OPERATIONALIZING
GESI Mainstreaming

- Improving access to education, knowledge and information
- Developing leadership skills to enhance self-esteem, resilience and capacity to cope with everyday life, work in the face of adversities

Relationship
- Transforming gender stereotypes and unequal gender relationships within family
- Membership in groups and social networks

Structure
- Change in laws and policies
- Meaningful participation in communication and government-led agencies

SABAL GESI MAINSTREAMING STRATEGY

It has adopted the following 8 approaches to achieve its goals

GESI friendly workplace
- Orientation to staff on safe and dignified workplace
- Special measures for recruiting women and men from marginalized communities.

Critical Consciousness
- GESI session integration across all technical capacity building training
- Application of Reflect approach for community empowerment

Facilitating the empowerment process
- Facilitate linkages of impact groups with local and national level agencies
- Upgrading entrepreneurial skills of impact groups
- Facilitate financial inclusion of impact groups

Addressing Violence against Women & Girls
- Awareness raising through Reflect session

GESI Analysis
- Identification of gaps, areas of GESI transformation
- Gender and power relations influencing impact groups
- Ability to access and control resources - human, social and financial.

Male Engagement
- Discussion about male engagement in Reflect sessions
- Groups focusing on daily work of women - various forms of violence against women and promotion of women leadership

Capacity building
- Training of staff on GESI (over 100 program staff and 27 local partners trained)

Knowledge Management
- Capture best practices and lessons learned
- Sharing of organizational GESI mainstreaming strategies across consortium and local partners

CHALLENGES AND LESSONS LEARNED
- Placement of GESI symbol in TOC project diagram enables operationalization of GESI mainstreaming process.
- GESI mainstreaming changes demands regular monitoring from frontline workers and periodic reflection by program team.

PROJECT OBJECTIVES

STRENGTHEN AND DIVERSIFY LIVELIHOODS

IMPROVE HEALTH AND NUTRITIONAL STATUS

STRENGTHEN THE ABILITY TO MITIGATE, ADAPT AND RECOVER FROM SHOCKS AND STRESSES

SUSTAINABLE ACTION FOR RESILIENCE AND FOOD SECURITY (Sabal)

is a five-year (2014-19) consortium project funded by United States Agency for International Development (USAID). It is a multi-sector project designed to address the root causes of poverty by strengthening and diversifying livelihoods; improving health and nutritional status of women, children and adolescent girls and; strengthening the ability of households to mitigate, adapt and recover from shocks and stresses.

Save the Children is the consortium lead. Under the consortium, CARE Nepal provides technical expertise on DRR and CCA and GESI, and addresses root causes of poverty by strengthening and diversifying livelihoods; improving health and nutritional status of women, children and adolescent girls; and, strengthening resilience and recovery from disaster and climate change.
IMPACT STORY: GESI Mainstreaming in Sabal

CONTEXT PRIOR TO SABAL’S INTERVENTION
- Brinda Majhi comes from a poor, vulnerable and socially excluded family.
- She lives with her husband, mother-in-law, and small son.
- Brinda and her husband worked in other people’s land for a living.
- Initially Brinda’s family did not allow her to get involved or work outside the house.
- Her husband and mother-in-law were of a view that her job it to only take care of household chores.

THE TRANSFORMATION CALLED BRINDA

Changes in household
Brinda’s husband helps her with sowing the seeds, ploughing the field and also market management, while her mother-in-law helps her with taking care of the kid, selling the vegetables in the market.

Institutional engagement of Brinda
- Vice chairperson, Ramechhap Majhi Women’s Committee,
- Sunkoshi Women Development Committee ward number 3
- Chairperson Supportive women group
- Member, Sangam Cooperative

BRINDA- PAYS OFF HER LOANS
In the last 12 months she has been able to earn NRs 100,000 and pay back her family’s loans to local cooperative and savings and credit group.

BRINDA- THE PROPRIETOR
Her new role as a Village Model Farmer also inspired her to join cook training program from Sabal Project. Currently she operates a local grocery shop and a restaurant.

BRINDA- A VILLAGE MODEL FARMER
Meanwhile, is selected to become a Village Model Farmer. As a model farmer she is able to learn modern agricultural techniques and also encourage other members of her community to adopt similar farming techniques.

BRINDA- THE ENTREPRENEUR
Brinda starts selling spinach in the local market three months after her training as Village Model Farmer. Currently she is able to earn an average NRs. 17,000-19,000 per month.

BRINDA MAJHI, A REFLECT GROUP MEMBER
One day Brinda and her husband is approached by a local resource person (LRP) to join RefLECT group as a couple.

THE TIPPING POINT
RefLECT classes has enabled Brinda to become conscious about her potential and rights. She has been able to convince her mother-in-law and her husband to work outside the house, get involved in such community groups and organizations.