

Thematic Learning Sharing Workshop on Gender Equality and Social Inclusion (GESI)

13-14 September, 2018



IFAD funded projects in Nepal initiated a common platform on Gender Equality and Social Inclusion (GESI) thematic group since the December 2013 which aim to enhance the capacity for mainstreaming GESI concerns through a common learning sharing forum and complement each other within the different projects in Nepal. The core members of the group are the gender experts/focal persons of on-going IFAD funded projects and the workshop is organize on rotational basis by these projects where the professionals working with other donor funded projects can also be invited to share their new initiatives and learning for promoting GESI.

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Acknowledgements

I have taken efforts for conduct GESI thematic learning sharing workshop within IFAD funded projects in this time. However, it would not have been possible without the kind support and help of all concern organizations and individuals. I would like to extend my sincere thanks to all of them.

I would like to thank Project Coordinator of ASHA and all Project Leaders of concern projects for their support and encouragement that helped the workshop successful. I would like to express my gratitude to entire ASHA PCU/TSU team for their sincere support. My thanks and appreciation goes to all GESI experts from concerned projects for their active participation, valuable inputs and the efforts that worth this GESI thematic learning sharing workshop a successful event.

I am highly thankful to Ms. Shila Gnyawali, Planning Officer of ASHA for her constant support as well as for taking the discussion note and also for her support in completing this report.

I would like to thank Country Program Officer of IFAD Nepal for his encouragement and support to regularize the workshop. I also like to express my gratitude to Country Program Manager Ms. Louise Macdonald for her presence and encouraging remarks.

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1. Background

IFAD funded projects in Nepal initiated a common platform on Gender Equality and Social Inclusion (GESI) thematic group since the December 2013 which aim to enhance GESI mainstreaming capacities of thematic group within the different projects and develop a common learning sharing forum for capacity building and complementing each other to achieve gender equality, women empowerment and inclusion of poor, marginalized and vulnerable groups as mutual goal of government and IFAD. The core members of the group are the gender experts/focal persons of on-going IFAD funded projects and the professionals working with other organizations and donor funded projects can also be invited to share and promote the learning.

The group organized the first workshop on 4th of April 2014, and regularly being organized the workshop or meeting in half yearly basis. Adaptation for smallholders in Hilly Areas (ASHA) organized a two days' workshop on 13 to 14 September, 2018 at the office premises in Hattisar, Kathmandu.

2. Objectives of the Workshop

The main objective of this workshop was to institutionalize the GESI related best practices for achieving gender equality and social inclusion and goal within IFAD funded projects and strengthen it as a common learning sharing forum for enhancing capacity of gender thematic group. Specific objectives of this workshop were as follows:

- To share the project-wise GESI related initiatives and interventions, key results, good practices and lesson learned;
- To discuss on the replication process of best practices as well as challenges and opportunities;
- To enhance the knowledge on current tools on GESI, e.g. GALS, and BLC
- To develop the key action points, and way forward.

3. Agenda and Schedule

The two day workshop was scheduled coordinating among GESI experts with in ongoing IFAD projects to set the agenda, time and venue. The GESI experts of five IFAD ongoing projects in consultation with IFAD Country Program Officer (CPO) have set the discussion agenda and scheduled accordingly. The program schedule is included in Annex-1.

4. Participants

Altogether 28 staff have participated the workshop. The GESI experts of five IFAD ongoing projects namely, High Value Agriculture Project (HVAP), Improved Seeds for Farmers Program (ISFP/KUBK), Poverty Alleviation Fund (PAF), Rural Enterprises and Remittances Project (RERP/SAMRIDDHI), Adaptation for Smallholders in Hilly Areas (ASHA), Planning officer and technical team from ASHA and Environment Program Consultant of IFAD-Nepal were the fulltime participants of workshop. The Project Leaders from KUBK, PAF and ASHA including IFAD Country Program Officer (Basu Babu Aryal) and Country

Program Manager (Ms. Louise Macdonald) also presented in the opening session. (See the name list of the participants in Annex-2)

5. Technical Session

5.1 Day One

The workshop was facilitated by Ms. Draupadi Subedi, GESI Specialist of ASHA. A short opening session was done on informal setting with the opening remarks from Project Managers followed by the technical session. The detail Day 1 proceeding is as follows:

5.1.1 Opening Session (Welcome, Introduction, and Objectives)

The opening of the workshop was done by reading the banner in a participatory way. A short introduction of all participants was made one by one giving their name, designation, year of experiences.

Welcome remarks was delivered by Ms. Shila Gyawali, Planning Officer, ASHA, she welcomed all participants at first and highlighted a brief history of the Community of Practitioners (CoP) under IFAD Nepal, GESI Thematic Group is one of them, which has been active for last seven years in Nepal, and she emphasized the objectives of workshop: this is the forum for learning sharing in GESI also the continuity of practice; forum for validating the documents prepared by the projects and building confidence among theme. She also rememorizes the coincidence of the event; this event was organized during the period of Teej festival (Nepalese women's festival) last year organized by RERP and the same time this year too. She thanked all Project Heads including ISFP, PAF and ASHA for encouragement and giving their valuable time for this event.

Opening remarks: **1st remarks were delivered by PM, ISFP;** Mr. Kaushal Poudel. He thanked ASHA for organizing the workshop and further suggested thematic specialists to highlight the socially active personality from village, their best job, ideas and practices to motivate others and ease our works, there are several good people in the community, who are doing best with our small support, we have to identify those people and have to felicitate them which ultimately helps us to gain credit of our work and highlight our effort, we have to identify the work process of each other and increase our habits of learning and sharing.

2nd remarks was delivered by ED, PAF; Mr. Nahakul KC. He thanked ASHA for organizing the workshop and IFAD for the initiation of this kind of practice. He further highlighted the good practices within the PAF, social safeguard, safety-net, financial inclusion; 78% of women's participants in key positions. Which are exemplary works of PAF, he strongly recommended to the development projects/program to provide small entrepreneurship and/or employment led program/activities rather than providing subsidized program and activities for rural poor/women and disadvantaged people. He

also recommended all (including PAF) for gender responsive planning and budgeting in their program.

3rd remarks was delivered by PC, ASHA; Mr. Pashupati Nath Koirala, who thanked to IFAD for the initiation of such Community of Practitioners on different theme under IFAD, as it is one of the best practice of IFAD, needs to increase similar learning sharing in other themes as well. He also thanked project leaders for their valuable time and substantial words, he thanked ASHA thematic lead for the initiation in organizing the workshop and other staffs for their support, and he also thanked other project's thematic experts for their support and participation. As HVAP is at almost completing stage, he suggested thematic members to learn more from them in this time and he also wished all the best for successful completion of the workshop. He again thanked all, especially for the project heads for their time for visiting ASHA and for their insightful sharing. Then he suggested continuing the technical session ahead.

5.1.2 Presentation and Discussion- ASHA

First Presentation; Planning Officer-ASHA, Ms Shila Gyanwali presented ASHA Project's overview with lessons learnt, issues/challenges and ways forward; after the presentation, ISFP's PM thanked for the comprehensive presentation, which shows all aspects and status of project. Most of the participants said that ASHA has made remarkable start and wished ASHA for more this years' onwards.

In the meantime, IFAD Country Program Manager (CPM) and Country Program Officer (CPO) joined the workshop, and provided a **Brief introduction of CPM and CPO with remarks and instruction for the participants:**

CPM, Ms. Louise McDonald; she highlighted the importance of the forum like this and how important the outcomes of this workshop to the end users, she further said that the idea of meeting to focused group is really an important not only for sharing/telling a good story but also crucial for exploring, informing and making aware people about their challenges and risk as well. She said that projects have to share the stories from Nepal highlighting the following four areas of changes:

- gender
- youth
- climate and
- nutrition

She encouraged capturing the stories on above themes in the form of video/stories/ info-graphic and so on, which also helps management for right decision. She specially suggested to ASHA for one person can take the responsibilities to share the field realities/learning and based on that we (IFAD) are flexible in implementation and targets, cost table. These can be changed but requires strong justification, only the development objectives and components things difficult to changes. She suggested all to think broad. She also highlighted the financial portfolio of Nepal, and indicated the challenges; lower absorption capacity of the country in structural changed context and less target achievement.

CPO, Mr. Bashu Babu Aryal; he highlighted the history of practice; importance of forum; informed that Nepal's strength in the GESI portfolio within the region, and highlighted commonalities writing less and poor in disseminating our good practices/works, information and knowledge; he indicated our strength, every project has GESI theme; encouraged all to explore and share the best practices, procedure, documents among projects and back up each other. He further encouraged in;

- Contributing IFAD gender desk, IFAD Asia portal, and blogs,
- Highlighting good perspective of ISFP: smart women concept; 79% women beneficiaries etc.
- Assess/track the women's contribution in farming (agriculture, livestock, NRM etc.) and share around world to grasp the worldwide opportunity,
- Recommend ISFP and ASHA to produce at least one stories,
- Organize this learning sharing event at least two in a year,
- Assess the knowledge gap of theme members and link this event as capacity building occasion with the support of UN or other experts,
- All the projects to maintain the disaggregated data as per need of project's log-frame, document stories, up-date both quantitative and qualitative data, and share the statistics table practiced from last year. He further reminded that the documentation and data should be linked with M&E system
- Post the conclusion of the workshop in IFAD Asia portal and take the responsibility by theme leader
- All the participants to ask support from IFAD to capture real stories from the field to disseminate those in head quarter

After the both remarks, technical presentations were continued,

Second presentation; GESI Specialist-ASHA, Ms. Draupadi Subedi presented the GESI dimensions in ASHA Project; The key performance Indicators/targets on log-frame, targeting strategy (Target group eligibility), key interventions, learning/key insights on GESI theme including issues challenges and way-forward. Further, she informed that there will be another presentation of ASHA on the experiences of GALS implementation.

Discussion:

- As per project's target, further disaggregation needed as per vulnerability rank and beneficiaries' ratio disaggregation as per population ratio of project area.
- Participants from PAF expressed to support for vulnerability ranking. Currently, PAF is also working on vulnerability ranking and requested to share the baseline survey report for their knowledge.
- Participants requested to share the gender analysis tools that ASHA practiced.
- Participants requested to assess few issues: the wage rate applied/paid in building community infrastructure (CI) to identify whether there is discrimination in wage rate or not? And asked how the participation of V4 people is ensured/ possible?

They also suggested assessing the status of involvement of V4 people in CI, to be assured whether we do not make them more vulnerable.

- Participants requested support to transform the gender role. GALS may be one of the tools to support to transform the role, in which ASHA practicing through their Social Mobilisers.
- And finally the participants suggested all to keep GESI theme in heart and mind of all thematic lead and suggested to equip with GESI friendly tools and techniques.

5.1.3 Presentation and Discussion- HVAP

Third presentation; Gender and Group Development Expert-HVAP, Ms. Renuka Rai delivered the presentation: Reflecting why HVAP values working on GESI: The strengths, approaches, interventions, results, issues and exit strategy.

Discussion:

- Participants requested to share the practice of GESI sensitive M&E in HVAP,
- Good practices, lessons learnt: good practice for inclusion in HVAP is PIF (Poverty inclusion fund); 100% grant up to 3 lakhs for ultra-poor, which ensure the participants of ultra-poor
 - Intersectionality is done in during assessment (data collection and analysis), which is urgent in other projects too
 - Producer Organization's (PO) profile has prepared, 18% of POs are still poor and as an exit strategy graduation plan has been prepared for poor POs
 - Business Literacy Class (BLC) is introduced later in Project Design Report and invested more than 56 million NRs. in BLC.
 - Producers bargaining capacity has been enhanced through BLC and PO
 - Male are being more supportive by seeing increased women's income
 - For effective NGO mobilization; there should be assigned a NGO focal person, developed a clear NGO mobilization guideline, preparation of monthly plan and progress review should be needed with strict monitoring mechanism.

5.1.4 Presentation and Discussion- KUBK

Fourth presentation; GESI Advisor-ISFP(KUBK), Mr. Udaya Bahadur Paudyal has delivered the presentation: GESI Initiatives in KUBK-ISFP; Introduction and project status, GESI initiatives, issues, learning, best practice and way forward.

Discussion:

- Achieved good results in overall project beneficiaries: 79% women and 17% Dalit % against project log-frame target as 50% women and 12% Dalit. A little bit less progress in Janjati beneficiaries which is achieved 23% against 26% log-frame target. However there are still the issues of untouchability that the Dalit's involvement as entrepreneurs is less in Dairy Cluster.

- The role of partner organizations is crucial to increase participation of target groups: social mobilization of Heifer is very strong that support to achieve good result in KUBK,
- Only the GESI friendly Grant Guideline can support to poor farmers: 2 years of maturity of the farmers' group is a barrier for poor farmers to receive grant,
- Dalits and Janajatis have less access to information and the service so that less numbers of Dalits and Janajatis being success to receive Micro grant and PMO grant. Only the clever farmers groups can approach.
- Participants were interested about the smart women selection criteria of KUBK, so he was committed to share the smart women selection guide line.

5.2 Day Two

Day two was started from short recap of 1st day including the review the action plan of previous workshop of 2017, disaggregated data up-date and sharing the GESI related various guidelines and documents. Technical sessions were continued after short review of day one.

5.2.1 Presentation and Discussion- RERP

First Session of Day 2; Economic Inclusion Coordinator-SAMRIDDHI, Ms. Kalawati Rai delivered the presentation: Overview of the Project, RERP design revision, CPMA Findings, Economic mobilization, Targeting Strategy, Workplace safety and Challenges.

Discussion:

- Inclusion and Mobilization is reorganized as a new component from project design report revision.
- Good practices and lessons learnt: Two days GESI sensitization workshop organized for all staff,
- As a huge staffing structure at field level, there can be arisen challenges of work place safety and monitoring so that preparation of grievance handling guideline is initiated and formed a grievance handling committee.
- Discussion/feedback and commitment: participants suggested to review the NRA grievance handling guideline, which is good enough to follow.
- There is also discussed on the challenges of balancing market led approach vs. targeting poor clusters. Participants suggested that Karnali Rojgar Karyakram has developed a good guideline for community based targeting we also can practice by customizing our project need.
- Participants from PAF shared about their social assessment format for targeting and she committed to share their Social Assessment Format among participants.

5.2.2 Presentation and Discussion- PAF

Second Session of Day 2; Social Safeguard and Gender Specialist-PAF, Ms. Subarna Pandey was delivered the presentation on Gender and Social Inclusion in Poverty Alleviation Fund (PAF); she shared 78% women beneficiaries is very high and well

reflected achievement; PAF has well maintained household (hh) level information of 10 lakh hhs and distributed 1300 million NRs (13 Arab) of revolving fund;

- Each loan product of revolving fund has been able to create 1.7 person jobs,
- Livestock remained the most (68%) contributor in employment creation,
- PAF has conducted comprehensive impact evaluation and other various studies which point out that PAF has done justice to the very poor HHs and highly women and poor led composition in most of the Community Organizations (COs),

Discussion:

- Participants were interested in targeting strategy and she committed to share community based targeting guideline, social assessment format and Karnali Rojgar Karyakram TA guideline.

5.2.3 Video documentary sharing- BLC classes as a good practice from HVAP

Third session of Day 2; was about sharing the video documentary prepared by HVAP on Business Literacy Classes (BLC) and its impact on gender and social inclusion aspect including women empowerment: the video documentary is success to capture good initiatives and learning which was copied by all participants.

5.2.4 Presentation of new initiatives- learning from GALS in ASHA

Fourth Session of Day 2; was about the sharing of Gender Action Learning System (GALS). GESI Specialist, ASHA delivered a presentation on GALS practice in ASHA Project covering a short introduction, principles, and background of GALS in ASHA, tools discussed and practiced during training, learning form the delivered training events, and future plan of field practices.

Discussion:

- Participants were interested on more discussions about tools and discussions made focusing on the objective and outcome of each tool i.e. first vision of happy family life, vision journey, gender balance tree, gender justice diamond, empowerment leadership map and multi-lane highway action plan in short.
- RERP shared that the project has reorganized as a new component of Inclusion and Mobilization through revising project design report. The envision of delivery mechanism of this component is mainly household methodology/practicing GALS tools.
- At the end of discussion GESI Specialist of ASHA committed to provide the support to RERP or others in GALS practice, if projects' need support. Simultaneously, RERP can organize training to GESI specialists for IFAD funded project in Nepal as a capacity building event for further learning and support.

5.2.5 Preparation of Action Plan

Fifth Session of Day 2; was about the Action Plan preparation. After discussion, all the participants were expressed their views and committed to do the following action plan:

What	when	Responsible
Next workshop	February, 2019	KUBK
Data compilation/update	Within 2 weeks	All projects
Gender Auditing/GRB Capacity Building	February, 2019	KUBK (1 day session inbuilt in the next workshop)
Knowledge base feminist research epistemology	February, 2019	KUBK (1 session inbuilt in next workshop)
ToR of GESI Theme Team		Renu (HVAP)
Provides News to Publication/ IFAD Gender Newsletter	Regular	All projects
GALS Training among GESI specialists/Planning Officer	January, 1 st week	RERP
Prepare GESI code of conduct and post in office premises	up to October	All projects

5.2.6 Closing of the workshop

At the end of all presentations and discussions of technical sessions, a short closing session was accompanied giving thanking note and appreciations to the participants. Planning Officer- ASHA, Ms. Shila Gyanwali thanked to all for their active participation, sharing their valuable experience, expressed commitment and entire effort for mainstreaming GESI under IFAD projects in Nepal. She requested all to put effort to make this theme really a crucial theme within the project. She further requested for timely organizing the next workshop by ISFP-KUBK at the scheduled time.

Annex-1: Workshop Program Schedule

Thematic learning sharing Workshop on Gender Equality and Social inclusion (GESI) Program Schedule

Venue: ASHA, Project Coordination Unit, Kathmandu **Date:** 13-14 September, 2018

Day one: 13 Sept, 2018		
Time	Agenda	Responsibility/Remarks
Opening session		
10:00-11:00	<ul style="list-style-type: none"> • Welcome and introduction • Objectives of the workshop • Opening Remarks- PMs (KUBK, PAF, ASHA and CPO IFAD Nepal, ASHA) 	Overall facilitation-GESIS/ Welcome- PO, ASHA
11:00-11:15	Tea break	
Presentation and discussion session		
11:15-12:30	ASHA, Project Overview	ShilaGyawali
12.30-13:45	ASHA, Presentation and discussion	Draupadi Subedi
13:45-14:30	Break for Tea & Snacks	
14:30-15:30	HVAP, Presentation and discussion	RenuRai
15:30-15:45	Tea break	
15.45-17:00	KUBK, Presentation and discussion	UdayaPaudyal
17:00-17:15	Summarization and end the day one session	Draupadi Subedi
Day two: 14 Sept, 2018		
10:00-10:30	Short reflection of day one	All participants
10:30-11:45	RERP, Presentation and discussion	KalawatiRai
11.45-12:00	Tea break	
12:00-1:00	PAF, Presentation and discussion	SubarnaPandey
1:00-1:45	Break for Tea & Snacks	
1:45-2:45	Video Documentary sharing from HVAP (Lesson learned)	Sharada Sherpa
2.45-3:00	Tea break	
3.00-3:30	Sharing GALS initiative for bringing change effectively in the grassroots (lesson learned)	Draupadi Subedi
3.30-4:30	<ul style="list-style-type: none"> • Action plan preparation • Closing 	All participants

Outline for Project Learning Presentation

- GESI specific interventions, key results, innovations, good practices and challenges.
- Major procedures/methodologies for mainstreaming GESI.
- Knowledge products (case studies, stories, flyers, pictures, videos etc.).

Annex-2: Name list of the participants

S/N	Name	Designation	Organization	Contact number
1	Pashupati Nath Koirala	Project Coordinator	ASHA	9851161324
2	Sharada Sherpa	S. Inclusion Expert	HVAP	9858070142
3	Udaya Bdr Paudyal	GESI Advisor	KUBK-ISFP	8957021927
4	Shila Gnyawali	Planning Officer	ASHA	9851206504
5	Nahakul K.C.	Executive Director	PAF	9851215633
6	Kaushal K. Paudel	Program Manager	KUBK-ISFP	9851191803
7	Ramesh Maskey	KM specialist	ASHA	9851152508
8	Prakash Chandra Tara	Livestock Specialist	ASHA	9841817005
9	Shrikant Adhikari	Agri. Specialist	ASHA	9851210033
10	Subarna Pandey	Social Safeguard & Gender Expert	PAF	9841225069
11	Pushpalata Gharti	Portfolio Manager	PAF	9843065980
12	Nirajan Khadka	EPC	IFAD	9845164298
13	Kala Rai	Eco. Inclusion Co.	RERP	9841265166
14	Renuka Rai	GESI & GD Expert	HVAP	9841890372
15	Akash Upadhyaya	Engineer	ASHA	9851066912
16	Deepak Bdr Chand	Forestry Specialist	ASHA	9858752345
17	Birendra Bdr Chand	PME Specialist	ASHA	9869578608
18	Anil Dhungana	Account Officer	ASHA	9851187492
19	Sujata Dahal	Admin Assistant	ASHA	98549652936
20	Nilu Maharjan	CO	ASHA	9841882257
22	Nikhat Khatun	OA	ASHA	
23	Samip Karki	CO	ASHA	9843706756
24	Safal shrestha	Comm. Officer	ASHA	9851040678
25	Draupadi Subedi	GESI Specialist	ASHA	9851125312
27	Engila Misra	Climate Change Specialist	ASHA	9841184089
28	Bashu Babu Aryal	CPO	IFAD Nepal	9841240705
29	Louise McDonald	CPM	IFAD Asia	

Annex-3: Some photo clips



