The context

Rural Reconstruction Nepal (RRN) is a non-governmental and non-profit development organisation, legally registered and working in Nepal since 1993. As one of the fast growing largest NGOs in Nepal, it has been working specifically in sustainable rural development by way of implementing integrated community development programmes and projects with specific focus on conflict management and peace building, livelihoods, health, education, rural infrastructure and food security in more than 40 out of Nepal's 75 districts stretched from east to west, and north to south. At the same time, RRN is equally engaged in policy advocacy and campaigns on the issues of the poor and marginalized people at local, national, regional and international levels.

RRN subscribes to the basic philosophy and principles of the International Rural Reconstruction Movement, and it operates embedding the four-fold approach of rural reconstruction. It has been working for protection and promotion of human rights and social justice of the excluded people intending to establish sustainable peace in the societies. Based on the four-fold approach of rural reconstruction – i. e., education, health, livelihood and self-government, it has been implementing several development programmes and projects addressing the structural issues and crucial problems of the community people. Some of these issues and problems are closely associated with gender, children, caste/ethnicity and class structures in terms of accessing education, healthcare, resources and participation in local governance process. Therefore, RRN is committed to affirm gender equality and social inclusion/integration into its policies, programmes and activities. RRN aims to create an enabling environment that effectively promotes gender equality and social inclusion.

Guideline aims

- To increase women and excluded peoples' equal participation as decision-makers in shaping the sustainable development and peace in their societies;
- To support women and girls for the enjoyment of their full human rights; and
- To reduce gender inequalities while accessing to and controlling over the resources and benefits of development.

Roles of different actors while making use of the guidelines

Responsible Organisation/Institution	Roles and Responsibilities for GESI Integration
Local partner organisation of RRN, e.g. **Community Based Organisations** (cooperatives, youth clubs, community forestry user groups, farmer groups, community organisations, drinking water user groups, school management committees, road management groups,	- Incorporating GESI issues during project planning, implementation and briefing sessions - Facilitating and ensuring meaningful participation of women and excluded groups in all project activities - Conducting participatory planning and public auditing with explicit value of accountability and transparency of activities and procedures - Maintaining and reporting data in a disaggregated and concise manner
microfinance groups, mother groups, women groups, irrigation water user groups, single women's groups etc)	- Maintaining the pledges signed with regard to abolition of discriminatory policies/ practices and inclusive governance system within the CBOs - Participating in advocacy and lobby in favour of women and excluded groups - Creating task force for GESI integration within the organisation
Regional and District Units of RRN	- Ensuring that project benefits accrue equitably, regardless of race, creed, religion, language, age, caste or ethnicity of beneficiaries - Monitoring of programme/activities from GESI perspective - Ensuring empowerment and full enjoyment of human rights by women and other socially excluded groups - Ensuring that adequate baseline data disaggregated by gender and ethnicity are collected to measure progress towards results - Establishing adequate coordination with local organisations and networks of women and so far excluded groups - Ensuring regular communication and seeking technical advice of GESI focal points with all other thematic officers
Central Unit of RRN	- Reviewing GESI results during annual review and planning meetings - Ensuring gender balance and inclusive staff structure in line with the organisational policy - Ensuring project staff and other key stakeholders have the required skills, knowledge and personal attributes to promote/contribute to GESI - Developing required management, financial planning, human resource as well as communication protocols for effective implementation of GESI strategy - Facilitating wider coordination and alliance building to work on common agenda of gender equality and social inclusion - Developing action plans to implement GESI strategy - Ensuring and availing GESI expertise for technical assistance and screening programmes/projects, - Ensure availability of adequate resources for GESI promotional activities.

GESI responsive indicators should be able to track the changes in gender and social power–relations in the society. This should highlight changes in the status and roles of women, men sexual minorities, and so far excluded and elite groups and measure progress towards gender equality and social inclusion as a result of project intervention.

Gender Equality and Social Inclusion - Checklist

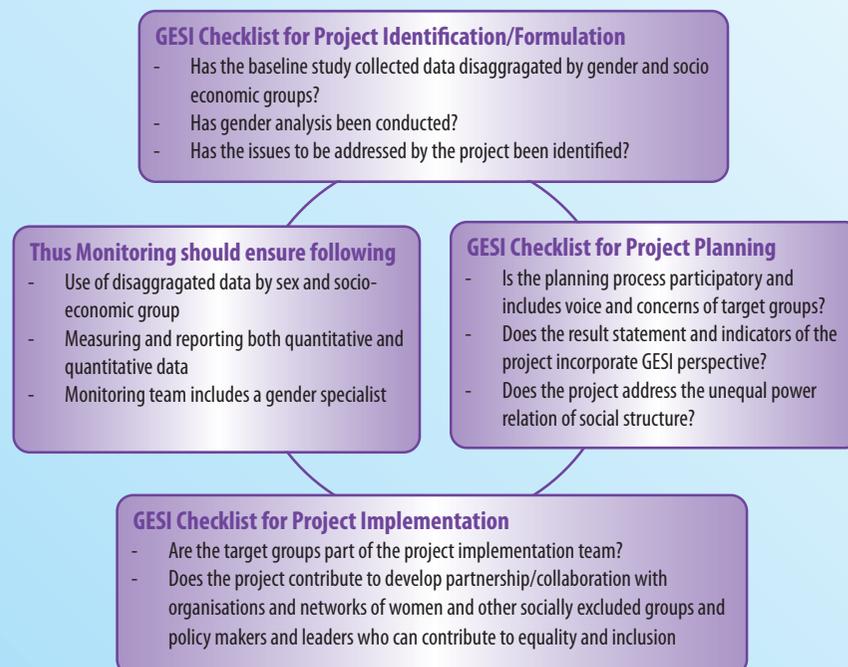| Attributes	Indicators
Equal Participation	- Is there active participation of men, women and sexual minorities, disadvantaged and socially excluded groups during the identification of issues, problems and needs? - How will the programme/project activities involve women and other socially excluded groups as its target beneficiaries? - Is there gender balance in the needs assessment team composition, and has a gender focal point been designated to monitor and provide technical support to the needs assessment team? - Are women, Dalit and Janajati actively involved in the management and implementation of project/ programme activities? - Has the project been using participatory approaches and facilitating the participation of women and men, especially socially excluded people of the target population? - Do leadership training and capacity building programmes for women's groups exist? - How are women organising in their communities and in society at large? - Are networks emerging among civil society groups, particularly among women's organisations?
Women's rights/excluded groups' rights	- Has condition and position of women and other socially excluded people in the programme/ project area been analysed? - Has the gender and other social inequalities and cultural biases prevailing in the programme/ -project area been adequately assessed/ identified? - Has the programme/project undertaken any affirmative action/positive discrimination to achieve equality and social justice? - How are the health, social services, security, protection/legal sectors involved in preventing and responding to sexual and gender-based violence? - Does the programme/project challenge existing power relations in terms of roles, relations, responsibilities, opportunities, division of labour, and access to and control over resources at different levels, such as within households, communities and national institutions? - Has any specific action been taken to include women and the socially excluded groups in the project management, implementation and decision-making positions?

	- Have both women and men's (including physically challenged) needs been considered when designing infrastructure projects? - What programmes are in place to prevent and respond to violence, abuse and exploitation against women and girls? - Does the programme support and promote equal rights of women and girls?

Access to and Control Over Resources	- Is there specific strategy for the GESI and budget to support GESI capacity building?
	- Has the project planned that women and excluded groups will have equal access to resources? What would help increase their access to resources?
	- Is disaggregated data on access to and control over resources of the target groups maintained?
	- Were they involved in the decision making process and were their views solicited?
	- Has any affirmative action been taken to include women and the other socially excluded groups in the decision-making positions?
	- To what extent have women and men of excluded groups:
	  - Increased their access to and control over development resources;
	  - Advanced their participation as decision-makers.

GESI integration must be started from the very beginning of a situation analysis to ensure that structures and programmes are designed to address the different requirements of women and excluded men, girls and boys for protection, assistance, justice and reconstruction.

GESI Checklist for Project Identification/Formulation
- Has the baseline study collected data disaggregated by gender and socio economic groups?
- Has gender analysis been conducted?
- Has the issues to be addressed by the project been identified?

Thus Monitoring should ensure following
- Use of disaggregated data by sex and socio-economic group
- Measuring and reporting both quantitative and quantitative data
- Monitoring team includes a gender specialist

GESI Checklist for Project Planning
- Is the planning process participatory and includes voice and concerns of target groups?
- Does the result statement and indicators of the project incorporate GESI perspective?
- Does the project address the unequal power relation of social structure?

GESI Checklist for Project Implementation
- Are the target groups part of the project implementation team?
- Does the project contribute to develop partnership/collaboration with organisations and networks of women and other socially excluded groups and policy makers and leaders who can contribute to equality and inclusion

GESI integration in organisation and monitoring mechanisms

The monitoring system should be designed to:
- Identify differences between women and men in perceptions, attitudes, access to and control over resources, economic opportunities as well as in power and influence.
- Assess the impacts of projects, programmes and policies on gender relations at the household, community and the larger societal level.

A GESI responsive monitoring mechanism should ensure that the different needs of women and men of excluded groups have been addressed while achieving the project objectives. The monitoring mechanism should primarily focus on the establishment of a monitoring and evaluation system in order to assess gender and social inclusion perspectives by taking into consideration of the following factors:

Organisational level	Programme level
- Does a GESI policy exist on programme/projects, training and organisation's vision, mission, objectives, values, approaches, strategies? - What is the composition of human resources (staff, board members) in terms of gender, caste, ethnicity and age? And in what positions? - Do all staffs have access to same information and opportunity irrespective of gender, caste, ethnicity and age? - Is the physical infrastructure of the office sensitive to GESI (office spaces, safe environments, working hours, toilets, baby care units, play grounds, etc)? - What is the decision-making process of the organisation (board of directors, members)? Who decides and how the views and opinions of all staff members—men, women and socially excluded groups—taken into account? Is the senior management committed to respond essential GESI needs? - Is there mutual respect, trust, equality, inclusion in the relationship among the members of staff of the organisation? - Is there an enabling environment for discussion, action or transformation within the organisation to promote GESI? - Do the organisation and its staff show equality and inclusion in terms of language used, jokes and comments passed, procedures of meetings conducted and policy on sexual harassment? - Does the organisation edit its' documents and publications through GESI perspectives? - Does the organisation have GBV reporting channel orreferral mechanism?	- Incorporating gender equality and social inclusion as one of the prime agenda in the review meetings. - Maintaining disaggregated data by sex, class, caste and ethnicity. - Focusing not only on progress monitoring but also on process monitoring in accordance with the checklist of process monitoring. - Involving organisation of women and disadvantaged groups, WDO, VDC secretary and local NGOs for qualitative monitoring and evaluation. - Periodic sharing of common issues and problems among project staff of different districts. - Development of and adherence to the monitoring mechanism from GESI perspective. - Making assessment from gender and social inclusion perspective mandatory in TORs of mid-term/final evaluation missions - Soliciting feedback and suggestions on the project matters from women and men of socially excluded targeted groups while monitoring its activities.

Gender Equality and Social Inclusion

GESI GUIDELINES - 2014

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