

FIVE YEARS OF CHANGE



Advancing Gender Equality, Disability, and Social Inclusion (GEDSI)

World Vision International Nepal advanced Gender Equality, Disability, and Social Inclusion (GEDSI) from a foundational stage to becoming a leading organization within last five years. We started with a GESI focus for the five-year strategy and developed into GEDSI with an increased focus on disability inclusion since 2024. Starting with the refinement and rollout of the GEDSI mainstreaming framework, staff and partner capacity building, and early integration into projects, WVI Nepal progressively embedded GEDSI across policies, grants, and programmes. Key achievements

include country-level GEDSI assessment, partner organizations GEDSI capacity enhancement, inclusive workplace practices, digital monitoring tools, disability mapping, local government GEDSI action plans, and strong partnerships with disability organizations and networks. By 2025, WVI Nepal successfully transitioned from **GEDSI-sensitive to GEDSI-responsive programming**, ensuring equity and inclusion are systematically applied, measured, and sustained across communities, systems, and policies.

FISCAL YEAR 2021

In the first year of the strategy, WVI Nepal focused on laying the foundation for stronger GESI integration. The GESI mainstreaming framework was refined through leadership feedback and submitted to Senior Leadership Team (SLT) for endorsement, setting the stage for greater accountability across programmes.

Partners and staff began strengthening their capacity through targeted trainings and orientations, particularly under the SIKAI project. These early steps equipped field teams and PNGOs with practical knowledge to start embedding GESI concepts into their work.

Initial integration efforts took root in projects like SIKAI, HDPP, and TAYAR, where support was provided to address data gaps, prepare GESI-sensitive deliverables, and foster inclusive planning.

Monitoring practices also progressed, with field reflections and success stories gradually feeding into wider organizational discussions creating space for learning and adaptation.

At the same time, WVI Nepal gradually became intentional for Female Strategic Advisory Board (FSAB) engagement, the TAYAR GESI Working Group, and regional platforms, steadily positioning itself as an emerging voice for equity and inclusion.

HIGHLIGHTS- FY2021

Foundation Strengthened

The GESI mainstreaming framework was prepared to be developed.

Capacity Need Identified

Partners and staff's capacity needs on GESI was identified.

Early Integration Across Projects

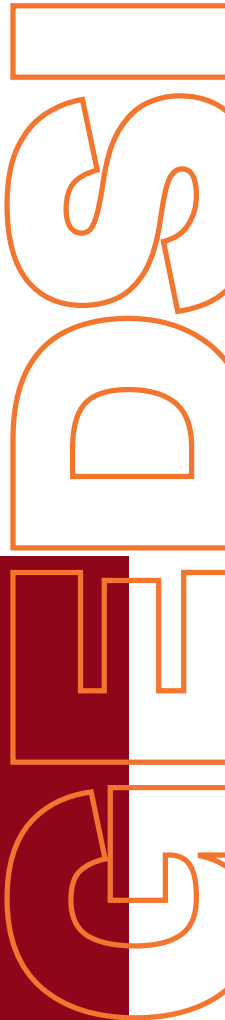
Initial GESI application took shape in SIKAI, HDPP, and TAYAR, focusing on data gaps, inclusive planning, and GESI-sensitive deliverables.

Monitoring and Learning Advanced

Field reflections and success stories started feeding into organizational discussions, fostering a culture of evidence-based adaptation.

Leadership Enhancing

WVI Nepal's internal committee, FSAB steadily positioned for progress.



FISCAL YEAR 2022

The GESI mainstreaming framework was finalized, shared with all staff, and uploaded to the intranet. It ensured GESI standards were applied across all projects and programmes, with detailed orientations for field teams and partners planned. The learnings from regional and global forums were also integrated into the framework.

Eight partners in West Field Office (WFO) were assessed for GESI capacity, policies, and culture using a new assessment tool, which was also scheduled for application in eastern and urban areas. Findings guided tailored capacity-building plans. Regular feedback on GESI monitoring and reporting was provided to field offices.

The GESI Talk Series, endorsed by SLT, began through Monday Value Conversations to strengthen organizational culture and leadership on inclusion. Regular GESI and safeguarding orientations were also planned.

GESI perspectives were integrated into new proposals (Disability Inclusion Project, Global Affairs Canada project, ECHO HIP), and strong support was provided to the SIKAI project, including training, outcome reporting, and finalization of its GESI Operational Guideline.



FISCAL YEAR 2023

In FY2023, WVI Nepal advanced GESI integration across policies, programmes, and workplaces. The Most Vulnerable Children (MVC) marker system expanded from 14 to 24, strengthening child protection and resilience. A country office level GESI self-assessment generated short, mid, and long-term action plans that were formally endorsed. New resources including a policy brief, briefing paper, and e-learning course for partner NGOs were developed, while workplace inclusivity was promoted through flexible hours, diversity policy revision, and accessibility assessments.

GESI perspectives were embedded in major grant proposals to USAID (former) and UNDP, and a focused GESI analysis in Jajarkot's Nalgaad AP informed tailored outcomes. Annual capacity and risk assessments with Partner NGOs (PNGOs) supported partner progress on inclusion. At the national level, WVI Nepal contributed to Multi-Sectoral Nutrition Program (MSNP-III) planning on women and children, earning government recognition. The FSAB structure was also transitioned into a more inclusive G-SAB, strengthening governance on equity.

Field interventions brought measurable results. In Urban Programme Office (UPO), women led most Producer and Saving for Transformation (S4T) groups, with notable gains in household decision-making and girls' empowerment. In WFO, WVI Nepal handed over a provincial Children's Regulation, campaigned against child marriage, and supported municipalities in drafting strategies to end it. In East Field Office (EFO), nearly eight thousand producer group members-73% women-boosted incomes by 30%, while more than five thousand S4T members strengthened household saving practices.

HIGHLIGHTS- FY2022

Framework Institutionalized

The GESI framework was finalized, shared with all staff, uploaded to the intranet, and enriched with regional/global learnings.

Partner Capacity Assessed

Eight WFO partners were assessed on GESI capacity with a new tool, guiding tailored capacity-building plans.

Culture Shift Initiated

The SLT-endorsed GESI Talk Series began, embedding inclusion into organizational culture and leadership.

Field Support Strengthened

Regular feedback and safeguarding orientations were planned to enhance GESI practice at the field level.

Integration in Projects

GESI was embedded into new proposals and the SIKAI project through training, reporting, and operational guidelines



FISCAL YEAR 2024

HIGHLIGHTS- FY2023

Strengthened GESI Systems

Expanded MVC marker from 14 to 24, conducted a nationwide self-assessment, and rolled out endorsed action plans, ensuring stronger GESI integration across policies and programmes. E-learning course on GESI and disability inclusion was developed and placed in WV e-campus platform.

Workplace Inclusion Advanced

Promoted flexible hours, diversity policy development, and accessibility assessments, creating a more inclusive organizational culture.

Mainstreamed GESI in Grants & National Policy

Embedded GESI in major proposals (USAID (former), UNDP) and influenced MSNP-III planning on women and children, gaining government recognition.

Field-Level Empowerment Achieved

Women-led groups in UPO and WFO drove progress in decision-making, income generation, girls' empowerment, and child marriage prevention strategies.

Stronger Governance & Partnerships

Transitioned Female Strategic Advisory Board (FSAB) into inclusive GEDSI Strategic Advisory Board (G-SAB), strengthened partner capacity and risk assessments, and supported municipalities and producer groups for sustainable, equitable outcomes.

In 2024, World Vision International Nepal fully integrated Gender Equality, Disability and Social Inclusion (GEDSI) across its programmes, policies, and operations. A new guideline was introduced to ensure the intentional inclusion of children with disabilities in the Sponsorship Programme, reflecting WVI Nepal's deepened commitment to the most vulnerable children.

This year marked a shift towards digital solutions with the launch of a GEDSI capacity and risk assessment tool linked to a dashboard for tracking progress. Twenty-nine partner NGOs were assessed using this tool. A GEDSI training manual in Nepali was developed, and a bilingual e-learning course is set to launch in FY2025. GEDSI inductions, ToT, and Power Talks further strengthened the skills and awareness of staff and partners.

WVI Nepal provided holistic earthquake response in Jajarkot and Bajhang, supporting affected children and families with psychosocial care, nutrition, and dignity kits. Disability mapping across 26 municipalities identified over 12,000 people with disabilities, leading to the distribution of assistive devices in collaboration with local governments. Two new Area Programmes in Banke district were launched, informed by comprehensive GEDSI and disability analyses. The *Sikai* Plus Project advanced women's economic empowerment and inclusive education in Madhesh.

For the first time, WVI Nepal partnered with a specialized disability organization to strengthen technical expertise. The Channel of Hope-Gender training was piloted with faith leaders to address harmful norms, while all offices were upgraded for accessibility. These innovations reflect WVI Nepal's ongoing commitment to breaking barriers to inclusion.

At the national level, WVI Nepal co-coordinated the Association of International NGOs (AIN) GESI Working Group and joined the AIN Disability Working Group. Its GEDSI work has been recognized and appreciated at both regional and global platforms, reinforcing its position as a leader in advancing equality, disability inclusion, and social justice in Nepal.

HIGHLIGHTS- FY2024

System-wide GEDSI Integration

GEDSI was embedded across programmes, policies, and operations, with new guidelines ensuring children with disabilities are intentionally included in Sponsorship.

Digital Tools & Learning Resources

A GEDSI assessment tool with a live dashboard was rolled out with 29 partners, alongside a Nepali manual and a bilingual e-learning course for wider capacity building.

Inclusive Response & Disability Mapping

Earthquake response in Jajarkot and Bajhang reached vulnerable families, while disability mapping in 26 municipalities identified 12,000+ people, leading to assistive device distribution.

Projects & Partnerships for Inclusion

New Area Programmes in Banke and the Sikai Plus Project advanced women's empowerment and inclusive education, supported by partnerships with disability organizations and faith leaders.

Wide Recognition

By co-leading the AIN GESI Working Group and joining the AIN Disability Working Group, WVI Nepal gained wider recognition as a leading organization in inclusion, justice and disability inclusion.

FISCAL YEAR 2025

WVI Nepal has embedded GEDSI into its new country strategy, project models, and planning frameworks. This ensures that equity and inclusion are not just one-time activities but are systematically applied in all programs, grants, and emergency responses.

At the local level, all the municipalities that WVI Nepal is working with developed GEDSI action plans with WVI Nepal's support. These action plans link government policies with practical community services, creating lasting systems for inclusion.

Capacity building has been a major focus. All the partner NGOs and other groups such as teachers from disability schools, and local disability networks were trained on GEDSI, disability rights, inclusive language, and advocacy. These groups are now equipped to carry forward inclusion in schools, communities, and local governance.

Monitoring and reporting systems have also been strengthened. GEDSI domains

of change are now part of evaluations and reports, while tools like the Washington Group Questionnaire are used to track disability data. This has made progress measurable and accountability stronger.

Disability inclusion is another area of long-term impact. WVI Nepal supported local disability groups to understand policies, treaties, and advocacy strategies. Teachers and networks of people with disabilities are now prepared to roll out inclusion practices in their own communities, multiplying the impact.

Finally, WVI Nepal has become a visible leader in GEDSI nationally and regionally. By hosting advocacy events, leading networks like AIN-GESI as coordinators, and collaborating with disability focused partners, WVI Nepal is shaping policies and setting an example for others in the sector. In the final year of the strategy, WVI Nepal has proudly advanced its programming from GEDSI-sensitive to GEDSI-responsive, marking a transformative step toward lasting inclusion.

HIGHLIGHTS- FY2025

Strategy to Action

WVI Nepal embedded GEDSI into its new country strategy and project models, making equity and inclusion a core principle across all programmes and emergency responses.

Stronger Local Systems

All the municipalities that WVI Nepal is working with, developed GEDSI action plans with WVI Nepal's support, turning policies into real services for communities.

Building Champions of Inclusion

All the partner NGOs of WVI Nepal, teachers, and disability networks of those districts were trained and empowered to lead inclusion in schools, communities, and local governance.

Accountability in Action

New tools and frameworks, including the Washington Group Questionnaire (WGQ), strengthened GEDSI reporting and made progress more measurable and transparent.

From Sensitive to Responsive

WVI Nepal further strengthened its leadership coordinating AIN GESI working group in FY2025. Additionally, it marked a bold shift from GEDSI-sensitive to GEDSI-responsive focusing more into an intersectional approach.

CONTACT:

WORLD VISION INTERNATIONAL NEPAL

National Office
Lalitpur-13, Nepal
GPO Box 21969, Kathmandu, Nepal
Phone No: +977-1-5970877
Email: info_nepal@wvi.org

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