

GENDER EQUALITY AND SOCIAL INCLUSION (GESI)

ANNUAL BRIEFING PAPER 2023

“There is a Greater Need of Gender Equality, Disability and Social Inclusion and, Intersectionality Approaches in the Development Sector.”



GENDER EQUALITY

Gender equality is the state or condition that affords women and girls, men and boys, equal enjoyment of human rights, socially valued goods, opportunities, and resources. It includes expanding freedoms and voice, improving power dynamics and relations, transforming gender roles and enhancing overall quality of life so that women and men could achieve their full potential.



SOCIAL INCLUSION

Social inclusion seeks to address inequality and/or exclusion of vulnerable populations by improving terms of participation in society and enhancing opportunities, access to resources, voice and respect for human rights. It seeks to promote empowerment and advance peaceful and inclusive societies and institutions.



DISABILITY INCLUSION

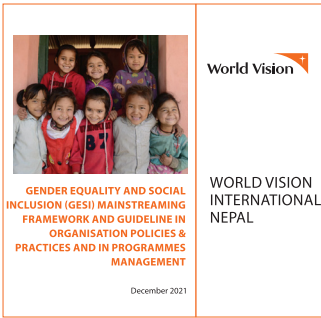
Disability Inclusion is part of our overall gender equality and social inclusion approach, as a vital part of social inclusion programming. Our work on disability inclusion also considers how intersectionality, gender and other social norms impact the situation for persons, children with disabilities.

WVI Nepal has prioritised Gender Equality, Social Inclusion (GESI) and disability inclusion as cross-cutting issues. A diverse workforce aligns with World Vision's core values and strategic goals. The core value "We Value People" articulates the organisation's commitment to the equal worth and dignity of all people. WVI Nepal has already articulated its commitment to diversity and inclusion through various policies such as "equal opportunity policy" in order to provide equal employment and advancement opportunities to all individuals, Employment decisions are based on merit,

qualifications and abilities of applicants and employees, and on the operational needs of WVI Nepal.

During the course of this commitment, we also have faced a few challenges. While we remain committed to GESI and making a more inclusive culture including promoting women leadership, this year we are standing at 36% of women ratio in our total workforce (which is 3% more than what we had last year). There has been a great challenge to find a good balance in our workforce ratio at the leadership level (both SLT and Managers) where we have only 26% women representation. This is something we have been considering and are committed to see how we can gradually address while following our guiding principles.

1 POLICIES AND SYSTEMS



a. GESI Mainstreaming Framework and Guideline, 2021

This document provides both Framework (what, why) and Guideline (how) to mainstream Gender Equality and Social Inclusion (GESI) in the organisation policies and practices, and in

programme management (design, implementation, monitoring/reporting and evaluation). This GESI Mainstreaming Framework and Guideline is also WVI Nepal's approach to contextualize World Vision International (WVI) GESI Management Policy in addressing GESI as key drivers of child vulnerability and was approved in July 2021. It aims to provide basic understanding on GESI to all staff, and to equip frontline staff in applying a GESI lens across programming.



b. Partner NGO's Annual GESI Assessment

WVI Nepal conducts all partner NGO's GESI capacity and risk assessment on an annual basis. A tool of assessment has been developed for measuring the opportunities and risks of GESI mainstreaming and integration at implementing partner's level. PNGO staff, board members, GESI

and safeguarding focal person are the key informants during the assessment. The tool applies a consultative process which reflects upon areas of strength, areas for improvements, existing capacity, team composition and future planning for better integration and mainstreaming of GESI approach. This process also develops annual GESI plan of actions for individual partner NGOs.

c. GESI Self-assessment

The aim of this Gender Equality and Social Inclusion (GESI) Assessment was to assess and identify the existence and strength of GESI mainstreaming in organizational policies and programmes and potential for incorporating GESI into organizational policies, programme and plans. The assessment was focused in the following areas: i) GESI within Strategies, Policies, and Priorities; ii) Capacity for GESI; iii) Resourcing and Advocating for GESI; iv) GESI within Programming and v) Organizational Culture. The GESI self-assessment process conducted in 2023, has recommended a series of actions which have been reflected and endorsed by WVI Nepal as organizational commitment for upcoming years.

d. GESI Analysis in New APs (Dailekh and Jajarkot)

WVI Nepal has initiated the practice of conducting a GESI analysis before designing new area programmes

to integrate GESI across all thematic areas. The major objectives of the analysis are; to identify the social construct in terms of gender, ethnicity, culture, class, caste, age and disability; to get information of social intersectionality and its impact, and social inclusion status of vulnerability; to get information on roles of women and men at different levels in policies, programs and projects; to identify women, men, girl and boy's access to and control over resources, materials and non-material benefits of society; to identify gender-specific needs, to seek and articulate the viewpoints of women and men and make their contribution a critical part of developing programs and projects; to promote women and girls' participation and engagement in community, political and economic life for transformative change; and to generate strong programmatic need identification and recommendation. **WVI Nepal anticipates to continue the practice of GESI analysis for all new APs in future as well.**

2 NON-DISCRIMINATION AND EQUAL OPPORTUNITIES

WVI Nepal is committed to provide non-discrimination and equal opportunities for its staff members. It is also committed to **enhance equitable work environment for women, men and person with disability.** To address the objective, WVI Nepal is in the process of launching a flexible-hour and diversity and inclusion policies which will be endorsed and functional by 2024.

3 ADDRESSING HARMFUL POWER IMBALANCES

a. Female Strategic Advisory Board (FSAB)

FSAB is a structure that provides opportunities and platform to the women staff of WVI Nepal to exercise their leadership skills. Originally, it served as the sounding board for the new country strategy (2021-2025) development process for Strategy Task Force team and SLT to ensure relevant Gender Equality and Social Inclusion (GESI) aspects incorporated in the country strategy. From that period, **FSAB has been providing more advices and recommendations to SLT on GESI-friendly organization policies and practices.** With the completion of the new country strategy development (and currently in active implementation), the role of FSAB has remained relevant and strategic in providing ongoing GESI aspects in organization policy, practices and programs.

b. GESI Talk

The concept of GESI Talk started from 2021. The talks debrief and brings various GESI related concepts, policies and provisions, and behavioural and technical issues into discussion with all staff. The sessions are organised and facilitated through Monday Value Conversation as **GESI Talk** in a monthly basis. Staff members have acknowledged the efforts that FSAB has put to disseminate GESI related discussion points through **GESI Talk.**

c. Power Talk

To meet the Gender Equality and Social Inclusion (GESI) targeted principles and approaches, World Vision International Nepal continued having “**Power Talk**” speaker series. The series engaged Female Strategic Advisory Group Members along with all staff members from NO and FOs. The ‘Power Talk’ series of the period focused on the leadership discussions, transformative change approaches, mental and physical wellbeing of development practitioners. All the talks physically involved International colleagues and Leaders from WVI regional and global centre.

d. GESI Focal Points

WVI Nepal has initiated to assign a GESI Focal Point at each field office and partner NGOs. All the GESI Focal Points (GFP)s have been nominated by their teams and partners respectively. Staffs who are already serving WVI projects/programmes at field offices and partner NGOs have been selected and given the responsibility of GFP. A GESI Focal Point (GFP) is a staff member who is: a) committed to learn about and contribute to addressing differential impacts based on gender, disability, and age as part of their office’s work; b) willing to take responsibility for sharing information, materials and generating discussion about the GESI-related issues; and c) able to lead their office in GESI Policy Implementation. A GESI Focal Point does not necessarily need to be a gender, disability inclusion or social inclusion expert. But a pro-active staff member who is GESI sensitive and seeks for better organizational culture, behaviour and practices could perform the role. WVI Nepal has contributed on building minimum capacity of GFPs on GESI related components so far. **The organization remains committed to enhance their core technical capacity on GESI in the near future.**

4 GESI MAINSTREAMING AND INTEGRATION

a. Design

All the **concept note and proposal documents have been reviewed** through Gender Equality and Social Inclusion (GESI) lens during the period.

b. Implementation

Projects and APs have stronger Gender Equality and Social Inclusion (GESI) **awareness and sensitivity of mainstreaming and integration.**

c. Monitoring and Reporting

Mid-term review of country strategy has been conducted during the period. The process has aligned strong Gender Equality and Social Inclusion (GESI) components for review and reflection in all technical programme and core project models. Appropriate changes and modification has been made to achieve **better results of GESI mainstreaming and intersectionality approaches.** Semi-annual and annual reports including all Grant and PNS reports have been reviewed through GESI lens to showcase the inclusive programming that WVI Nepal is implementing.

5 GESI COMMITMENT THROUGH CULTURE AND SYSTEM

a. Establishment of Relax Room

Lactation room was already established in WVI Nepal. However, the organization felt the need of a resting room for all which could be used as lactation/resting room for both women and men. As the room has reformed, it has provided a good space for staff members to have rest and breaks whenever they need. **It has established the organizational culture of inclusive staff care.**

b. Accessibility Assessment for Gender and Disability

World Vision International Nepal has the **basic measures of building accessibility such as ramp and elevator.** Additionally, wheelchair accessibility has also been assessed. The assessment has provided a set of recommendation for the SLT to implement which has been already endorsed by SLT. Like in NO, East Field Office (EFO) has also conducted the similar assessment which also included DRM perspective of office building. Remaining field office is also instructed to conduct the assessment so that all WVI Nepal offices have the minimum standard of inclusive and assessible workplace.

6 PARTNER NGOS

a. Capacity Building

WVI Nepal has conducted a series of trainings and orientations for its field office colleagues and partner staff around Gender Equality and Social Inclusion (GESI) concepts, mainstreaming and integration, GESI outcome reporting and monitoring etc. The consultative process of the annual GESI assessment itself was an opportunity of capacity building to the partner NGOs.

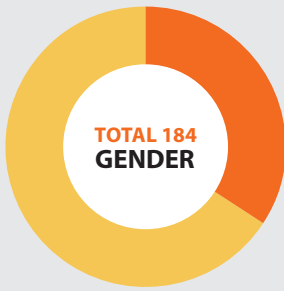
b. GESI Mainstreaming Approaches

All the capacity building initiatives have focused and streamlined with GESI Mainstreaming Framework and Guideline. **The guideline has been developed focusing on the partner NGOs who are the community and district level representatives of WVI Nepal programming.** This has created a positive environment for GESI mainstreaming and integration in WVI Nepal programming.

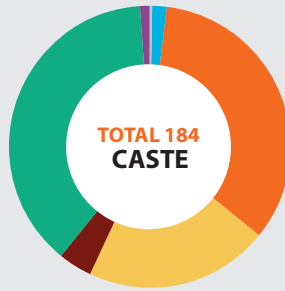
c. Policy and Provisions

WVI Nepal is committed to support on contributing to partner NGOs policies and provisions specially around protection, safeguarding, Gender Equality and Social Inclusion (GESI) and Prevention from Sexual Exploitation and Abuse (PSEA).

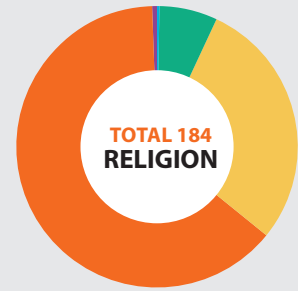
YEAR 2021



Female, 63, 34%
Male, 121, 66%

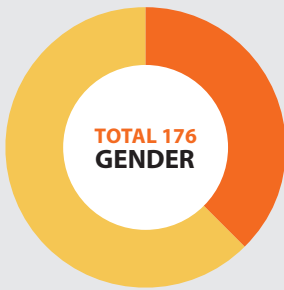


Brahmins, 62, 34%
Chhetris and Thakuris, 39, 21%
Hill Dalit, 7, 4%
Janajati, 70, 38%
Madeshi, 2, 1%
Muslim, 1, 0%
Other, 3, 2%

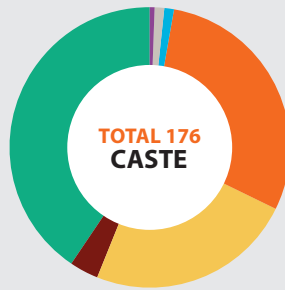


Buddhist, 12, 6%
Christian, 53, 29%
Hindu, 117, 64%
Muslim, 1, 0%
Other, 1, 1%

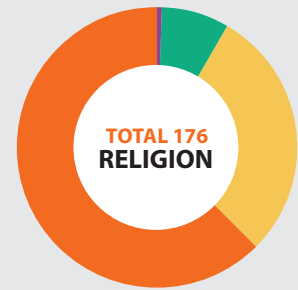
YEAR 2022



Female, 66, 37%
Male, 110, 63%



Brahmins, 52, 30%
Chhetris and Thakuris, 42, 24%
Hill Dalit, 6, 3%
Janajati, 71, 40%
Madeshi, 2, 1%
Muslim, 1, 1%
Other, 2, 1%

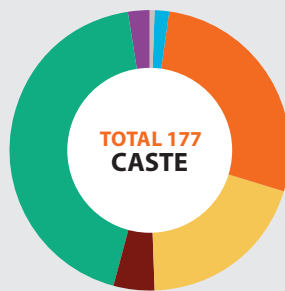


Buddhist, 14, 8%
Christian, 51, 29%
Hindu, 110, 62%
Muslim, 1, 1%
Other, 0, 0%

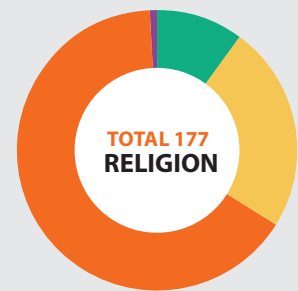
YEAR 2023



Female, 66, 37%
Male, 111, 63%



Brahmins, 49, 28%
Chhetris and Thakuris, 35, 20%
Hill Dalit, 8, 4%
Janajati, 77, 43%
Madeshi, 4, 2%
Muslim, 1, 1%
Other, 3, 2%



Buddhist, 18, 10%
Christian, 42, 24%
Hindu, 116, 65%
Muslim, 1, 1%
Other, 1, 1%

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