poor, women and excluded groups in the financial institutions especially commercial banks.
6. Representation of women farmers or farmers from disadvantaged groups in Grievance Redress Mechanisms (GRM) is compulsory.

### 7.3 Participation in policy dialogue

The project also engages in policy dialogue especially through Platform on Migration and Development (PMD) in district, province and national level for migration related issues. This platform will function to advocate policy reforms that strengthen women’s abilities to develop and manage remittances into productive investment.

In addition, evidences from the field are the strong base to advocate for policy change with regard to gender equality and promote laws to address gender and other imbalance through line ministries. In this regard, there will be review of policy workshop agendas, minutes and its implications to be inclusive. Further, efforts will be made to make the women, youths and disadvantage people to participate in such events and have their voice.
8. Main Elements of GESI Action Plan

The GESI action plan for the Project is based on the areas of GESI intervention described in the first part. Following tables describe the key steps, activities, actors and indicators to measure the achievements and successes.

**Table 3: Key GESI Activities in SAMRIDDHI**

<table>
<thead>
<tr>
<th>Key Actions</th>
<th>Indicator</th>
<th>Target Group/Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop GESI responsive policies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• GESI strategy and guidelines</td>
<td>1. High level of commitment for promoting gender equality and social inclusiveness in SAMRIDDHI</td>
<td>Project Management Office, Corridor Office, ESC, Partners, Service Providers, Facilitators</td>
</tr>
<tr>
<td>• GESI sensitive Code of Conduct for Work Place Safety</td>
<td>2. Achievement of project target for women and excluded groups</td>
<td></td>
</tr>
<tr>
<td>• GESI friendly thematic operating guidelines</td>
<td>3. Number of staff recruited and retained in the team</td>
<td></td>
</tr>
<tr>
<td>• GESI responsive budgeting and GESI auditing</td>
<td>4. Annual GESI Audit report</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Identification of issues and challenges in each component that may hinder the project in meeting its GESI objective and target</td>
<td></td>
</tr>
<tr>
<td>Mapping of poor and targeted families</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Village profile</td>
<td>1. Historically excluded groups and project target groups are identified</td>
<td>PMO, Corridors, Service Providers, AEC/ESC, LRPs, Helvetas</td>
</tr>
<tr>
<td>MSP at village level</td>
<td>2. Participation of families holding Poor ID cards distributed by GoN</td>
<td></td>
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<td></td>
<td>3. Participation of women and excluded groups in specific value chains are explored and addressed</td>
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<td></td>
<td>4. Candidates given priority from the disadvantaged group for vocational and apprenticeship</td>
<td></td>
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<td></td>
<td>5. Number of women/dalit/janjati/backward community/youth groups participate in project activities</td>
<td></td>
</tr>
<tr>
<td>Proportionate representation of the excluded groups maintained during all the assessment and planning activities</td>
<td>1. Population distribution identified during baseline survey and corridor mapping</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Number of women/dalit/janjati/backward community/youths are engaged in business development services, financial and migration related services, vocational trainings and apprenticeship</td>
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</tr>
<tr>
<td></td>
<td>3. Number and type of commodities dominated by women, youth, migrants, DAG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4. Amount of grants accessed by women/dalit/janjati/backward community/youths</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Amount/Number of technology/ investment to address women farmers/traders</td>
<td></td>
</tr>
<tr>
<td>Key Actions</td>
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<td>Target Group/Population</td>
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</tr>
<tr>
<td>Capacity building at beneficiary level</td>
<td>1. Number of women/dalit/janjati/backward community/youths are engaged in business development services, financial and migration related services, vocational trainings and apprenticeship 2. Women, Migrants, Dalit, Janajati, Disadvantage groups and Youth are in the decision making roles of local committees 3. At least two decision making positions reserved for women and making the committee inclusive as much as possible 4. Number of women owned/lead entrepreneurs operating in the market 5. Membership of women, poor, dalit and Janjatis in groups and cooperative increased up to ......% 6. Number of programs, exposure visits by the GESI focal persons and beneficiaries 7. Number of women facilitators to conduct FEEK 2 at clusters</td>
<td>Beneficiaries and their families, potential Entrepreneurs, women and youths leaders,</td>
</tr>
<tr>
<td>Capacity building at institution level</td>
<td>1. Manuals, tools, formats, information dissemination materials 2. Number of participants from project staffs 3. Number of orientation at cluster level 4. Literacy class focusing on Migrants family, women, dalit, janjati, disadvantage groups and youth is made functional 5. Disaggregate data of value chains, literacy classes, vocational trainings and apprenticeship, migration and financial schemes 6. Minimum 33 % out of overall project services reach to women, 40 % to youths, 30 % to migrants 7. Percent of financial schemes, amount of loan reaching number of poor, women, dalit, janjati, and backward community 8. Corridor/component/thematic reports have GESI analysis</td>
<td>PMO, Corridor, ESC, LRPs, SPs</td>
</tr>
</tbody>
</table>
### Key Actions

#### Develop GESI Sensitive PM&E System
- Participatory assessment in annual review and planning

1. Disaggregated data collection formats
2. Data analysis and reporting from GESI perspective
3. No of Women, Migrants, Youth, dalit, janjati, Disadvantage groups, and youth leading new enterprises
4. Change in Role of Decision making at HHs and project level
5. Use of Most Significant Change tool for identification of change through project intervention
6. GESI Audit report, key GESI outcomes and gaps discussed, identified and integrated
7. Activities are included in AWPB based on the identification of need for ensuring inclusion at field level
8. Knowledge Product developed from learning and practices
9. Feedbacks on analysis and findings for decision making and planning
10. No of Women, Migrants, Youth, dalit, janjati, disadvantaged groups, and youth accessing to financial package supported by project

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<tr>
<th>Target Group/Population</th>
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</thead>
<tbody>
<tr>
<td>Project Staffs and partners</td>
</tr>
</tbody>
</table>

#### Use of local language
- In documents/outreach materials
- Training sessions

1. Documents translated to local language
2. Media programs for GESI related activities
3. Local facilitators/SPs

<table>
<thead>
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<th>Target Group/Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beneficiaries</td>
</tr>
</tbody>
</table>

#### Strengthen GESI networks and platforms

#### Policy Advocacy
- Coordination meeting held with different stakeholders
- Issues raised and discussed during different forums, meetings
- Number of issues forwarded for the policy dialogue related with GESI
- Number of workshops, meetings held with different IFAD projects and other institutions
- Learning documented related with GESI perspective in Project
- Number of scaling-up of an activities
- Number of project targeted beneficiaries participated in policy meetings, workshops

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<td>7. Number of project targeted beneficiaries participated in policy meetings, workshops</td>
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<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Project Team, Stakeholders, Policy Makers</td>
</tr>
</tbody>
</table>
9. Institutional Arrangement and GESI Responsibilities

All the project staffs and service providers have to bear equal responsibility to mainstream GESI in their theme. However, a GESI focal person at the centre and corridor level is appointed for accelerating the overall process of project execution. The GESI focal persons at PMO and corridor in coordination with other team members reviews the ToRs, recruitment process and selection criteria to maintain the gender balance working team (refer Box 1 for detail ToR of GESI focal person). The reviews project design has changed the portfolio into Economic Mobilisation Coordinator with a separate economic mobilisation set up as:

1. Economic Inclusion Coordinator (Originally Targeting, GESI Specialist) – PMO
2. Economic Inclusion Officers (no 2) are responsible for GESI concerns– Corridor Office/Helvetas
3. Economic Development Supervisors (no 7)– Hub level
4. Economic Development Facilitators (no 75) – Community Level
5. Women Local Resource Persons/Facilitators (60 percent of the total) – Community level

The Economic Mobilisation Team are given orientation regarding the GESI Strategy and Guideline, Targeting and Economic Mobilization Guideline as guiding principal for project execution. In addition, trainings, workshops and participatory reviews and discussions become regular activity throughout the project duration.

Apart from GESI responsible persons in the project management team, appropriate institutional arrangement is also required at all levels for the implementation of GESI mainstreaming guidelines. The following table clarifies the responsibilities of each institutional structure for mainstreaming GESI in the project:

<table>
<thead>
<tr>
<th>SAMRIDDHI- Institutional Arrangements</th>
<th>Key GESI Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Steering Committee (PSC)</td>
<td>• Review and endorse project related guidelines including GESI operational policy</td>
</tr>
<tr>
<td></td>
<td>• Review and approve annual work plans and budget and ensure that they are GESI-responsive</td>
</tr>
<tr>
<td></td>
<td>• Review implementation process and monitoring project activities from GESI perspective</td>
</tr>
<tr>
<td>Senior Management Team (SMT)</td>
<td>• Review and endorse project related guidelines including GESI operational policy</td>
</tr>
<tr>
<td>Corridor Management Team (CMT)</td>
<td>• Review the annual work plans and budget and ensure that it is gender responsive budget</td>
</tr>
<tr>
<td></td>
<td>• Timely review of the guidelines in order to check that project</td>
</tr>
</tbody>
</table>

Box 1: Responsibilities of GESI focal person

- Develop and implement GESI strategy and action plan for SAMRIDDHI.
- Ensure that GESI issues are incorporated in the project study and review reports, implementation guidelines.
- Ensure that ME system reflects the GESI concerns.
- Ensure the ToRs of the Consultants, SPs and other teams have GESI aspects.
- Ensure the working documents of every component have GESI elements.
- Orient working team on GESI.
- Conduct GESI Audit.
- Guide LRPs for promotion of inclusion and ensure their capacity is enhanced.
### Project Management Team (PMT) including Corridor team

- Develop GESI responsive policies, guidelines, annual plans and budgets
- Capacitate project staffs, line agencies, service providers for developing common understanding of GESI concept and GESI guideline of SAMRIDDHI
- Ensure effective implementation of the GESI responsive activities and facilitate that GESI is a collective responsibility of all project staffs and service providers.
- Promote a balance between women, men and socially excluded groups when hiring staffs by PCU and promote the representation of women and socially excluded groups within the climate vulnerable households in all committees and working groups formed/supported by SAMRIDDHI project.
- Coordinate with participatory DCCIs and ESC management committees for proper implementation of GESI responsive plans
- Ensure timely project Monitoring & Evaluation and progress Reporting in line with GESI perspective

### Procurement Committee

- Review the RFPs, ToRs meet the GESI criteria in line with project GESI guideline
- Evaluate the perspective service providers meet the project GESI guideline and the working team is inclusive
- Procure gender friendly goods and equipment

### Chamber of Commerce and Industries (CCIs)

- Provide GESI lens in the capacity assessment of CCI
- Support and encourage women entrepreneurs/network in the leadership
- Participate to prepare women entrepreneurs specific outreach programs

### Enterprise Service Centre (ESC)

- Maintain the inclusion ratio strictly during enterprise promotion
- Support and encourage women entrepreneurs

### Platform on Migration and Development (PMD) at district and national level

- Coordinate with organizations working in migration sector like Pourakhi, WOREC, SaMi, UNWomen for stronger network to advocate for the policy dialogues safeguarding the migrants including girls and women.

## 10. Conclusion

This strategy document provides a basis for having a uniform understanding of GESI component in SAMRIDDHI project and among its implementing partners. It will create a path for mainstreaming GESI in the project activities. Further, this document will be reviewed at time intervals as per necessity within the project and its partners.
11. References


IFAD. 2017. How To Do, Poverty targeting, gender equality and empowerment during project implementation. International Fund for Agricultural Development. Italy.

IFAD. 2017. Gender mainstreaming in IFAD10. Available at: https://www.ifad.org/documents/10180/d435b239-2ac4-459d-8cbf-00b94aa0e3e9.

Appendices
## Appendix I: Population distribution in the project districts

<table>
<thead>
<tr>
<th>Project Area</th>
<th>District Pop</th>
<th>Women</th>
<th>Percent</th>
<th>Muslim</th>
<th>Percent</th>
<th>Hill Dalit</th>
<th>Percent</th>
<th>Hill Janajati</th>
<th>Percent</th>
<th>Madhesi</th>
<th>Percent</th>
<th>Terai Dalit</th>
<th>Percent</th>
<th>Terai Janajati</th>
<th>Percent</th>
<th>Others</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
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Appendix II: GESI Flow Chart in SAMRIDDHI