

GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI)

ANNUAL PROGRESS STATUS - 2024

“World Vision International Nepal believes transformed gender relationships contribute to addressing the root causes of poverty, promoting sustainable development.”



REDUCED INEQUALITIES

Nepal, being a signatory to various international conventions, is legally committed to gender equality and social inclusion. Three of the Sustainable Development Goals (SDG) are related to gender equality, and social inclusion (GESI), SDG 1 (elimination of absolute poverty and reduction of poverty by half), SDG 5 (gender equality and empowerment of women and girls), and SDG 10 on reducing inequality (within and between countries) by 2030.



NO POVERTY

The Constitution of Nepal envisions Nepal as an inclusive state and guarantees the right to equality for all its citizens. Over the last few decades, the Government of Nepal (GoN) and the development partners have developed and implemented different policy frameworks to mainstream GESI. Sector-specific GEDSI policies and guidelines have also been adopted by different sectoral ministries of the GoN aligning them with SDG.



GENDER EQUALITY

WVI Nepal has also prioritised Gender Equality, Disability and Social Inclusion (GEDSI) 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. In 2024, WVI Nepal has been able to mainstream GEDSI in its entire business processes.

1 Policies and Systems

a. Guideline for inclusion of Children with Disabilities in child selection for WVI Nepal Sponsorship Programme:

The guideline is a step by step process prepared to guide relevant staff and community people who are involved in child selection process of WVI Nepal's Sponsorship Programme. The guideline fulfils the objective of including children with disabilities in child registration during selection of children for WVI Nepal Child Sponsorship. It is not a separate Sponsorship process but an intentional focus to increase inclusion of children with disabilities in WVI Nepal's programming. WVI Nepal believes that the guideline is continuously helping to deepen our commitment to the most vulnerable children.



b. GEDSI in MEAL System:

Partner NGO GEDSI Status Tracker, a digital GEDSI capacity and risk assessment tool for partners has been developed in the year 2024. Manual tool was being applied in past years. Whereas, this year the new tool has been linked with dashboard. Now this will be used as both GEDSI assessment tool and integrated GEDSI capacity tracking tool. GEDSI integration in MEAL system will help to measure the performance of partner NGO's GEDSI status, focusing on their policies, programmes and practices.

c. GEDSI Training Manual:

WVI Nepal has developed a training manual on GEDSI to support the GEDSI focal points of partner NGOs. The manual is in Nepali language and is based on the skills and knowledge they have acquired from the GEDSI training. The focal points of partner NGOs will plan to roll out the training to executive board members and staff of respective NGOs based on the training manual.

d. E-learning Course on GEDSI:

WVI Nepal and its partner NGOs are committed to mainstream GEDSI in their programme, policies and practices. Local implementing partner NGOs are the front-line executors of all programmes of WVI Nepal. Therefore, WVI Nepal has prioritised enhancing the local partner's skills, knowledge and understanding of GEDSI mainstreaming and integration. With that objective, an e-learning course on GEDSI has been developed, which is in both Nepali and English languages. The course is in both Nepali and English languages. It covers the major concepts of GEDSI, treaties and policies of the Government of Nepal (GoN), different approaches of mainstreaming and integration etc. The course has been developed mainly for partner NGO staff and executive board. It will be available in WV eCampus from the fiscal year 2025 and will be accessible to all partner NGOs.

2 Programmes and Practices

a. Earthquake Response West Nepal Earthquake Response (WNER):



During the year, Western Nepal's two districts Jajarkot and Bajhang districts were hit by major earthquakes this year. Communities, including children, impacted by the the earthquake were provided with holistic support through food & livelihood, education, and protection by WVI Nepal.

Mental health and psychosocial supports were provided to a total of 1,469 children and adults. Municipality-level meetings were conducted with the Local Child Rights Committee (LCRC) to orient them on a contingency plan for child protection during emergencies. Radio jingles on disaster awareness and protection issues were aired through radio jingles to create mass awareness. Dignity kits were distributed to adolescent girls, pregnant women & lactating mothers. Super flour (nutritious powders of grains) was distributed to a total of 2,314 children under five and 237 pregnant women. Virtual and on-site orientation/training on safeguarding, GEDSI sensitivity and Do-No-Harm measures were provided to the frontline responders.

b. Disability Assessment in West Field Office (All districts):

West Field Office (WFO) of WVI Nepal works with 29,348 registered children at the field level. To reach out and support the most vulnerable children and specifically, children with disability, sponsorship programme has mapped the present scenario of persons and children with disabilities in its western working areas. The total districts covered by the research were

eight and a total of 26 municipalities were reached. The research was conducted in two modalities, baseline assessment and technical need assessment. A total of 12,216 people and children with disabilities were identified through the assessment. The need assessment was focused on four major areas which were socio-economy, identity, education and need for assistive devices. The distribution of the assistive devices to the identified people and children has already started. The local government has collaborated with WVI Nepal during the assessment and has explored possible windows to support the population through their policies and programmes as well.

c. PNGO Annual GEDSI Capacity Assessment:

All the local level partner NGOs of WVI Nepal have been assessed for GEDSI capacity status of the organizations. A total of 29 PNGOs (14-WFO/10-EFO/3-UPO/2-National Level partners) were assessed in fiscal year 2024. Partner NGOs have acknowledged the tool which is going to support them to build GEDSI friendly organizational policies, programmes and practices.

d. New Area Programmes (AP)'s GEDSI Analysis and Separate Action-plan:

World Vision International Nepal, in support of World Vision Australia and World Vision Japan is initiating two new Area Programmes (AP) in Narainapur and Janaki Municipalities of Banke district of Nepal from FY2024. As a part of the new AP implementation, it is inevitable for WV partnership to have a good understanding about the proposed working areas in terms of gender, social inclusion, social status of women, men, girls, boys, people with disabilities and other existing vulnerable and marginalized social groups. As a child-focused organization, WV intends to have adequate information about the status of child well-being and the prioritized needs in the respective areas. In this regards WVI Nepal is going to conduct a comprehensive GESI and disability need analysis of Narainapur and Janaki APs to inform the stakeholders and partners about the current status, scenario and associated factors of child well-being priorities.

e. Disability Inclusion Partner:

WVI Nepal has been working for children and people with disabilities for a long time. They have been prioritised for all its programming. Grant projects such as Sikai has special focus on disability inclusion. However, for the first time, WVI Nepal has stepped ahead to have a partnership with specialised organization which works in the areas of disability. Many of its partners work on disability inclusion. This time, the partnership will be established to work on technical area of disability. This also depicts WVI Nepal's commitment for disability inclusion.

f. Separate GEDSI Outcome-Sikai Plus:

Women from Madhesh face multi-layered discrimination based on factors such as caste, language, culture, financial status and region. Harmful practices like child marriage, dowry system remain prevalent, impacting the well-being and rights of girls. Thus, World Vision's Project "Sikai Plus" builds on the previous Sikai project, extending its programme with the goal that families from the most vulnerable communities are economically empowered and their children, including children with disabilities, will have an equitable access to inclusive and quality basic education focusing to caste, disability, ethnicity and sex. Poor economic status of families is a major barrier to education, particularly for vulnerable children. Therefore, WVI Nepal intends to economically empower caregivers, especially women, through resilient livelihoods, in order to increase vulnerable children's access to quality education. WVI Nepal intends to empower caregivers economically, especially women, through resilient livelihoods. In order to achieve the goal, WVI Nepal has developed separate outcome for women's economic empowerment focusing on disability and social inclusion.

3 Organizational Culture-2024

a. Gender Equality and Social Inclusion (GESI) Strategic Advisory Board (G-SAB):

With the completion of the new country strategy (and currently in active implementation), FSAB (Female Strategic Advisory Board) role remains relevant and strategic in providing ongoing GESI aspects in organization policy, practices and programs, including strengthening disability inclusion. As of 2023, it is viewed that the advisory board has matured in its scope and role, ensuring both gender and social inclusion aspects are addressed appropriately, including providing significant input into the WVI Nepal Gender Assessment and Action Plan. Given that GESI is not only female related, it was proposed that a few male representatives would add additional value and voice in ensuring GESI is practiced by all staff in WVI Nepal. The group is therefore renamed as GESI Strategic Advisory Board (G-SAB). Given the board is voluntary and staff-elected it can also act in the function of the office labour committee during future labour related change management processes.



Manisha Shrestha
P&C Business Partner
- Talent Acquisition



Pramil Adhikari
Field Policy and
Communications Lead



Rubina Shrestha
Accounting Reporting
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Samjhana Magar
Supply Chain Management
Officer



Anju Bhattarai
TP Coordinator - Protection



Arati Sharma
GESI Lead



Ganesh Pandey
Technical Head - Health & Nutrition

b. Capacity Building-PNGO and WVI Nepal:

Except from the annual GESI refresher, number of WVI Nepal staff and PNGO staff received capacity building opportunities this year. A total of 32 new joiners (W-17, M-15) got induction and orientation on GESI concept, WVI Nepal's commitment to GESI and programming and practices.

GESI ToT was organized to enhance the capacity of GESI focal points of WVI Nepal, all the PNGOs and G-SAB members. The training has helped the participants to better understand GESI concept within the organization and PNGOs and to build knowledge on GESI mainstreaming in programming, policies and practices. It has helped to build GESI sensitive behaviour and communication among all staff and to develop human resources who would be able to disseminate the GESI knowledge and skills at wider level. PNGO GESI focal points have already started rolling out the skills and knowledge to their respective teams.

c. CoH Gender-Technical Support and Piloting:

Channel of Hope (CoH) is one of the project models that WVI Nepal has been implementing under Faith and Development theme. It is well practiced in protection in WVI Nepal programming. However, now it has been focused to link it with gender to widen the understanding of faith leaders on deeply rooted gender and social norms and their action against them. As WVI Nepal is a global expert on the model, Islamic Relief Nepal (IRN) wished to get the technical expertise to facilitate a training to their team. Thus, WVI Nepal supported INR by successfully conducting CoH-Gender training. The process of the training supported WVI Nepal's CoH-Gender experts to pilot the training for the first time in Nepal. In the meantime, the team has planned to develop a manual of that training which could be applied by WVI Nepal's partners from the fiscal year 2025.

4 Equity and Inclusion-2024

a. Accessible Workplace-Disability Inclusion:

WVI Nepal has been following its commitment of disability inclusion by investing to make the workplace more accessible to the people and children with disabilities. All three offices (WFO, EFO and UPO/NO) have become better accessible this year.

b. GESI Talk & Power Talk:

WVI Nepal is committed to enhance the skills, knowledge and capacity of its staff around GESI. The GESI Talk and Power Talks are regular practices that the organization is continuing to sensitize, broaden and advance staff's skills and knowledge on different components and approaches of gender, disability and social inclusion. In the fiscal year 2024, GESI Talk and Power Talks were around:

- GESI Mainstreaming and Inclusion (Disability, LGBTQI, Inclusivity)
- WVI's GESI domain of change
- Transformative Leadership
- Right-based approach
- Gender responsive/transformative budgeting and business procedure (External)
- Women's Economic Rights & Economic Empowerment
- LGBTQIA+ Awareness during Pride-month
- GESI responsive budgeting and Local-level planning process

GESI Talk and Power Talks have become a strong channel to communicate to staffs, orient and sensitize them with the updated knowledge and information, and to have an open discussion over the topics.

c. GESI-friendly Budgeting:

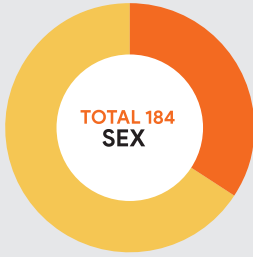
In the fiscal year 2024, WVI Nepal stood-by its commitment of funding for GESI. It has already imbedded GESI targeted and mainstreamed approaches and activities under all the technical programmes and sponsorship business. Besides the projects and programmes, WVI Nepal invested a total of 26 million budget has been spent on accessibility and GESI inclusion in the year 2024. to the different aspects of GESI inclusion and mainstreaming in the organization. This not only shows the commitment of WVI Nepal to GESI but also depicts that how sincerely the organization is embracing the progression towards GESI.

5 Inclusivity and Solidarity-2024

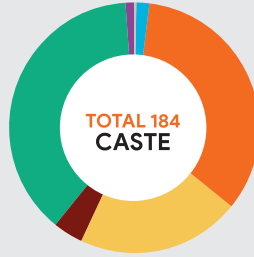
The year 2024 has been a year of visibility and solidarity for WVI Nepal. The GESI work that the organization has been doing so far, is widely appreciated by external community of GESI. Likewise the regional and global platforms and forums have also appreciated the commitment of WVI Nepal for GESI. This has encouraged WVI Nepal to work better in future.

This year, WVI Nepal has been leading the Association of International NGOs (AIN) GESI Working Group as Co-coordinator. This has given a recognition of GESI-committed organization to WVI Nepal. Likewise, WVI Nepal has become a member organization in AIN Disability Working Group. This also showcases its commitment to the people and children with disabilities.

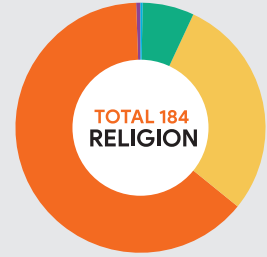
STAFF COMPOSITION YEAR 2021



Women, 63, 34%
Men, 121, 66%

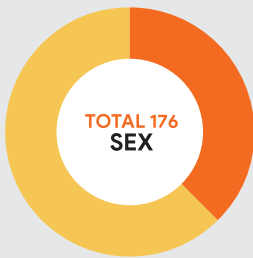


Brahmins, 62, 34%
Chhetris and Thakuris, 39, 21%
Hill Dalit, 7, 4%
Janajati, 70, 38%
Madeshi, 2, 1%
Muslim, 1, 0%
Other, 3, 2%

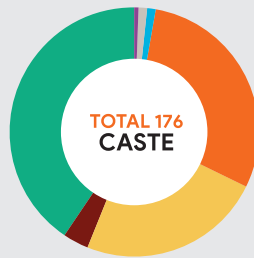


Buddhist, 12, 6%
Christian, 53, 29%
Hindu, 117, 64%
Muslim, 1, 0%
Other, 1, 1%

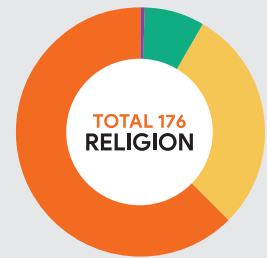
STAFF COMPOSITION YEAR 2022



Women, 66, 37%
Men, 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%

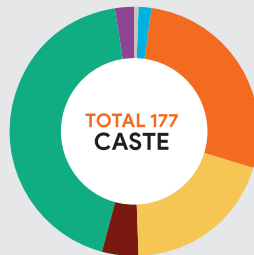


Buddhist, 14, 8%
Christian, 51, 29%
Hindu, 110, 62%
Muslim, 1, 1%
Other, 0, 0%

STAFF COMPOSITION YEAR 2023



Women, 66, 37%
Men, 111, 63%

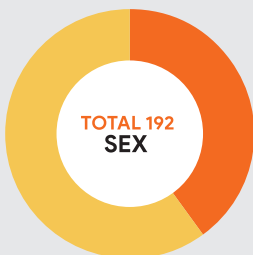


Brahmins, 49, 28%
Chhetris and Thakuris, 35, 20%
Hill Dalit, 8, 4%
Janajati, 77, 43%
Madeshi, 4, 2%
Muslim, 1, 1%
Other, 3, 2%

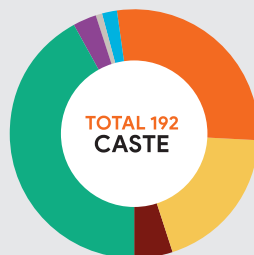


Buddhist, 18, 10%
Christian, 42, 24%
Hindu, 116, 65%
Muslim, 1, 1%
Other, 1, 1%

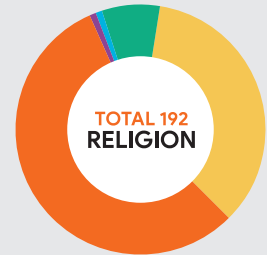
STAFF COMPOSITION YEAR 2024



Women, 77, 40%
Men, 115, 60%



Brahmins, 54, 28%
Chhetris and Thakuris, 37, 19%
Hill Dalit, 9, 5%
Janajati, 81, 42%
Madeshi, 6, 3%
Muslim, 2, 1%
Other, 3, 2%



Buddhist, 18, 9%
Christian, 42, 22%
Hindu, 128, 67%
Muslim, 2, 1%
Other, 1, 1%

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