



Government of Nepal
Ministry of Agriculture and Livestock's Development
Agriculture Sector Development Programme (ASDP)



Gender Equality and Social Inclusion (GESI) Strategy and Action Plan

(June, 2021)

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Acronyms

AFP	Agriculture and Forest Product
ASDP	Agriculture Sector Development Programme
CAESC	Community Agriculture Extension Service Centre
COSOP	Country Strategic Opportunities Programme
GESI	Gender Equality and Social Inclusion
GoN	Government of Nepal
Ha	Hectare
HDI	Human Development Index
HVAP	High Value Agriculture Programme in Hill and Mountain Areas
IFAD	International Fund for Agricultural Development
LRPs	Local Resource Persons
M&E	Monitoring and Evaluation
MADC	Municipal Agriculture Development Committee
MAPs	Medicinal and Aromatic Plants
MoALD	Ministry of Agriculture and Livestock Development
MoFAGA	Ministry of Federal Affairs and General Administration
MoFSC	Ministry of Forests and Soil Conservation
MOU	Memorandum of Understanding
MSP	Multi Stakeholder Platform
NGO	Non- Government Organisation
NPC	National Planning Commission
NRs	Nepali Rupees
NTFPs	Non-Timber Forest Products
PCO	Programme Coordination Office
PCO	Programme Coordination Office
PCU	Programme Coordination Unit
PCU	Programme Coordination Unit
PO	Producer Organization
PPHSF	Production and Post-Harvest Support Fund
PRSP	Poverty Reduction Strategy Paper
PSC	Programme Steering Committee
RE	Renewable Energy
SNV	Netherlands Development Organisation
VCD	Value Chain Development
VCDIB	Value Chain Development and Inclusive Business
VHLSEC	Veterinary Hospital and Livestock Service Experts Centre
WASH	Water, Sanitation and hygiene
WEAI	Women Empowerment in Agriculture Index

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ACKNOWLEDGEMENTS

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Acknowledgements



Gender Equality and Social Inclusion strategy and action plan is very important to targeting beneficiaries, strengthening participation of women, poor, excluded groups and the vulnerable people in decision-making, access to and control over the productive resources.

Agriculture Sector Development Programme is developed this "Gender Equality and Social Inclusion Strategy and Action Plan-2021" for supporting its staff, Service providers, Government partners/service centers for developing common understanding on targeting and mainstreaming Gender Equality and Social Inclusion in the Programme Activities and ensure the uniformity. This GESI Strategy and Action Plan will be implemented immediately from the fiscal year 2021/22.

I would like to acknowledge the work done by Ms. Priyambada Joshi, Senior Agriculture Officer and Ms. Draupadi Subedi, GESI expert of the ASDP who took lead in preparing as well as finalizing this Strategy and Action Plan. I would like to thank Planning Officer, Agriculture Officers, ASDP thematic Experts, GESI and Nutrition Officers and entire ASDP team for their valuable suggestions and inputs to make it more practical.

My sincere thanks go to respected secretary Dr Yogendra Kumar Karki, Ministry of Agriculture and Livestock Development for his guidance. Similarly, special thanks go to IFAD Country Director Roshan Cooke, CPO Basu Babu Aryal, and Consultants both Tribhuban Paudel and Sanjeev Shreshtha for their support in strategy development.

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Agriculture Sector Development Programme (ASDP)

1. Introduction

1.1 Background

Agriculture Sector Development Programme (ASDP) is a joint Programme of the Government of Nepal (GoN) and the International Fund for Agricultural Development (IFAD). ASDP applies the principles of Agriculture Development Strategy (ADS¹) for the development of the Agriculture Sector, building on the successful experience of the previous IFAD-financed project (HVAP) and other government and donor-funded market-oriented programmes in Nepal. ASDP aimed to contribute to achieve targets of Sustainable Development Goals (SDGs) of Nepal: SDG 1 and SDG 2 by reducing poverty, food and nutrition insecurity amongst women and men in hill and mountain areas of Karnali Province. The development objective of the programme is to sustainably improve the income and nutrition of smallholders and disadvantaged rural groups involved in commercially oriented production and marketing systems in selected high value agricultural value chains.

ASDP has been implementing within the framework of Nepal's Federal Governance System in Surkhet, Dailekh, Salyan, Jajarkot, Kalikot, Jumla, Mugu, Dolpa, Humla and Western Rukum districts of Karnali Province along (i) Chhinchu-Jajarkot–Dolpa (ii) Surkhet-Kalikot-Jumla-Mugu (iii) Surkhet- Dailekh road corridors (iv) Salyan-Rukum West (Rapti corridor) and (iv) Mid-hill highway². The Ministry of Agriculture and Livestock Development (MoALD) is the main executing agency of ASDP, with total funding of USD 68.2 million and is under implementation from July 2018 for a period of six years till March 2024.

The Programme envisioned targeting smallholder producers and landless rural people (value chain labour, small livestock-holders) interested to engage in market-driven value chain activities. Across these groups, ASDP dedicated to ensure GESI dimensions in its programme; considering specific mechanisms to poor, marginalized households, women, and women headed households to be able to join appropriate value chains, and also benefit from expanding local agriculture employment opportunities associated with value chain-driven growth.

1.2 Rational of this document

Poverty incidents and social exclusion circumstances are the major issue of Nepal. About 80% of its population lives in rural areas with agriculture-based economy where poverty, food and nutrition insecurity, social and geographic exclusion and massive youth outmigration are the main problems of rural areas especially hilly mountainous villages. Although Nepal has made progress at the national level in reduction the rate of poverty (Nepal Living Standard Survey, 2011), underneath this national trend are remains differences based on geographic region, gender and social groups. Poverty is higher (27%) in rural area than urban (15%), and Karnali province has the highest rate of poverty (28.9%) in comparison with other provinces where ASDP is working in. By the caste ethnicity, Dalit have the highest poverty 42%, Hills Janjati has 28% and Hills Brahmin and Newar have 10%.

¹Agriculture Development Strategy (ADS), prepared by the GoN with the involvement of Development Partners including IFAD in 2014 sets a new and dynamic direction for driving agricultural sector growth in Nepal

²As the Kalikot-Humla corridor opens, ASDP will also be implemented in around this road corridor.

The report of Multidimensional Poverty Index (2018) indicated that 28.6% Nepal's population is multidimensional poor where 7% of the urban population and 33% of the rural population, and the Karnali province have the highest rate of Multidimensional poverty (51.2%).

Women and girls in Nepal are disadvantaged by traditional practices including the dowry system, early marriage, son-preference, stigmatization of widows, seclusion of women, family violence, polygamy, and the segregation of women and girls during menstruation (chhaupadi, which is declared as illegal in Nepal). The Gender Development Index (2020) produced by the Global Economic Forum ranked Nepal in 101th position out of 153 countries of the world with the score of 0.680. Nepal Human Development Report -2020 presenting the GDI is comparatively going on progress and put the country in the medium human development category with the HDI value 0.602 at the position of 142 out of 189 countries but the disparity remains amongst the ecological regions and the ethnic groups. Women are continuously experiencing a greater vulnerability to poverty and lower-level human development. At the household, community, and policy level power holders (i.e., husbands, mother- and father-in-laws, high-caste community members, and high-caste leaders) generally maintain a higher position relative to women, members of lower castes (Dalits), and ethnic minorities (Adibasi Janajatis). However, the intensity of power dynamics between power holders and marginalized groups are vary across time, spaces, and individuals, as is the case of women experience varying levels of exclusion depending on menstruation, caste, marital status, and age. In all cases, the level of disparity and exclusion is higher in Karnali province in comparison to national average.

The problems and issues of agriculture sector is almost the same as other sectors in Nepal. Although the roles of most vulnerable groups: Women, Dalits and Janajatis in the sector are very crucial and the agriculture sector is the high potential to provide economic and social mobility for these groups that over 80 percent of women are employed in agriculture. However, the conditions of employment for the majority of rural women are confined mainly in the work as subsistence agricultural producers. There has been shifting traditional division of labour such as women taking up additional responsibilities of ploughing and marketing with combating barriers to agricultural development such as lack of knowledge, access to services and markets, and also the social and gender-based barriers.

In this context, ASDP need essential to develop its GESI strategy and action plan emphasizing to address these issues for achieving its goal of contributing to reduce poverty, food and nutrition insecurity amongst women and men in hill and mountain areas of Karnali Province. This GESI strategy and action plan will be envisioned as an overarching guide for the economic empowerment, voice and representation, equitable workload, and empowering individuals to take control of their own lives and address cultural norms that exacerbate the gender gap and excluded from development mainstreaming of women and disadvantaged households including Dalits, Janajatis, and Muslims, youth, landless and smallholder farmers. The strategy aims to ensure the programme addresses the practical and strategic needs of these targeted groups across all levels and Programme components, and women and excluded groups are meaningfully involved in the Value Chain Development and Inclusive Business (VCDIB) in overall project activities.

1.3 Objectives of this document

The main objective of the GESI strategy and Action plan is to create a common understanding of GESI related issues and interventions among the staff members of ASDP and its partner organizations. The specific objectives are to:

- Provide strategic guidance to incorporate GESI perspective in the programme activities planning, implementation, monitoring and reporting system of ASDP;
- Sensitise programme team and concern stakeholders on GESI aspect, targeting beneficiaries and become responsive toward target groups.
- Build the capacity of programme team and the partner organizations to mainstream GESI in the programme interventions.
- Support programme team and its service providers to identify the areas of GESI interventions across the programme activities including selected value chain development at corridor level.

1.4 Users of GESI Strategy and Action Plan

The intended users of this document will be all staff members of the ASDP at all levels (from programme managers to field staff) including the staff of partner organizations and stakeholders, at the national, provincial, corridor and local level. This document also serves as a guide to other programme personnel/stakeholders, researchers and any interested public and private sector who are interested in GESI mainstreaming processes.

1.5 Methodology

This strategy is prepared on the knowledge subtracted from the various literatures review. ASDP programme design document, GESI Strategy of MoALD, GESI strategy of IFAD Nepal projects: ASHA, RERP-SAMRIDDHI, how to do notes from IFAD- Gender, Targeting and Social Inclusion, and HVAP GESI related documents are the basis of this document. Further, field scenario from the community visits during ASDP design process, Value Chain Strategic Investment Plan development processes, knowledge and experience from the ASDP team members, and the learning sharing of GESI experts from other IFAD funded projects made an important contribution in shaping this GESI strategy and action plan.

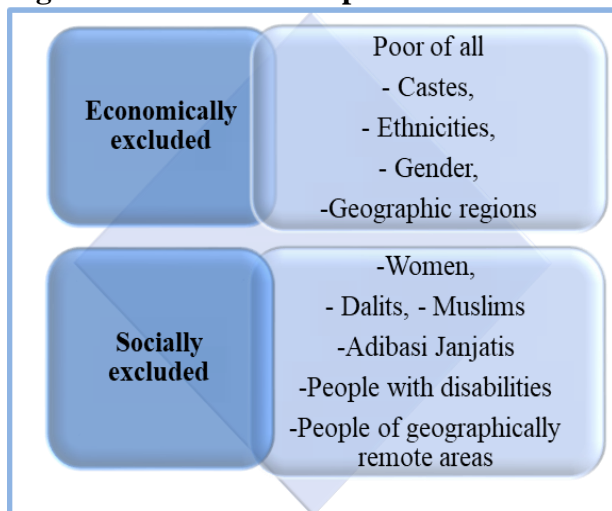
2. The Conceptual framework and the definition of excluded groups

Nepal has more than six decades long planned development experience with the implementation of numbers of periodic plans. Despite of these decades' long planned development efforts, Nepal remains as a least developed country in the world and has been struggling to transform the ingrained hierarchies of gender and caste. But these deep-seated systems for organizing the world and structuring power relations do not change easily. Although formal policies and laws that guarantee equal treatment to men and women as well as to all caste and religions, many of the discriminatory old habits of thought and daily behaviour hurt. The women, Dalits, Adibasi Janjatis, Madhesis, Muslims and people from remote geographical area are experiencing lower status of human development. Considering the existing context, primarily, the GESI concept includes both i) gender mainstreaming – to promote gender equality and women's empowerment and ii) recognition of diversity of socio-ethno groups – to acknowledge differences and inequalities existing between different socio-ethnic groups. Realisation of the existence of

discrimination arising from the differences of social groups and commitment to ensure these discriminated groups have access to the economic benefits are significant for cultivating an inclusive economic development.

ASDP is with this GESI strategy concerned two major dimensions of exclusion: i) economic exclusion, it concerned with the poor of all castes, ethnicities, geographic regions and gender, and ii) social exclusion, it concerned with socially excluded groups- women, Dalits, Adivasi Janajatis, Muslims, people with disabilities and people of geographically remote areas. The following excluded groups as shows in figure-1 will ASDP strategically privileged to include and support from its interventions:

Figure1: Excluded Groups



At first, excluded groups are identified as figure 1 and secondly, we need to further analysis of Intersectionality. Intersectionality is the inter-linkages among different dimensions of exclusion based on gender, social identity, poverty and geography. The dimensions of exclusions are cross-cutting and cumulative which needs to be analysed separately as well as together. From targeting perspectives, priority is given to those excluded groups who are suffering more for example- a poor Dalit woman of Mugu must to struggle with four dimensions of exclusion i.e., poverty, caste, gender and remoteness. All

these dimensions interact with each other in different ways and make a vicious circle of exclusion that we also need to keep in mind and be clear on the prioritization of excluded groups for inclusion. The table-1 below gives the clarity of excluded group's prioritisation:

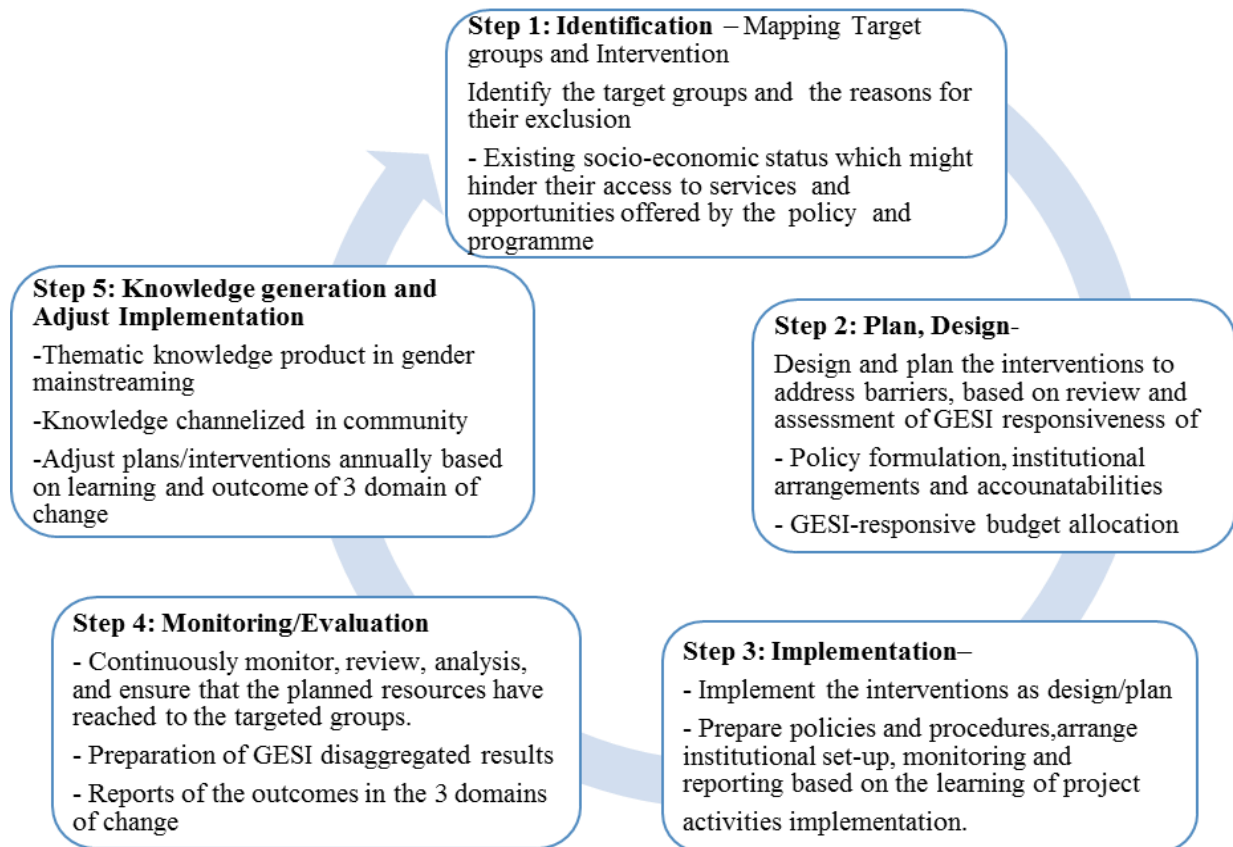
Table- 1: Prioritization of excluded groups

Priority	Excluded group	Example
First	Economically poor and	Poor women from Dalits and Ethnic minorities (Janajatis, Muslims etc.) of remote area, and poor people with disability of remote area
	People with multiple social exclusion	
Second	Economically poor and	Poor women, Poor Dalits, Poor Janjatis, Poor people of remote area, poor people with disability, dalit women, Janjati women
	Socially Excluded	
Third	Socially Excluded	All Women, Dalits, Janjatis, Muslims, people with disabilities, people of remote geography, and economically poor of advantaged caste
	Economically poor	

In order to address the economic and social exclusion, inequality and differences prevailing in the society, concept of Gender Equality and Social Inclusion is brought forward and adopted in development discourse. The concept addresses the unequal power relationship between men and women despite their social identity. It ensures that every individual has equal rights, opportunities and respect in a society. This concept is not limited to development discourse but has been recognized as a mainstreaming agenda by the Government of Nepal. In the similar note, ASDP believes accepting GESI approach in its program design results in inclusive programme goal and have positive impact in the society. Targeting and GESI mainstreaming in ASDP is a continuous process of identifying the issues of targeted population (women, poor, adolescent girls, youth, Golden-1000 day's mothers and other disadvantaged groups) which is

addressed in the policies, programme and budget planning including monitoring and knowledge management system. The following framework conceptualized in Figure-2 are the key steps for mainstreaming gender equality and social inclusion in the ASDP:

Figure-2: GESI mainstreaming framework in ASDP

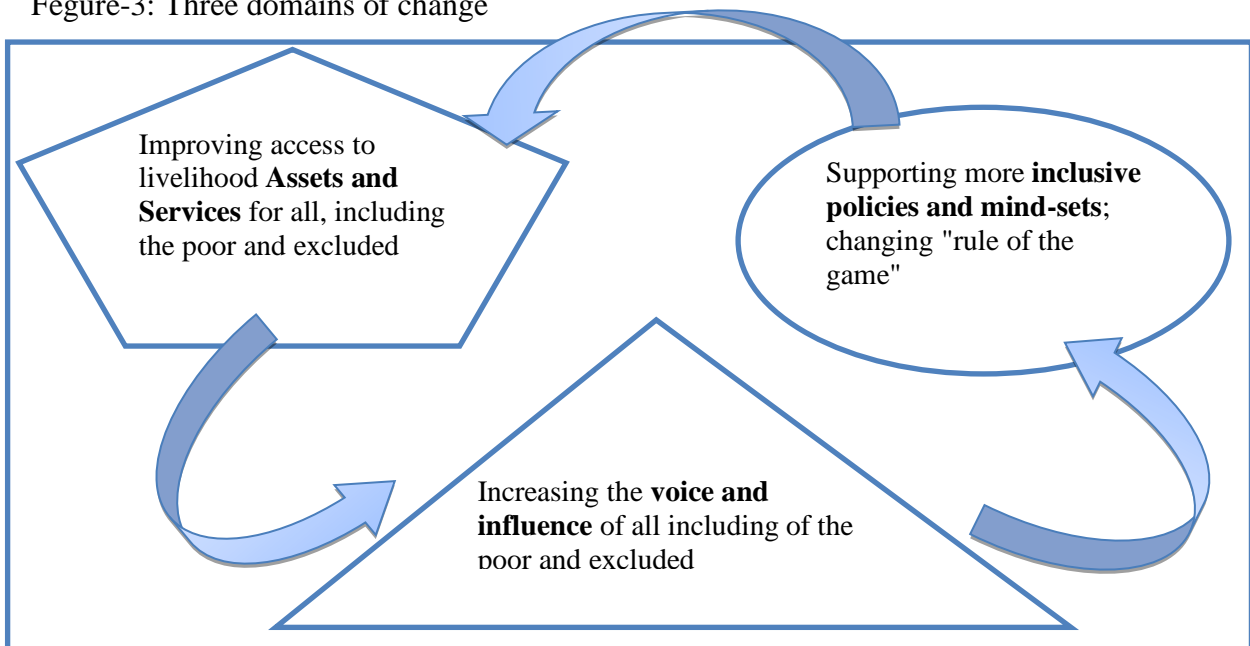


As per the above-mentioned framework, before designing and implementing any programme intervention, ASDP should identify the economically and socially excluded smallholder farmers, their interest to involve in the selected value chain commodities, the issues and reasons of exclusion, and the barriers to their participation in the activities (in step 1). For the identification of barriers and constraints, essential interaction and GESI analysis should be held with beneficiaries and service provider organisations. This will enable to map out existing status of women, poor and marginalized smallholders in the selected value chain process as well as in overall agriculture sector of ASDP working area. In this process, secondary sources of information such as the Palika or district profile, Palika level periodic plans or socio-economic studies carried out by other organisations in the area should be referred to and used. After the assessment is done, the programme interventions should be planned and implemented in a way (step no. 2 & 3) that addresses the barriers of GESI target group. This will lead to formulate favourable policies, required modifications in the programme activities, resource allocation and institutional arrangements as well as the required changes in the monitoring and the reporting system. Continuous monitoring and evaluation (step no. 4) should be carried out to ensure that planned resources have reached to targeted households- the women, poor, Dalits, other marginalized ethnic communities and youths. The M&E systems should be designed to collect disaggregated data on outputs, outcomes and impact, and to link them to management decision

making. At the output level, management should be able to ensure that the programme and actions have reached to target groups. Similarly, monitoring formats or templates should be designed in a way that the actual changes brought in three domains of change by programme interventions, and adjust the programme activities annually (in step 5) as per the learning, knowledge documentation and changes in the lives of women, the poor and marginalised ethnic communities.

The basis of addressing gender equality and social inclusion and monitoring the progress of the real change of poor and excluded (as shown in figure-3) will be based on the three domains of change: i) improve access to assets and services i.e. education, health and economic/employment opportunities which our programme interventions seek to increase; ii) Increase voices and influences to claim rights by increased participation and representation of poor and excluded in farmers group, cooperatives and agribusiness as well as social mobilisation and empowerment initiatives; and iii) support to formulate inclusive policies, institutional structure and changing norms that perpetuated excluded groups. Thus, the existing social structure will not improve by mere change in one or two domains. People will experience real change only when the three domains change to complement each other. When people have better livelihood status and their voices and agency are influential to bring more equitable policies, then there is progress towards dignified society. ASDP will consider intervening in all of these three domains of change in bringing real change in the existing unequal social structure.

Figure-3: Three domains of change



Source: World Bank/DFID, 2006

Considering the overall above mentioned 3 domains of change, specifically ASDP will measure Women Empowerment in Agriculture Index (WEAI) in its monitoring and evaluation system. The WEAI is a diagnostic tool to measure the changes in women's empowerment by identifying the degree to which women are empowered in their households and communities and the degree of inequality between women and men through five domains of empowerment: 1) decision-making power over agricultural production; 2) ownership, access to and decision-making power over productive resources including credit; 3) decision-making over use of income and expenditures; 4) participation in the groups and community leadership; and 5) workload and

satisfaction with available leisure time. The improvement in WEAI score will determine the ASDP's progress on GESI.

3. Policy provisions on addressing GESI issues

3.1 National Commitments

The Constitution of Nepal (2015) guarantees social justice and equal rights to its citizen despite of the origin, religion, race, caste, tribe, sex, economic condition, language, region, ideology or on similar other grounds. The Constitution has no objection on arranging special provisions for protection, empowerment and development of the marginalized citizens namely; women, Dalits, Adivasi, Janajati, Khas Arya, Madhesi, Tharu, farmers, labors, oppressed class, Muslim, backward community, minorities, marginalized, extremely vulnerable community, youths, children, elderly citizens, gender and sexual minorities, people with disabilities, Golden 1000 days mothers, incapacitate or helpless citizens (Article 18, Sub-Article 1,2,3). Similarly, there are other specific articles in the constitution that explains the special provisions for disadvantaged communities and state's policies. In addition, the key national policy documents like periodic plans from the tenth five-year plan (2002 -2010) onwards clearly provide a mandate to addressing gender equality and social inclusion in Nepal. In line with the constitution and the national policies and legislative frameworks, the federal level ministries i.e. MoALD, MoFE, MoWCSC, MoHP, MoEST, MoICS, MoFAGA have been formulated sectoral GESI strategies including some provincial ministries and local government also developed their GESI strategies for supporting gender equity and social inclusion in Nepal. However, not much has been done to apply these national laws to push for advancement of women and other marginalized groups.

3.2 Commitments on International conventions and treaties

The Government of Nepal has also shown the commitment to end gender discrimination and social exclusion by signing the following international conventions and treaties:

- Slavery Convention, 1926 (amended 1953), ratified 7 Jan, 1963.
- International Convention on Elimination of All Forms of Racial Discrimination 1965.
- UN Convention on the Rights of the Child 1989.
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratified in 1991.
- The International Covenant on Civil and Political Rights (ICCPR) ratified on 14 May 1991.
- The International Covenant on Economic, Social and Cultural Rights (ICESCR) acceded on 14 May 1991.
- The Beijing Declaration and Platform for Action (BPfA), 1995.
- The MDG and SDGs set out targets for gender equality and women's empowerment
- The ILO Convention 169 ratified in 2007 with land reform, land ownership, natural resource management, and committed the rights of indigenous peoples.
- The Optional Protocol to the Convention to Prevent, Suppress and Punish Trafficking in Persons, specifically Women and Children acceded in 2008.
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)- 2006, ratified on 7 May, 2010.

3.3 IFAD policy on gender equality and women's empowerment

IFAD is well committed in supporting gender equality and women's empowerment since Strategies for Economic Advancement of Poor Rural Women in 1992. The most recent IFAD Strategic Framework 2016-2025 has recognized gender equality as one among the five principals of engagement which is in line with the United Nations commitments on gender mainstreaming. IFAD set out the goal to empower rural women and achieve greater equality and wellbeing in rural households and communities. The major themes of IFAD support are: i) Promote economic empowerment to enable rural women and men to have equal opportunity to participate in – and benefit from – profitable economic activities; ii) Enable women and men to have equal voice and influence in rural institutions and organizations; iii) Achieve a more equitable balance in workloads and in the sharing of economic and social benefits between women and men.

These major themes achieved by the implementation of the following four action areas of gender action plan (2019-2025) for gender mainstreaming based on the five:

- Action area 1: Programme & project support; GEWE issues addressed systematically in IFAD-supported country programmes and projects.
- Action area 2: Advocacy, partnerships & knowledge management; IFAD contributions to advocacy, partnerships and knowledge management on gender equality improved.
- Action area 3: Capacity-building; Capacity of partners to address gender issues in agriculture and rural development strengthened.
- Action areas 4: Resources, monitoring & professional accountability; IFAD's corporate human and financial resources and monitoring and accountability systems fully support GEWE.

3.4 GESI related policy provisions in Agriculture sector

Mainstreaming gender and social inclusion in agriculture policies, strategies, plans and programmes is very crucial for the societal development of agriculture in Nepal. Identifying this fact, the Government of Nepal, Ministry of Agriculture and livestock Development (MoALD) has promoted gender equity and social inclusion as an important approach and shows the strong commitment through integrating GESI approaches in the following policies/strategies:

- Agriculture Development Strategy (2015-2035),
- Gender Equality and Social Inclusion Strategy- 2017,
- National Seed Vision (2013-2025),
- National Agriculture Policy (2004),
- Agro-biodiversity Policy (2007, first revision, 2014),
- Agribusiness Promotion Policy (2007),
- Gender Mainstreaming Strategy (2006),
- Agriculture Mechanization Promotion Policy (2014),
- Irrigation Policy (2014) and Water Induced Disaster Management Policy (2016).

Despite the favourable policy provisions there is not considerable progress seen for mainstreaming GESI. The weak implementation of policy provisions and informal norms, social practices, values and biases of officials and service providers from dominant groups continue to hamper to transform power relations and the progress remains the same up-to long years journey. To enhance agricultural productivity and value chain development for becoming beneficial to poor and excluded, it is realized that there to identify the challenges

and address them properly. Some of the challenges that counteract in policy provisions are as follows:

- **Elite capture:** This is possible within a strongly patriarchal community with uneven representation and participation of all groups. The elites may feel inclined to promote their personal choice of development Programmes.
- **Unequal access to assets:** In order to be economically active, one needs access to assets such as land, capital, information and extension services and education. With its social rules and institutions, however, Nepalese society often denies women access to certain assets and in consequence they remain in the more marginal and less profitable business activities.
- **Social roles:** Beliefs can refer to men and women as economic actors, their role as association members and appropriate work for them to engage in and their rights. Often such roles can be shaped so that women have less time available and fewer rights to participate in certain activities.
- **Risk profile:** Women are often more risk adverse than men due to their household responsibilities and the fact that they have fewer resources or alternative options to count on, such as access to land or finance.
- **Risks of men's capture of women benefits:** Women have limited access and command over productive resources, rarely control the marketing of products and have almost no control of the incomes generated by them. Men normally take over women's benefits if they are attractive enough for the men.

4. Major GESI mainstreaming intervention strategies in ASDP

The goal of ASDP's GESI mainstreaming strategy and action plan is to guide and support the implementation of its programme by institutionalising GESI sensitive approaches in programme planning, implementation, and monitoring evaluation at all levels. The strategy will support to engage and empower poor, women, youths, Golden-1000 day's mothers and marginalised people in access to resources, technologies, public services and economic opportunities through meaningful participation in the initiatives undertaken by ASDP. The proposed GESI strategy considers the following nine primary areas to intervene at beneficiary level and the organizational level. These nine areas of intervention are highlighted below and the table 2 give details of the strategies that ASDP will follow during the program implementation:

1. **GESI training, capacity building and communication:** capacitate at both program/partner staff and beneficiary levels for developing common understanding and analytical skills on GESI concerns as well as to become responsive towards target groups i.e., Women, Disadvantaged groups and Youths, and capacitate beneficiaries for their economic empowerment, increase voice and representation in decision making, and build the leadership.
2. **Inclusive participation and workforce diversity in organization:** achieve the inclusive participation and representation of women, dalits, janajatis, poor, youths and disadvantaged smallholder farmers in programme interventions, and maintain workforce diversity of staff members in ASDP and its partners.
3. **Access to and control over in decision making processes:** ensure proportionate representation of women, dalits, ethnic minorities and youths in key positions of all

committees, producer groups and cooperatives affiliated with project to reach the decision-making positions and voice their concerns and influence decisions.

4. Resource allocation: emphasize to allocate proper resources in capacity building activities as well as to channelize the co-finance in grants and build linkages with financial institutions to reach disadvantaged people annually. Pay equal remuneration/accommodation of child caretakers if the project supported training participant is a mother has less than 24 months child.
5. Planning, Monitoring, Evaluation and Knowledge Management: planning, monitoring and reviewing the progress from GESI perspective by using GESI disaggregated data analysis and reflect in the programme reporting system including the knowledge/resource materials developed with incorporating GESI concerns. Use gender-sensitive communication whether written, oral or visual will be considered carefully for training and dissemination relates to the words and images.
6. Gender analysis in investment plan: develop strategic investment plan with robust gender analysis including distribution of labour and workloads of women within the given value chain and help in identifying women friendly activities, equal pay for equal work to both women and men, and ensure social safeguards to prevent any harassment.
7. Household methodology (HHM): implement the HHM that support to realize targeted household members about the inequalities in gender roles and relations, causes of poverty, their current situation and their willingness to act upon the findings. HHM focus on people, empowerment, self-generated solutions and equal opportunities.
8. Promotion of workload reduction technologies for women: explore and promote the tools and technologies that reduces the workload of women and disadvantaged groups
9. Networking and Collaboration: develop and promote GESI related learning sharing forum, networks, platforms and information channels at central, provincial and local level for sharing wider knowledge pool, learning and advocacy for policy related changes and advancement

The strategies adopted by ASDP in the major ten areas of interventions are explained in the following table:

Table 1: Primary Areas of Intervention and Major Strategies

S N	Areas for Intervention	Strategies	
		At Beneficiary level	At Organizational level
1	GESI training, capacity building and communication	<ul style="list-style-type: none"> • Capacitate target beneficiaries (women, poor, dalits, youths and disadvantaged groups) through various training, workshop, mentoring, HHM (GALS) and FEBL classes for their social and economic empowerment, increase voice and representation in decision making, and build the leadership and technical skills. • Organise regular onsite coaching and mentoring support established to support the identified and trained women leaders, members 	<ul style="list-style-type: none"> • Capacitate program staff and partners through organising training on GESI mainstreaming, GRB, and GESI auditing at annual basis for developing common understanding and analytical skills on GESI concerns as well as to become responsive towards target groups i.e. Women, Disadvantaged groups and Youths, • Keep discussion sessions

		<p>of groups and cooperatives,</p> <ul style="list-style-type: none"> • Sensitise beneficiaries on Gender Based Violence and Safety and Security in construction work. • The Programme will adopt the following approaches for making trainings gender sensitive: (i) develop training packages on the basis of women's needs and skills; (ii) ensure that the training venue is accessible and safe for women (iii) accommodate caretakers and children who are under their care if required; (iii) allow sufficient time to enable women and disadvantaged groups to acquire new skills and adjust schedules to fit women's existing workloads; (iv) adjust the trainings time according to time availability of the women and excluded groups; (v) ensure that the delivered language is simple towards the understanding levels of the participants; (vi) ensure that the all facilitation methods and learning approaches are inclusive, participatory and women's full and equal participation 	<p>and dialogues on gender issues with the programme staffs and partners during planning and progress review.</p> <ul style="list-style-type: none"> • Make orientation to all programme staff and partners on the women friendly workplace, and the policy and reporting mechanism about Sexual Exploitation and Abuse in workplace.
2	Inclusive participation of target groups and workforce diversity in organization:	<ul style="list-style-type: none"> • Achieve the inclusive participation and representation of women, dalits, janajatis, poor, youths and disadvantaged smallholder farmers in programme interventions. The Programme will adopt GESI-determinant criteria in VCDF co-financing and ensure at least 66 percent women beneficiaries and at least 25 percent Dalits, Janajatis, youths, landless and other disadvantaged groups will be specifically targeted for inclusive participation. The Programme will adopt GESI analysis system and need assessment during co-financing so that women and poor households to be able to join appropriate value chains, and also benefit from the programme interventions associated with value chain-driven growth. 	<ul style="list-style-type: none"> • Maintain workforce diversity of staff members in ASDP and its partners (at least 50% women and 25% dalits and ethnic minorities). • The programme will adopt GESI - determinant criteria for selection of SPs, consultants, facilitators or other partners. • Adopt affirmative action in recruitment process of new employees
3	Access to and control over in decision making processes	<ul style="list-style-type: none"> • The programme will ensure proportionate representation of women, dalits, ethnic minorities 	<ul style="list-style-type: none"> • Adopts participatory and inclusive approach in policy dialogue and ensures the

		<p>and youths in key positions of all committees, producer groups and cooperatives affiliated with project to reach the decision-making positions and voice their concerns and influence decisions.</p>	<p>voices and learning of target groups are reflected in policy and procedures</p> <ul style="list-style-type: none"> • Ensure women in organizational committee: women staff to take a part in decision making bodies of ASDP i.e. the Value Chain Management Committee, programme management committees, staff selection committees and other issue based national and international forums.
4	Resource allocation	<ul style="list-style-type: none"> • Allocate proper resources in capacity building activities annually and channelize the co-finance in grants and build linkages with financial institutions to reach disadvantaged people. • Ensure products and services under all components especially the co-finance amounts, should reach to women, socially excluded members, youths and Golden-1000 days mothers • Ensure equal pay for equal work despite of their gender 	<ul style="list-style-type: none"> • Adopt the gender responsive budgeting and auditing practices annually • GESI focused studies, publication, and dissemination.
5	Planning, Monitoring, Evaluation and Knowledge Management from GESI perspective	<ul style="list-style-type: none"> • Adopt participatory learning and review in planning process and consider the practical and strategic needs of target beneficiaries. Involve women and disadvantaged groups for monitoring the field activities and reviewing the progress • Use of gender-sensitive languages and communication whether written, oral or visual will be considered carefully for training delivery and other resource materials development in relates to the words and images. • IEC/FEBL materials about programme activities, resources, opportunities are disseminated and knowledge captured is channelized in the community regularly and timely. 	<ul style="list-style-type: none"> • Participatory GESI analysis adopted in planning process. • GESI disaggregated MIS, M&E, and reporting system • Gender screening in AWPB and reports • Knowledge products and resource materials will prepared with incorporating GESI concerns and considered gender sensitive communications whether written, oral visual words and images • Develop thematic knowledge product in gender mainstreaming.
6	Gender analysis in VCD strategic investment plan	<ul style="list-style-type: none"> • Conduct participatory GESI analysis during SIP preparation for identifying the distribution of labour, workloads of women and women friendly activities in given 	<ul style="list-style-type: none"> • Develop ToR of SPs with the provision of robust gender analysis in VCD-SIP and ensure that the SPs are performing well and

		<p>value chain development.</p> <ul style="list-style-type: none"> • The Programme will ensure the safety, security and to prevent any kind of workplace harassment of women who will work as construction workers in the ASDP-financed infrastructure development. Prior to building the infrastructure, a robust social and environmental assessment will take place, which will consider all gender concerns and map out social constraints. and ensure social safeguards and to prevent 	<p>incorporated in the VCD-SIP report as per the provisions.</p>
7	Household methodology (HHM) in Gender Action Learning System (GALS)	<ul style="list-style-type: none"> • The Programme will implement the HHM in Gender Action Learning System as a pilot in about 4,000 households. The HHM approach assists household members to realize that inequalities in gender roles and relations can be part of the reason they stay poor. The HHM approach, which will be tailored to fit cultural norms in the Programme, will: (i) assist household members to define their own strategies for developing and improving their livelihoods, based on their goals, strengths, opportunities and assets; (ii) empower individuals or groups to make choices and to transform those choices into desired actions and outcomes by placing them (women and men of all ages) in the driver's seat of the development process; and (iii) ensure that women and men, as well as youth, people with disabilities and other vulnerable groups, have an equal voice in setting the household vision and equal access to development opportunities, productive assets, decision-making and benefits. 	<ul style="list-style-type: none"> • The programme will prepare a guideline for the implementation of HHM at beneficiary's level. • The programme will plan and conduct capacity development events to staff members on HHM for common understanding about tools, methods and procedures • With the support of PCO and PCU management team, HHM mentors/facilitators at group level, the Social Mobilisers at the Palika level, the GESI and Nutrition officer at PCU level and the GESI Expert at PCO level will be responsible for all tasks related to the household methodology.
8.	Promotion of drudgery reduction technologies for women	<ul style="list-style-type: none"> • The Programme will carry out an assessment and identify the various technologies that are reducing women's drudgery with easily available, simple, user friendly, and reasonably priced technologies and tools that can be distributed • The program will distribute the study recommended equipment 	<ul style="list-style-type: none"> • The programme will prepare the equipment distribution guideline and capacitate staff for bringing common understanding

		and technologies to women groups as a pilot programme to the women groups that reduce the women's workloads	
9.	Networking and Collaboration	<ul style="list-style-type: none"> • Coordination and collaborate with local governments and other organizations working GESI issues • Promote GESI related learning sharing forum, networks, platforms local level for sharing and integration 	<ul style="list-style-type: none"> • Network and collaborate with national, international forums (online/offline) for sharing of best practices, experiences on gender mainstreaming, gender screening & programmes • Liaise with focal persons or experts of MoFAGA, MoWCSC, UN Women, IFAD funded projects and other relevant institution to promote GESI related learning sharing forum, networks, platforms and information channels at central, provincial and local level for sharing wider knowledge pool, learning and advocacy for policy related changes and advancement for GESI policies documentation and dissemination

The implementation of GESI mainstreaming task requires a strong commitment within the organization. Realizing this importance, ASDP will adhere following four fundamental keys for implementation of the GESI strategy and actions:

1. Organizational Commitment – Positive discriminatory provisions for women and other disadvantaged groups for their inclusion. ‘Zero tolerance’ against sexual harassment to be included in organizational Code of Conduct. The practice of gender sensitive language and behaviour including maternity/paternity leave, flexible working hours for lactating mothers will adhered by the organization.
2. Technical Expertise – awareness and capacity building of staffs, partners, and stakeholders on GESI sensitivity. Trainings on GESI analytical tools and planning skills. Sharing of GESI responsive policies and practices of GoN, IFAD as well as other national and international conventions.
3. GESI Accountability – establish GESI related task force for systematic planning and monitoring. GESI responsive budgeting and auditing. Disaggregated data monitoring system adopted in organizational MIS/PM&E system. GESI advisory roles are filled by particular focal person.
4. Institutional Culture – promote a friendly working environment. The organization ensures its staffs maintain mutually respectful and cooperative behaviour and enjoys work life balance.

4.1 Target Group Definition

The target groups of ASDP will smallholder producers and landless rural people (value chain labour, small livestock, etc.) interested to engage in targeted value chain activities. ASDP will

serve around 35,000 direct beneficiaries (producers' households and agro-industry entrepreneurs and employees) and around 40,000 indirect household beneficiaries (through public infrastructure, financial services and agricultural services development). Among them 24000 Women of reproductive age groups (15-49 years) will be directly benefited by nutrition sensitive intervention. HVAP beneficiaries will not be eligible for grant co-financing under the ASDP.

Geographically ASDP is being implemented in the areas surrounding five adjacent road corridors (i) Chhinchu-Jajarkot–Dolpa; (ii) Surkhet-Kalikota-Jumla-Mugu; (iii) Surkhet-Dailekh; (iv) Salyan-Rukum West (Rapti highway); and (v) Mid-hill highway road corridors. The distance of the target population settlements from the road depends on the marketed commodity, with travel time up to a maximum of twelve hours - 3 hours for off seasonal vegetables and 12 hours for vegetable seeds and others non-perishable products. The Programme aims to create benefits for women, *Dalits*, *Janajatis*, the poor, and other marginalised groups who reside within these road corridors either are involved or have potential to involve in one of the selected VC.

The Programme will focus on female headed households with special priority given to poor and vulnerable female headed households. Disadvantaged households including Dalits, Janajatis, and Muslims, youth, landless and other disadvantaged groups will be specifically targeted for Programme inclusion. Similarly, risk adverse households are special focus of this programme. This can be achieved through the direct or indirect involvement of the target population in any of the ASDP selected value chains, and the identification of populations who have the potential to work with selected value chains. Programme provisions such as spatial and targeted inclusion initiatives aim to place a clear focus on the disadvantaged and marginalised. In order to make targets operationally relevant and in-line with this GESI strategy, the programme focuses on disadvantaged households and individuals with one or more of the following characteristics:

- National Average annual income per person below the poverty line of NRs 19,261 based on 2066/67 prices (CBS 2010/11)
- Landless *or* landholding of the household is less than 0.5 ha Women, *Dalits*, *Janajatis* and other generally recognised marginalised groups at national level Groups marginalised at a local level.

ASDP will ensure the participation of women and other disadvantaged groups as follows:

- At least 66 per cent women and at least 25 per cent participation of *Dalits* and *Janajatis* in producer groups, cooperatives and capacity development trainings.
- At least 50 per cent women members of executive committees and at least one of the three office bearers in the farmers groups and cooperatives will be women.
- Proportionate representation to their population of dalits, Janajatis, women headed households and poorest of the poor households in groups and co-operatives.
- ASDP encourages in formation of all women member groups.
- At least 50 per cent of local resource persons (Agri Technicians/Facilitators/Social Mobilisers/LRPs) working with the programme should be women.
- At least 40 percent women and one member of Dalit's representation in CAESC.
- At least 3 women members in MADC

5. Gender Equality and Social Inclusion: Strategies and Actions

The ASDP GESI log frame matrix includes eight major strategies to address GESI issues in the ASDP. This GESI Strategy and Action Plan document is designed to have an impact in three key areas: i) improved mainstreaming of GESI in the programme; ii) created enabling environment for GESI; and iii) enhanced capacity (technical knowledge and social capacity). This strategy is also in-line with MoALD GESI strategy 2017. The ASDP adopted the following strategy:

- Develop gender responsive and socially inclusive policies to create a gender friendly and socially inclusive working environment
- Institutionalise the role of ‘gender focal point’ to ensure processes addressing GESI issues/concerns
- Target interventions to ensure the participation of women and excluded groups in planning and implementation processes and promote equal access to resources and benefit
- Balance the work load within households participating in value chains to optimise the positive impact on the target population and reduce drudgery and other negative impacts
- Build the capacity of value chain actors, including women and excluded groups, to create responsive and inclusive value chains by enhancing the skills and knowledge of the target groups so that they may better participate in VCD
- Monitor and evaluate interventions to ensure that GESI issues are well addressed in VCD
- Strengthen information and communication systems to ensure that relevant information is delivered via appropriate media based on the needs of target groups at all levels
- Build synergy among relevant groups of stakeholders; encourage collaboration and coordination in order to share experience and learning, and scale-up good practices.

The table below shows how the GESI Strategy can be applied in VCDIB. The Strategy may be adapted to meet the demands of specific commodities, locations or target populations.

Table 3: Gender and Social Inclusion Strategies and Actions

Strategy	Actions	Target Beneficiaries
Responsive policies	Ensure that GESI issues form a part of all programme guidelines, strategies and frameworks.	PCO, Value Chain groups and cooperatives
	Adopt affirmative provisions and actions to recruit and retain women and women/men from excluded groups at different levels within the Programme according to their capacity.	
	Develop a code of conduct to promote a gender friendly and inclusive working environment.	Programme staffs and stakeholders at all level
Institutionalising gender and social inclusion	GESI expert will ensure GESI issues are brought into mainstream programme activity.	PCO, PCU, MADC, CAESC, vale chain groups and cooperatives.
	Sensitise GESI focal points through orientations, training workshops, and discussion of the expectations of the role.	
	Conduct a regular participatory review and reflection on programme working environment and programme activities and incorporate feedback from GESI Focal Points to drive improvement.	PCO, PCU, MADC, CAESC, vale chain groups and cooperatives.
Targeting and implementation	Mapping and identification of populations of <i>women, the poor, Dalits, Janajatis and other marginalised</i> groups who have the potential to take part in VCD in cluster but are	Groups and cooperatives, women, excluded

Strategy	Actions	Target Beneficiaries
	currently excluded.	groups/households
	Explore the interests, needs, potentialities, and barriers (both strategic and practical) to participation in specific VCD initiatives of the target populations in each cluster.	Targeted women / excluded groups/households
	Facilitate the formation of new groups and/or facilitate the target populations' access to existing group membership in specific value chains within each cluster.	
	Promote proportionate representation and meaningful participation of the target populations in the decision-making bodies of groups and cooperatives working with ASDP.	Women and excluded groups
	Conduct women targeted (15-49 years) Nutrition Field School and Establish Nutrition Garden in each group members.	Women and adolescents
	Conduct community awareness campaign on nutrition through mother's groups and school nutrition package for school adolescents' girls	Women and adolescents
	Conduct business-focused functional Financial Education and Business Literacy classes for women and excluded groups representing groups and cooperatives working with ASDP in appropriate (local) languages following situation and needs analyses.	Women and/from excluded groups
	Facilitate the development of business plans so that target populations can engage with specific value chains.	Clusters, groups and Cooperatives
	Ensure that the necessary tools and equipment are delivered timely and infrastructures are accessible to targeted households and groups according to approved business plan.	
	Provide technical skill and knowledge-based training to the target population based on identified needs in line with inclusive intervention strategy of each VC.	
	Ensure the equitable delivery of extension services based on need and demand of targeted HHs, groups and cooperatives through CAESC and in collaboration with different extension services.	
	Develop and promote women lead farmers and women led groups in each value chain.	Potential women from population clusters/land pockets, groups and cooperatives
	Sensitise agribusiness and private organisations to incorporate GESI into their business plans.	PCO, PCU and Agribusiness
	Assessment (participation and impact) of business plans from GESI perspective; ensure that GESI features in all agreements and memoranda of understanding (MOU).	PCO, PCU and Agribusiness
	Conduct participatory action research (which is more likely to be gender friendly and inclusive with reference to knowledge development and learning agenda) for specific value chains to document the performance of women with equal access to productive resources, technologies and services	Women farmer, affiliated groups and cooperatives in value chain
Balance workload and reduce women drudgery	Conduct a situation analysis, and impact/ barrier assessment in order to help balance workloads, promote inclusion, and improve abilities to cope with challenges within HHs,	Groups and cooperatives including risk adverse groups and individuals

Strategy	Actions	Target Beneficiaries
	groups and cooperatives working with ASDP. Carried out household methodology through using various GALS tools including mentoring support to implement their vision	(women, poor, <i>Dalits</i> , <i>Janajatis</i> and other marginalised groups)
	Provide need-based technical capacity building training to minimise the adverse effects associated with involvement in value chain activities.	Risk averse groups and individuals
	Sensitise men and women on sharing workloads equally at household level	Women and men
	Ensure equal pay for equal work on Programme activities and promote this policy at the community level.	Women, groups and cooperatives
	Compile lists of legal provisions related to the promotion of gender and social inclusion and disseminate to groups/cooperatives.	
	Promote women-friendly tools and technologies to reduce women drudgery and increasing efficiency at HHs, groups and cooperatives as per upgrading strategies of each VC plan.	Women and men
	Identify, together with women and excluded groups, potential enterprises that could be profitable within specific value chains, and analyse ways to include such enterprises in VC in line with upgrading strategies of each VC plan.	Risk averse groups and individuals (including women, poor, <i>Dalits</i> , <i>Janajatis</i> and other marginalised groups)
Capacity building	Organise orientation and training workshops on mainstreaming GESI in VCD IB.	PCO, PCU, ADO, VHLSEC, Plaikas, Cooperative and Groups
	Organise regular, issue-based GESI interaction programmes and workshops at different level.	PCO, PCU, NGOs, District Line Agencies (Las), Cooperative and Groups
	Arrange exposure visits to facilitate the exchange of learning and experience arising from engagement in VC at different level.	Targeted women, and excluded groups (including risk averse groups)
	Organize leadership development, climate change adaptation, drudgery reduction and nutrition promotional related training.	Women and excluded groups
	Organise group governance, mobilisation and management training for those groups and cooperatives involved in value chain	Groups and cooperatives
Monitoring and evaluation	Collect/record GESI disaggregated data and maintain a database covering different levels and programme activities	PCO, PCU, District Cooperative and Groups
	Design, review and analyse each value chain study, baseline, outcome, and impacts from GESI dimensions.	PCO, PCUs, Cooperative and Groups
	Organise/facilitate an internal gender and diversity assessment for groups, cooperatives and partner organisations.	PCUs, Cooperative and Groups
	Conduct survey related Minimum Dietary Diversity (MDD) status of women.	PCO, PCU, groups and Cooperatives.
	Conduct Household methodology approaches/GALS for gender analysis.	PCO, PCU, groups and Cooperatives.
	Organise GESI audit at mid period of effective Programme implementation.	PCO and PCUs
Strengthening	Develop Programme and value chain related information in	Women, poor, <i>Dalits</i> ,

Strategy	Actions	Target Beneficiaries
information and communication systems	different languages and formats (brochures, charts, pictures, posters, audio-visuals etc.).	<i>Janajatis</i> , other minority groups and those who are illiterate
	Ensure that target groups are kept informed about opportunities and developments.	
Coordination, collaboration and synergy building	Hold workshops and meetings for like-minded organisations, supporters, and enablers to share approaches/ learning and identify issues, build synergy and collaborate to enhance the capacities of women and excluded groups.	PCO, PCUs, other stakeholders, value chain groups and cooperatives
	Conduct regular interactions to promote coordination and information sharing within with the MoALD and IFAD Programmes for effective GESI mainstreaming	MoALD and IFAD
	Develop and share best practices, lessons learnt and experiences on GESI mainstreaming in VCDIB with different stakeholder at different level (micro-meso-macro).	PCO, PCU, other stakeholders, groups and cooperatives
	Develop audio-visual and knowledge products to document Programme success, to ensure the inclusion of women and excluded groups in economic and social empowerment initiatives.	MoALD, PCO, PCUs, groups, cooperatives and other relevant stakeholders

6. Gender and Social Inclusion: Responsibilities

6.1 Organisations and Responsibilities

Gender and Social Inclusion strategy implementation is the responsibility of ASDP implementing organisations and their respective bodies/units. The table below lists participating organisations with their key organisational responsibility in terms of ensuring GESI mainstreaming processes of the ASDP.

Table 4: Organisations and Their Responsibilities

Implementing Agency	Responsibilities
Ministry of Agricultural Development (MoALD): The ministry is responsible for the overall implementation of the Programme in partnership with IFAD (Under the MoALD /PCO and PCUs establish and implement ASDP).	Formulation and implementation of GESI friendly agricultural development policies and plans
	Ensure that the ASDP GESI Strategy and Action plan is aligned with the Ministry's own Gender and Social Inclusion Strategy, 2017
	Provide inputs, comments and feedback on GESI strategy and action plan of ASDP
	Ensure the adoption and implementation of the ASDP GESI Strategy and Action
	Overall coordination and cooperation among actors for cross-sectoral sharing of GESI lessons learnt at national level
	Ensure the effective delivery of Programme activities and outcomes related to GESI
	Create a platform for sharing GESI experiences, lessons learnt, and challenges in the Water, Sanitation and Hygiene (WASH), Food security and Nutrition, Renewable Energy (RE), and Agriculture and Forest Product (AFP) sectors
	Provide support, technical advice and backstopping for GESI initiatives
	Provide training and capacity building opportunities for more efficient and effective GESI content delivery

Implementing Agency	Responsibilities
	Explore spaces for collaboration and synergy building in GESI (participatory action research, assessment, knowledge management, field visits to share learning etc.)
PCU, provincial office at district level, MADC	Implement the ASDP GESI Mainstreaming Strategy of the MOALD
	Facilitate GESI responsive planning in consultation with, and with the participation of, women and excluded groups
	Ensure that GESI issues are addressed by food security facilities
	Nominate a gender focal point in its organisation
CAESC/MADC and government agencies at palika and community level	Ensure that all Programme activities comply with the ASDP GESI Strategy and Action Plans
	Implement ASDP GESI strategy and action plan with support from PCU
	Develop GESI policy guidelines for organisational use with the support of the PCU, Support cooperatives and groups to formulate or revise their policy provisions from GESI perspective
	Ensure that 50 percent of all ASDP staffs are women with a clear preference extended to excluded groups (<i>Dalits, Janajatis</i> and other marginalised groups)
	Supervise, monitor and provide backstopping for groups and cooperatives in order to further mainstreaming GESI
	Incorporate GESI perspectives into training, activity planning, implementation, and monitoring
	Encourage the formation and registration of groups and cooperatives for women, the poor, <i>Dalits</i> and <i>Janajatis</i>
	Work with groups and cooperatives to ensure that of the total number of people participating in Programme activities, 66 percent are women, and 25 percentage <i>Dalits/Janajatis</i>
	Support cooperatives and other groups set up by women and excluded populations to develop proposals and business plans so that they may apply for provisional funding
	Support groups and cooperatives in their efforts to ensure that at least 33 percent of decision-making positions are held by women, and that proportional representation is accorded to other excluded groups
Groups and Cooperatives	Nominate gender focal point
	Implement ASDP GESI strategy and action plan with support from palikas, groups and cooperatives
	Include women, and excluded/risk averse groups as members
	Ensure the meaningful participation and representation of women and excluded groups in meetings and interactions
	Ensure that at least 33 percent of decision-making positions are occupied by women, and that proportional representation is accorded to other excluded groups
	Make groups/cooperatives discrimination free groups and cooperatives
	Promote equal pay for equal work policies
Nominate gender focal points	

6.2 ASDP: Institutional Arrangements and Key Responsibilities

In addition to the organisations mentioned above, which are crucial for effective ASDP execution, the programme has conceptualised and set up a number of additional institutional structures to direct, make operational, support, and facilitate the implementation of the programme. The existence of institutional arrangements to oversee Programme coordination and social audit activity is a vital component in mainstreaming GESI. The table below lists

ASDP institutional set-ups and their responsibilities as regards the preparation, implementation, monitoring and evaluation of GESI strategy.

Table 5: Institutional Arrangements and Associated Responsibilities

ASDP Institutional Arrangements	Responsibilities
<p>Programme Steering Committee (PSC): The committee was formed at the beginning of the Programme cycle. The secretary of the MOALD is the committee's chair, while the Programme Coordinator is its member secretary. The committee has a balanced membership representing the government, the private sector.</p>	Endorse GESI Strategy and Action Plan.
	Approve annual work plans and budgets to ensure that they are GESI-responsive
	Periodic review of programme progress against targets and assess its effectiveness in achieving poverty/gender and social inclusion goals
	Assess the management effectiveness of programme activities and analyse lessons learnt
	Maintain a balanced membership with representatives from government, the private sector (including women, Dalits, <i>Janajatis</i> and other marginalised groups)
	Guide, direct and review PCO/PCU activities according to GESI strategy and action plan
<p>PCO: The coordination office comprises a team of individuals deputed and contracted staff from the MoALD. The unit is headed by the Programme coordinator (a gazetted Class 1 civil servant) from MoALD.</p>	Develop policies, plans, activities and budgets which incorporate a GESI perspective
	Develop a common understanding on GESI strategy and action plan and ensure that GESI as collective responsibility of PCO/PCU
	Ensure effective implementation of the ASDP GESI Strategy and facilitate programme responses to GESI issues
	Supervise, monitor, report and evaluate the implementation of ASDP activities in line with the GESI Strategy outcomes and indicators.
	Involve grantees for capacity building and fund management activities based on their institutional capacity, and their sensitivity towards GESI issues
	Promote a balance between women, men and socially excluded groups when hiring PCO Staffs; promote the same balance in all ASDP committees and working groups
	Nominate GESI focal point
<p>ASDP's TAG: A Province led TAG, chaired by the Secretary for Ministry of Land Revenue, Agriculture and cooperatives of Karnali Province with participation from the representatives from relevant province-level government agencies, private sector and the municipalities. TAG will grow into a body that provides services to the high-value agriculture, and NTFPs/MAPs sector as a whole and will work along GESI/Nutrition related concerns in ASDP.</p>	Raise issues of agribusiness promotion (including GESI issues) during national level policy formulation and policy amendment debates
	Facilitate DCCIs to promote women's involvement in enterprises and encourage the formation of women's units in such organisations them to organise under a women Unit
	Assist agribusinesses to conduct social corporate responsibility activities
	Discuss GESI issues and recommend actions and address them through planning, coordination and monitoring/evaluation
	Review opportunities and progress in coordination with agribusinesses and other stakeholders operating in the Programme area
<p>PCU: A PCU has been formed at the cluster level to function as a</p>	Create synergy for improved outputs and greater impact (including in GESI)

ASDP Institutional Arrangements	Responsibilities
<p>resource body and act as a forum for coordination between programme institutions. The office helps the PCO to swiftly resolve issues related to programme implementation.</p>	Review and follow up the implementation
	Promote GESI balance within the ASDP Working Groups
	Nominate gender focal point
<p>CAESC: ASDP will set up CAESC comprising of representatives from civil society, the media, and other concerned parties selected by the PCO and approved by the PSC. The public audit/monitoring groups aim to mobilise all groups whose goals match the ASDP programme purpose.</p>	Make Programme implementation more transparent, accountable and locally manageable; ensure that GESI inclusion indicators form part of the public audit
	Plan, implement, monitor/supervise, and evaluate programme activities within the value chain groups and communities and provide a sounding board for issues and concerns including GESI

7. Gender and Social Inclusion: Monitoring and Evaluation

ASDP strategies and interventions will be monitored using the following indicators:

Table 6: GESI Strategy and Action's Indicators

Strategy	Output
Responsive policies	A high level of commitment to promoting inclusive and reformative gender equity and social inclusiveness
	The achievement of Programme targets for women and excluded groups
	At least 50 percent of staffs and Facilitators/LRPs are women and people from excluded groups
Institutionalising GESI	GESI focal points will be functional to ensure that the concerns and needs of women and excluded groups are addressed
Targeting and implementation	Potentially excluded groups residing in small pockets of land are identified
	Interests, needs, potentialities and constraints/ barriers to participation for women and excluded groups in specific VCD initiatives are explored and addressed
	The membership of women, the poor, <i>Dalits</i> and <i>Janajatis</i> in groups and cooperatives increased
	Women make up at least 66% of the total beneficiaries from cooperatives and producer groups, while other excluded groups achieve proportional representation in such organisations
	35000 women participate in FEBL classes including nutrition and technical parts
	Trained participants are able follow minimum dietary diversity and manage records and accounts effectively
	1200 number of groups/cooperatives with access to VCD funds
	24000 women are improved their Minimum Dietary Diversity.
	1000 number of groups and cooperatives that report an increase in the number of market linkages
	At least 50 percent of groups participating in value chains by the end of the Programme are women-led farmers' cooperatives
Balance workload and reduction of women drudgery	Business Plans are sensitive and responsive to GESI
	The number of commercial partnerships/linkages between farmers and markets
	Knowledge management products focusing on women have and excluded participation and performance in VCD will be produced.
	Risk adverse individuals/groups are identified
	The risk adverse groups get the opportunity to participate in VCD activities
	There is a balanced workload among men and women at household level
	Women numbers are increased in community infra
	Reduced social discrimination and equal payment for equal work

Strategy	Output
	Reduced workload of women
	Entrepreneurship skills developed among the target groups
Capacity building	The institutional capacity of groups, cooperatives and producer organizations to address GESI issues is increased
	66 percent of the participants in value chain-specific training initiatives are women; there is proportional representation of excluded groups in such training activities
	At least 50 percent of the participants at all group meetings and other interactions are women
Monitoring and evaluation	All programme documentation and knowledge products contain analysis that is disaggregated for gender and social inclusion
	All programme related studies, surveys, analyses and reports include a discussion of gender and social inclusion-related concerns and issues
	Groups/cooperatives and partner organisations are sensitised to diversity issues
	ASDP gender audit is carried out
Strengthening information and communication systems	Communities are regularly informed about important of nutrition and value chain-related developments
	Programme staff and SPs are well informed about the programme's communication channel
Coordination, collaboration and synergy building	Number of interaction events organised
	Numbers of ASDP model nutritious garden managed by women groups
	Joint implementation of activities
	The number of audio-visual/knowledge products that include GESI issues produced

8. Explanation of Key Terms

Gender: Refers to the socially constructed roles and identities of men and women as well as the relationships between them. These roles change over time and vary by culture. In Nepal, women face unequal power relations and gender-based barriers due to a patriarchal society.

Gender equality: refers to equal rights, voice, responsibilities and opportunities for men and women in society, at work, and in home. Gender equality is a broad concept and goal for human development. It is achieved when men and women have equal rights, freedoms, conditions and opportunities for realizing their full potential for contributing to and benefitting from economic, social, cultural and political development. It means society values men and women equally for their similarities and differences and the diverse roles they play. It signifies the outcomes that result from gender equality strategies and processes.

Social Exclusion: Describes the experience of groups that are systematically and historically disadvantaged because of discrimination based on gender, caste, ethnicity, or religion. Exclusion occurs in public (formal) institutions such as the legal or education system, as well as social (informal) institutions such as communities and households.

Social Inclusion: The removal of institutional barriers and the enhancement of incentives to increase access by diverse individuals and groups to development opportunities. This requires changes in policies, rules, and social practices and shifts in people's perspectives and behavior toward excluded groups.

Caste: Refers to the Hindu hierarchal system, which originated by categorizing people into caste groups according to the division of labor, roles, and functions. In Nepal, the "upper" castes refer to the Brahmans and Chhetris and the "lower" castes refer to the Dalits who suffer from caste- and untouchability-based practice and religious, social, economic, political, and cultural discrimination. The Dalits comprise 13% of Nepal's population and can be classified into 6 subcaste groups from the hills (Hill Dalits) and 10 subcaste groups from the Terai (Madhesi Dalits).

Adivasi Janajatis: People or communities having their own mother tongue and traditional customs, distinct cultural identity, social structure, and written or oral history. Interchangeably referred to as "Janajatis," "ethnic groups," and "indigenous nationalities." The government identified 59 groups as indigenous nationalities and these are categorized into 5 groups based on their economic and sociocultural status. These include "endangered," "highly marginalized," "marginalized," "disadvantaged," and "advanced" groups. Newars and Thakalis are the only two groups classified as "advanced" groups.

Madhesis: The definition of "Madhesi" is politically contested, but in broad terms it refers to the people who have languages such as Maithili, Bhojpuri, Awadhi, Urdu, and Hindi as their mother tongue and are considered of Madhesi origin. They include Madhesi Brahman Chhetris (2% of the population), Madhesi other caste groups (13% of the population), and Madhesi Dalits. Their exclusion is based primarily on regional identity and language.

Muslims: A religious group who comprises 4.3% of Nepal's population.

Risk Adverse Households:

Risk- Adverse Households are households which (initially) avoid or are reluctant to be involved in the main business activities within the value chain due to perceived risk of economic decision. They assess the risk as more negative regardless of having land and/or the means to successful

participation in value chain. Sometimes, they are unable to be involved in activities which are adopted by other members of a producer group or cooperative. These households primarily lack confidence to initiate the economic activities related to the value chain.

Characteristics of risk-averse household:

- Low level of confidence in economic decision
- Strong disinclination to take risks and overestimating the consequences of taking risk
- Assessing investment and business decisions more negative
- Seeking for safe venture i.e low but secure return and preference of certainty over uncertainty

Factors influencing risk adverse households

- Lack of skills
- Lack of knowledge on production and marketing
- Lack of information on inputs (e.g. irrigation, start-up capital)
- Lack of access to tools and technology to optimize profits and minimize labour cost

Mostly poor, dalits, janajatis, women and other marginalized groups (but not limited to) are more risk averse. They are more involved in subsistence farming and risk taking involves higher cost in term of losing sole source of their livelihood. Thus, strategy to minimize magnitude of possible worst outcomes of perceived risk considering the aforementioned factors and creating favourable condition is needed to ensure participation of more risk adverse households.

9. Annexes

Annex 1: Caste and Ethnic Groups in Nepal

% Total Population	GSEA / NLSS II (10 groups)	2011 Census (103 groups)
Hindu caste groups (57.5%)	BC (Hill)	Brahman, Chhetri, Thakuri, Sanyasi
	BC (Terai)	Kayashta, Rajput, Baniya, Marwadi, Jaine, Nurang, Bengali
	Terai Middle Caste	Yadev, Teli, Kalwar, Sudi, Sonar, Lohar, Koiri, Kurmi, Kanu, Haluwai, Hajam/Thakur, Badhe, Rajbhar, KewatMallah, Numhar, Kahar, Lodha, Bing/Banda, Bhediyar, Mali, KamarDhunia
	<i>Dalit</i> (Hill)	Kami, Damai, Sarki, Gaine, Badi
	<i>Dalit</i> (Terai)	Chamar, Musahar, Tatma, Bantar, Dhusadadh/Paswan, Khatway, Dom, Chidimar, Dhobi, Halkhor, Unidentified Dalit
<i>Janajati</i> (37.2%)	Newar	All Newar Castes
	<i>Janajati</i> (Hill)	Magar, Tamang, Rai, Gurung, Limbu, Sherpa, Bhote, Walung, Buansi, Hyolmo, Gharti/Bhujel, Kumal, Sunuwar, Baramu, Pahari, Adivasi Janajati, Yakkha, Shantal, Jirel, Darai, Dura, Majhi, Dunuwar, Thami, Lepcha, Chepang, Bote, Raji, Hayu, Raute, Kasunda
	<i>Janajati</i> (Terai)	Tharu, Dhanuk, Rajbanshi, Tajpuriya, Gangai, Dhimal, Meche, Kisan, Munda, Santhal/Satar/Dhangad/Jhangad, Koche, Pattarkatta/Kusbadiya
Muslim (4.3%)	Muslim	Muslim, Churoute
Other (1%)	Others	

Source: Unequal Citizens: Gender, Caste and Ethnic Exclusion in Nepal – Summary. 2006

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