

TIMELINE GESI mainstreaming process

2019	FOSTERING SUSTAINABILITY <ul style="list-style-type: none"> ▶ Linking Impact group to local agencies
2018	EVIDENCE GENERATION AND PROMOTION <ul style="list-style-type: none"> ▶ Outcome mapping ▶ Progress marker training to staffs ▶ Evidence collection tool designed for frontline workers ▶ Publication of communication materials
2017	NURTURING GESI RESILIENCY <ul style="list-style-type: none"> ▶ Capacity of building of partners on gender responsive budgeting ▶ Revision of Sabal's theory of change (ToC) with placement of GESI symbol in ToC diagram ▶ GESI performance indicators introduced in staff annual performance
2016	VALUE AND CAPACITY CONSOLIDATION <ul style="list-style-type: none"> ▶ GESI Analysis study ▶ GESI Mainstreaming strategy paper (2016-19) ▶ GESI integration in manuals and monitoring tools ▶ Capacity building of staffs on GESI
2015	SETTING THE FOUNDATION <ul style="list-style-type: none"> ▶ Formation of GESI working group ▶ GESI Integration in all project guideline and process

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 even in the face of adversities

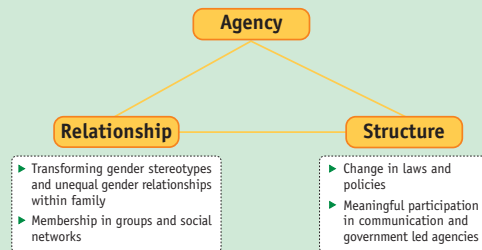


FIG: CARE Nepal's Gender Equality and Social Inclusion (GESI) Strategy Framework

Gender Equity and Social Inclusion study, 2015

A semi quantitative study was conducted in December, 2015. The study revealed that overall 45 percent of the households are female headed owing to migration of their male counterparts for work. This puts an increasing burden on women's time and leads to feminization of agriculture. About 80 percent of the respondents assert that caste still determines life in their village to a great extent.

Sabal Gender Equality & Social Inclusion (GESI) mainstreaming strategy (2016-2019)

In August 2016, GESI mainstreaming strategy was finalized. It is an effort to implement and analyze the project activities through a GESI lens.



GENDER EQUALITY & SOCIAL INCLUSION (GESI) Mainstreaming in Sabal

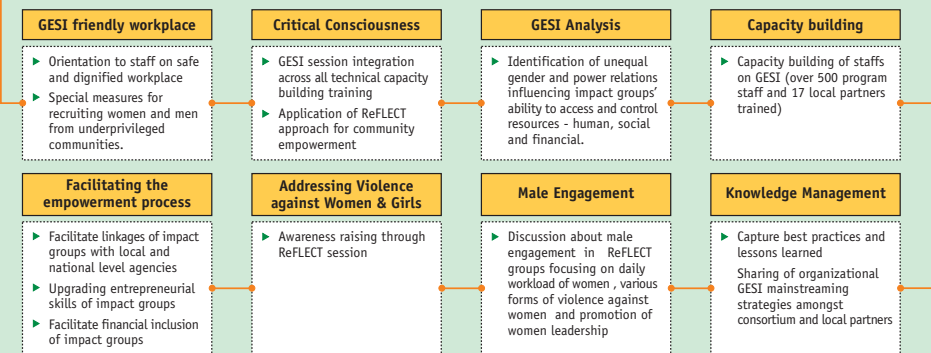


This communication material is made possible by the support of the American People through the United States Agency for International Development (USAID.) The contents of this communication material are the sole responsibility of Sabal project and do not necessarily reflect the views of USAID or the United States Government.



SABAL GESI MAINSTREAMING STRATEGY

It has adopted the following 8 approaches to achieve its goals



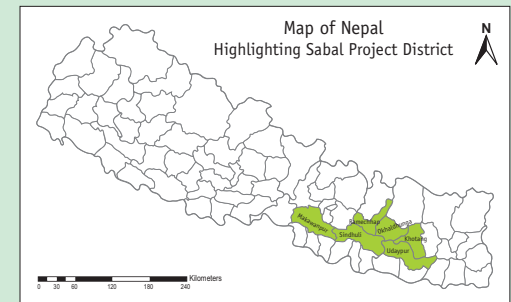
CHALLENGES AND LESSONS LEARNT

- ▶ Placement of GESI symbol in TOC project diagram enables facilitates operationalization of GESI mainstreaming process.
- ▶ GESI transformative changes demands regular monitoring from frontline workers and periodic reflection by program team.
- ▶ Targeting vulnerable population alone will not necessarily foster GESI. Project staff's increased understanding of socio-cultural practices promote social inclusion.
- ▶ GESI mainstreaming at workplace in context of recruitment process ensures a GESI balanced workforce.
- ▶ GESI-disaggregated data is essential to promote accountability measures and capture best practices and lessons for replication purposes.
- ▶ Violence against women and girls demands more in-depth focus to identify structural barriers impeding opportunities and ensure a larger number of women and marginalized groups' access to opportunities.

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 and communities 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.



PROJECT OBJECTIVES



STRENGTHEN AND DIVERSIFY LIVELIHOODS



IMPROVE HEALTH AND NUTRITIONAL STATUS



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

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 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 chore.

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 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.

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- 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 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- 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 on an average NRs. 17,000-19,000 per month

