

RURAL VILLAGE WATER RESOURCES MANAGEMENT PROJECT PHASE II



GENDER EQUALITY AND SOCIAL INCLUSION (GESI) STRATEGY AND ACTION PLAN



Revised RVWRMP Phase II version based on
RVWRMP Phase I Final Draft May 2008

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LIST OF ABBREVIATIONS

CAP	Community Action Plan
CM	Community Mobiliser
DAG	Disadvantaged Groups
DDC	District Development Committee
DoLIDAR	Department of Local Infrastructure and Roads
DWSS	Department of Water Supply and Sanitation
FCHV	Female Community Health Volunteer
FEDWASUN	Federation of Water and Sanitation Users Nepal
GESI	Gender Equality and Social Inclusion
HH	Households
HP	Health Post
LLB	Local Latrine Builder
MDG	Millennium Development Goals
NLSS	National Living Standards Survey
O&M	Operation and Maintenance
REDP	Rural Energy Development Program
RWSSSP	Rural Water Supply and Sanitation Support Programme
RVWRMP	Rural Village Water Resources Management Project
SL	Sustainable Livelihoods
SOs	Support Organisations
UCs	User Committees
UNDP	United Nations Development Program
VDC	Village Development Committee
VMW	Village Maintenance Worker
WDO	Women Development Office(r)
WRA	Water Resources Advisor
WRM	Water Resource Management
WRMC	Water Resource Management Committee
WRMSC	Water Resource Management Sub-Committee
WUMP	Water Use Master Plan

1 BACKGROUND

The Government of Nepal's Local Infrastructure Development Policy (2004) aims to improve the socio-economic conditions of local people and improve access to: 1) basic services; 2) economic opportunities and 3) resources among women, the disabled, Dalits and other oppressed groups. This objective is consistent with the Government of Finland's Development Policy which recognises that lack of access to basic services among the poor, low economic status, exclusion and illiteracy are root causes of poverty and conflict in Nepal that need to be urgently addressed.

The Rural Village Water Resources Management Project (RVWRMP) is a continuation of the Rural Water Supply and Sanitation Support Programme (RWSSSP) supported by the governments of Nepal and Finland since 1989. The RVWRMP (Phase I 2006-2010 and Phase II 2010-2015) aims to improve 1) the quality of life of local people; 2) environmental conditions, and 3) rural livelihoods opportunities through equitable and sustainable integrated water resource planning and use.

The scope of the project has expanded from rural water supply and sanitation schemes alone to include integrated water resource management including micro-irrigation, hydro-power and environmental protection. It also works with a broad range of partners including the Ministry of Local Development/ DoLIDAR, local government institutions (DDCs, VDCs), district line agency offices and NGOs. The Project has a number of partners for livelihoods development, energy and other specific thematic areas.

Based on its extensive project implementation experience, sector learning and the reality arising from the changes in the political situation since April 2006, RVWRMP recognises the need to strengthen its gender equality and social inclusion programming. The previous approach taken under RWSSSP focused primarily on gender; this strategy expands the scope to social inclusion.

2 GENDER, POVERTY AND INCLUSION IN NEPAL

2.1 Gender, Poverty and Inclusion in Nepal

Recent political developments in Nepal have placed social inclusion at the centre of a new national reform agenda. While a relatively new development concept, popular discourse now acknowledges that barriers related to gender, caste and ethnicity consistently limit marginalised people's access to economic and social development resources and benefits. In the current Three-Year Interim Plan (2007-2010), the Government of Nepal has continued to prioritise social inclusion as one of its cornerstones of poverty reduction and recognises that there is a need for further concerted efforts to ensure the representation and voice of the excluded in decision making processes.

National data and recent studies have shown that gender, caste and ethnicity are significant factors that influence one's socio-economic status and level of empowerment. Although the incidence of poverty decreased from 42% of the population in 1995/96 to 31% in 2003/04 (NLSS I/NLSS II), differences exist between certain groups based on their caste and ethnicity. Advantaged groups such as the Brahman, Chhetri and Newar have incidences of poverty lower than the national average ranging between 14 -19%, while the disadvantaged groups have a much higher incidence at 47% for Dalits, 44% for hill Janajatis and 41% for Muslims.ⁱ

Human development indicators such as health and education also reflect gender and caste/ethnic disparities.ⁱⁱ Overall the Brahman/Chhetri/Newar groups have higher health indicators than other groups, and on average a Brahman and Newar live 11 to 12 years longer than a Dalit. A Dalit child is nearly 50% more likely to die in its first year than a Brahman or Newar child. Although the infant mortality rateⁱⁱⁱ for females decreased by 22.7 between 1996-2001, the infant mortality rate is still higher for females at 79.2 compared to males at 64.4. Gender parity in school enrolment rates is encouraging with 67% for girls and 78% for boys at the national level. However, inter-group differentials show that gender disparities are quite high in the Tarai Middle Caste groups^{iv}, where 94% of boys are in school compared to only 58% of girls. Women's participation and representation in politics is good at the local level (i.e. Ward Committee and Municipality members), but is much lower in the more powerful VDC and DDC Committees where local policy and budget allocation decisions are made.

The 'Measuring Empowerment and Social Inclusion' (see Bennett, 2006b) study analysed the material, social and political status of the advantaged Brahman/Chhetri/ Newar and Tarai Middle Castes compared to the Janajati and Dalits groups. The study showed that while caste/ethnicity and gender are all definitive indicators of empowerment and social inclusion, the caste/ethnicity identity is a more powerful predictor of empowerment and inclusion than gender.^v Another study that explored gender, social inclusion and empowerment issues through development groups and group-based organizations in Nepal, found that while group membership can contribute to the level of women's and Dalits' empowerment, the institutional structure and processes of groups as such, can also lead to the support of existing social and caste inequalities, 'elite capture' and further exclusion of already marginalized groups.^{vi}

2.2 Gender and Inclusion in RVWRMP Working Districts

In Nepal, women face substantial gender disparities, but it varies across the country. There is a higher degree of gender disparities in the rural areas compared to the urban areas, in the mountains than the hills and terai and in the far west region compared to other regions.^{vii} The situation of women, poor and excluded groups in the RVWRMP working districts are highly variable and comparatively lower than the national average.

Deep rooted socio-cultural traditions, societal norms and values create and maintain the status quo that cannot be changed easily. While the national average for life expectancy is 61, it is as low as 45.7 in Bajura. The male literacy rates are quite good for the project districts, but the literacy rates for females are nearly 5-7 times lower than the national average of 34.9%, with the lowest in Humla at 4.8%. The gap between male and female literacy rates demonstrate the gender disparities with a gap of 41% in Achham, 37% in Bajura and 46% in Bajhang. Political participation by women in the project districts is quite good in comparison to the national average of 19%. However, data disaggregation by caste/ethnicity is unavailable.

To better understand the context of its working districts and tackle barriers to inclusive development, RVWRMP carried out a 'Gender and Social Discrimination' Study (2008) to explore the socio-cultural, religious, political and economic practices related to gender and social discrimination at the community level. The study attempted to identify practices, values and norms used to justify and rationalise discriminatory practices. It also explored opportunities to overcome these barriers and to increase voice, participation and assertiveness of the excluded groups.

The study identified a number of gender and caste based discriminatory practices that are due to socio-cultural and religious beliefs and practices. The degree and forms of the discrimination

varied across the communities, but what was similar was the justification of these practices. This was based on a triangular equilibrium of faith, fate and fear that is built and maintained on superstition and traditional beliefs. While the recent political changes have initiated discussion on inclusion and have led to some changes at the community level, there has not been the much-needed social transformation that is central for sustained change.

A process of social mobilization, sensitization and confidence building is required. It will take time, in some cases generations. However, RVWRMP can plant the seeds for change and transformation by providing and ensuring equal opportunities and access to project benefits and by acting as role model in the communities.

3 WATER RESOURCE SECTOR IN NEPAL

3.1 Water Supply and Sanitation Sector in Nepal

According to surveys (CBS 2003/04), nearly 80% of the rural population have access to an improved water source and 30% of the rural population have access to improved sanitation. However, in the mid and far west regions only about 43% of the total population have access to tapped drinking water systems, while sanitation facilities are nearly non-existent.^{viii} Studies have also shown that caution should be exercised as “access to an improved water source” does not factor in functionality, accessibility and water quality criterion.^{ix}

A number of rural drinking water systems are in a state of disrepair and require major rehabilitation. Moreover, despite the significant increase in national water supply and sanitation coverage over the past several years in Nepal, disparities exist between the poor and better off households. The National Living Standards Survey found that the richest quintile is 13 times more likely to have piped water in their homes than the poorest quintile. Likewise, the richest quintile is eight times more likely to have improved sanitation than the poorest (NLSS, 2004).^x Disadvantaged groups such as Dalit households and women who are menstruating may, and often do, face restricted access to common sources of water due to social discrimination.

Although there have been improvements in water supply and sanitation facilities, challenges remain. Sanitation has been a low priority programme area in Nepal, however, this is changing with increased international focus and commitment to sanitation. The linkage between the reduction of poverty and increased access to water and improved sanitation services is incomplete without addressing health and hygiene issues. Increasing access to sanitation *and* improving people’s hygiene behavior are key to reducing many diseases, decreasing the work burden of women to collect water and increasing attendance at school for girls. It can also provide economic benefits for both the poor and non-poor by reducing the number of sick days and financial costs from treatment of water-related illnesses. As such, while water, sanitation and hygiene are often mentioned together, the latter two components require approaches that are sensitive to the local culture and conditions as well as increased support and commitment at the national and policy level. The establishment of the National Steering Committee for Sanitation Action has provided an effective forum for both government and non-government sector stakeholders to raise awareness and support hygiene and sanitation initiatives in schools and communities nationwide.

3.2 National Policies and International Commitments

The Rural Water Supply and Sanitation Sector Policy (2004) and National Water Plan (2002-2017) are the two main national documents addressing rural water supply and sanitation issues in Nepal. The Rural Water Supply and Sanitation Sector Policy, Strategy and Action Plan (2004) states that the government and local bodies will regulate, monitor and facilitate the implementation of rural water and sanitation plans and programmes. They stress the importance of gender and social inclusion in project implementation and have provisions for enhancing the participation of women and disadvantaged groups. However, their meaningful participation in decision making roles continues to remain symbolic. While most RWSS government and non-government sector projects require a minimum number of women (usually 33%) on the water user committees, including key positions such as treasurer, in many cases the women are illiterate and lack the necessary skills to carry out their responsibilities. The National Water Plan, which still needs to be endorsed for implementation, aims to meet the increasing demand for drinking water and sanitation. Its target is to provide access to water supply and sanitation for 100 percent of the population by 2017.^{xi}

In international fora on water resources, there is increasing attention paid to the importance of gender issues. The attention is shifting from focusing on women's reproductive role (domestic functions related to water) to sharing of decision making power in the planning, implementation and management of water resources. Starting from the 1997 United Nations Water Conference at Mar del Plata, the International Drinking Water and Sanitation Decade (1981-90) and the International Conference on Water and the Environment (Dublin, 1992), there has been explicit recognition of the central role of women in water management.^{xii} More recently, the UN Water for Life Decade (2005-15) aims to promote efforts to fulfil international commitments made on water and water-related issues by 2015. It places emphasis on ensuring the involvement and participation of women in the development efforts as they play a central role in water provision and management.^{xiii} International commitments include the Millennium Development Goals (MDG) which outline the development priorities to be achieved by 2015. Target 10 under Goal 7 (Ensure environmental sustainability) aims to reduce by half the proportion of people without sustainable access to safe drinking water and basic sanitation.

According to the Nepal MDG Progress Report, Nepal is on track to meeting its international commitment to the MDG on water supply and sanitation. However, apart from reprioritisation of resource allocation to address sector needs, capacity building and decentralisation – other factors such as community participation, gender-balanced user committees and involvement of women and socially excluded groups in the management of community assets are recognised as necessary to achieving the MDG target.^{xiv} As mentioned previously, it should also be noted that the MDG on water supply and sanitation refers to 'coverage' rather than 'service' and should be viewed in that light.

3.3 Local Governance and Decentralisation

A number of Government and sector policies promote a decentralised and participatory approach in the planning, programming and monitoring of development activities. The Local Self-Governance Act (LSGA), 1999, empowers the DDCs and VDCs to plan and programme their activities according to the priorities and needs of the respective areas and people in the districts. The LGSA stipulates that women and members of DAGs shall be represented on local governing bodies as well. The Local Infrastructure Development Policy, 2004, also promotes a participatory approach to improve the access of local people including women and DAGs to

services, resources and opportunities. Concerning natural resource management, the Water Resources Act, 1992, accords ownership of all water resources to the State, but promotes collective management and use of the water resources.

While these national legal frameworks were conceived and developed in the spirit of decentralisation and enhancement of people's development opportunities, there remain constraints to the actual implementation of these policies and legislations in terms of structural, resource, capacity, technical and social issues. Building people's level of awareness and capacity to access resources and opportunities, and to influence and hold accountable the institutions that affect them will require concerted efforts, as many groups have been traditionally excluded from such processes.

3.4 Gender, Inclusion and Water Resource Management

RVWRMP's expansion to multiple uses of water resources and its management is a timely response to the growing demands for finite freshwater supply and the recognised need to adopt a cross-sectoral approach to water management. Its implementation of a community and VDC-level Water Use Master Plan (WUMP) to identify, prioritise, plan and implement multiple water use schemes aims to promote the coordinated, sustainable and optimal use of water, land and related resources. It also addresses and minimises water source disputes.

Generally, women's role in the water sector is limited to the use and management of water for domestic purposes (e.g. drinking water, washing, livestock, kitchen gardening). Moving to a broader framework of WRM means recognising the various roles that women have in WRM and ensuring their equal participation with men in the decision making processes over water use, technology choice, financing, etc. Involvement in WRM projects provides exposure for women and disadvantaged groups that can empower them by building their self-confidence and self-esteem and ensuring equitable opportunities for them to pursue their livelihoods. Representation and participation on other water user management groups, such as micro-irrigation and hydro-power schemes, will provide a forum to enable women and DAGs to identify and voice their interests and needs.

4 RATIONALE OF GESI STRATEGY

In light of the available data on gender and caste/ethnicity disparities and inclusion issues, it is clear that concerted efforts are needed to target women and socially excluded groups to promote and address equitable development and poverty alleviation. Despite the supportive legislation on gender and social inclusion, there is a widespread dearth of data and evidence on how to work effectively on inclusion issues at the project and programme levels in the water resource management sector.

Historically, agencies in the water sector have focused primarily on gender issues including increasing the participation of women in project related activities. More recently, particularly in Nepal, there has been a growing realisation that not all women and men benefit equally from projects. This is because deep rooted socio-cultural traditions, societal norms and values commonly limit the access of poor women and men, Dalits and other disadvantaged groups to project services and the benefits that arise from them. While many women have improved their participation and access, men and women belonging to disadvantaged groups such as Dalits, Janajatis and the ultra poor are still not being reached effectively.

The differences and inequalities existing between different groups and a clear determination to ensure equitable access to water resources and other related benefits must be acknowledged. This will require additional efforts to understand the different socio-cultural contexts and conditions prevailing in project communities and the various barriers that limit access.

The findings from RVWRMP's **Gender and Social Discrimination Study** (2008) showed that women and disadvantaged groups, such as Dalits, experience discriminatory practices on a daily basis that prevent them from fully exercising their rights and capabilities. These practices, which are created and perpetuated based on a cycle of fear, fate and power, keep women and disadvantaged groups in a subordinate position. As a result they lack access to educational, social and economic opportunities that can enable them to actively engage in their communities and pursue their livelihoods.

The development of this **Gender Equality and Social Inclusion (GESI) Strategy and Action Plan** is a useful first step in addressing these barriers and a strong indicator of RVWRMP's commitment in this area. Beyond project level interventions, RVWRMP further recognises that it cannot seek social change in project communities without also addressing these issues internally.

For this reason, this GESI Strategy relates to both:

- (i) *the organisation's work* – i.e. project level activities of planning, construction, operation, maintenance and management of domestic water supply, irrigation, sanitation or environmental protection, etc. and
- (ii) *the organisation's human resources development* – i.e. issues affecting staff at work, recruitment, promotion, training opportunities, sexual discrimination, child care, maternity or paternity leave, etc.

A strategic approach to GESI strategy implementation that is agreed by all RVWRMP staff and shared with all partners and stakeholders is required. While a number of the project's capacity building policies already reflect a GESI approach, RVWRMP will review and align its recruitment policy and procedures towards greater social inclusion and promotion of gender equality. Thus, the GESI Strategy aims to develop a common understanding of exclusion issues within water sector and the strategic approaches to address them.

The GESI strategy was developed from staff and partner inputs during two workshops held in May 2007 and RVWRMP's previous experience and learning. The findings and recommendations from its 'Gender and Social Discrimination' Study (2008) have also contributed to the further development of the GESI Strategy and project interventions.

While RVWRMP's main project goal is to improve the quality of life through increased livelihood opportunities and the equitable use of water resources, it also aims to promote social change by empowering women and disadvantaged groups through an inclusive development process. The GESI Strategy and Action Plan should be considered as an on-going process and further inputs from staff, partners and sector research/studies are important and necessary if the strategy is to become an effective and 'live' tool at both the organisational and field level.

5 PURPOSE, OBJECTIVES AND PRINCIPLES OF THE STRATEGY

5.1 Purpose and objectives of GESI Strategy

To ensure RVWRMP and its stakeholders adopt practices that lead to increased and equitable access to opportunities and resources and meaningful participation in decision making particularly for women, the poor and socially excluded.

The objectives are to:

- develop awareness and common understanding of gender and social inclusion issues within RVWRMP, its support organisations (SOs), consultants, local government authorities and communities.
- promote a diversified workforce at the organisational and project level.
- promote and ensure effective participation of and equitable access to project benefits from the poor and excluded groups.
- promote a less discriminatory society and sustainability of GESI initiatives through advocacy efforts.

5.2 Guiding Principles of GESI Approach

RVWRMP is committed to the principles of equality and diversity and aims to promote more equitable development processes in its project activities. It has adopted the **Gender Equality and Social Inclusion (GESI) Strategy** to integrate gender and inclusion perspectives at both the organisational and project level. It acknowledges the diversity among women, Dalits and other marginalized groups, and that specific focus and intervention is sometimes necessary to target their interests and needs.

RVWRMP takes a **rights perspective and adheres to the underlying principle that all human beings are equal**. It aims to create an environment in which all community members, especially women, the poor and socially excluded, have equitable opportunities to pursue meeting their basic needs and livelihoods. This includes improving the status of women and other excluded groups in the family and community and increasing their meaningful participation at the decision making level.

Embracing a GESI approach entails the need for strong analysis of the root causes of discrimination, gender relations, local power structures among and between the different caste and ethnic groups and decision making at the household and community level. If there is a clear understanding of the reasons for social inequity and the barriers that restrict access, then project designs can be more responsive to bringing about positive social change and lasting impact.

RVWRMP also recognises that bringing about social change requires concerted long-term efforts and will identify and help build linkages between its partners, local actors and project communities to form strategic alliances that can be sustained even after the project is completed.

At the organisational level there is often the expectation that changes in practice and behaviour should be initiated from management. Although management should provide leadership and direction, individual staff also have a shared responsibility to address gender and caste inequities and critically question their own behaviour and action. Moreover, any effort to mainstream gender equality and inclusion will not be sustainable unless it promotes a shift in the attitudes of women and men, Dalits and non-Dalits and poor and non-poor.

The GESI Strategy and related Action Plan include gender-specific activities and affirmative action, while recognising that gender-specific interventions will sometimes need to target women exclusively, men and women together or only men to enable them to participate in and benefit equally from the RVWRMP efforts and future development activities. To address caste and ethnicity issues, RVWRMP will give special attention to Dalits and other DAGs to ensure their access and maximum participation.

Defining the Target Group

RVWRMP contributes to achieving universal access to water and sanitation for all, but it also recognises that 'inclusive targeting' is required if *women, the poor and other disadvantaged groups* are to gain equitable access to resources and opportunities.

Taking into consideration both the organisational and project level context of RVWRMP, the GESI Strategy considers the gender, social and economic perspective to define the disadvantaged and socially excluded groups.

'Disadvantaged Groups' (DAG) are defined as those people that are discriminated based on gender, caste and ethnicity and are economically poor. Attention will also be given to widows, female-headed households and household clusters in more geographically remote areas.

As women have different needs, interests and priorities regardless of caste and ethnicity, a distinction will be made in the GESI interventions between *women, the poor and DAGs* – whereby DAGs will refer primarily to groups that are discriminated based on caste, ethnicity and religion (i.e. Dalits, disadvantaged Janajatis, Madhesi/Terai caste/ethnic groups, other marginalized groups and religious minorities).^{xv}

6 PUTTING GESI STRATEGY INTO ACTION

6.1 Overview to GESI working areas

The GESI Strategy will work in four areas to promote and support the socio-economic empowerment of women and disadvantaged groups.

- Ensure project interventions are gender, caste/ethnicity and pro-poor responsive.
- Develop skilled and diversified staffing.
- Promote income generation and livelihood opportunities.
- Advocate for social change at all levels.

These four areas will be addressed through a number of components and specific interventions that RVWRMP will apply to achieve its purpose and objectives. These are described in the table below.

Table 1 GESI Strategy Components and Interventions

STRATEGY COMPONENTS	INTERVENTIONS
<p>Appropriate Targeting: Identify and work with women, the poor and DAGs.</p>	<p>Disaggregate data by at least sex, caste and ethnicity categories and economic status. Identify target groups through social assessments, particularly female-headed households, widows and households in remote clusters. Ensure participatory wealth ranking and social mapping is carried out and all involved stakeholders understand the importance in doing such an assessment.</p>
<p>Institutional Building: Promote diversified staffing within RVWRMP and work with partners that reflect GESI principles.</p>	<p>Adopt affirmative action and align RVWRMP's recruitment policy and procedures towards social inclusion and promotion of gender equality. Identify and work with SOs and consultants that reflect principles of gender equality and social inclusion. Provide opportunities to develop the capacity and skills for excluded groups through innovative approaches. Improve training and prospects for promotion for female staff. Ensure GESI issues reflected in staff job descriptions and performance evaluations. Ensure GESI issues reflected in partner agreements and evaluations.</p>
<p>Capacity Building: Build capacity of staff, partners and other stakeholders to work with women, the poor and DAGs.</p>	<p>Orient and train staff, partners and other stakeholders to work with the poor and excluded and advocate for less discriminatory practices. Develop conceptual clarity and skills required to address GESI issues among staff, partners, district and village level stakeholders. Strengthen capability and skills of project staff through relevant training opportunities. Provide guidance and support to field level staff for promotion of inclusion, and ensure capacity is built at local level to sustain change.</p>
<p>Access, Voice, Influence: Ensure the representation and active participation in project cycle for women, the poor and DAGs.</p>	<p>Ensure that women, the poor and DAGs are proportionately represented and meaningfully participate in user groups, planning exercises, meetings, public audits, trainings and workshops. Ensure that needs identification and joint planning is carried out and that plans reflect the specific needs and priorities of women, the poor and excluded households that were identified by the social assessment. Ensure that proportional efforts and resources from the project (e.g. income generation and livelihood opportunities) are allocated and reach women, the poor and DAGs.</p>
<p>Working with Conflict: Promote strategies to address and minimise conflict at the local level.</p>	<p>Provide conflict management training to project staff, SOs and other relevant project stakeholders.</p>
<p>Advocacy: Promote a more equitable society through advocacy and networking.</p>	<p>Advocate gender and caste issues during all project trainings. Use staff meetings, annual reviews and staff evaluations as opportunities to discuss challenges and best practices to promoting gender equality and inclusion issues. Identify and promote linkages between user groups and other local CBOs, NGOs, district level networks and federations that address women's, social inclusion and community development issues.</p>
<p>Monitoring and Evaluation: Enhance governance and monitoring systems that are accountable to all stakeholders.</p>	<p>All partners will disaggregate project data by at least gender, caste, ethnicity and economic status. Ensure UCs and WRMCs are oriented and trained adequately to produce accountability. Ensure GESI issues are reflected in M&E formats and reports. Ensure that women and DAGs are represented on monitoring teams.</p>

6.2 GESI Strategy Step-By-Step

RVWRMP aims to promote equitable development for women and men. At the institutional level, it will exercise affirmative action to promote social inclusion and staff diversity. At the project level a number of interventions will be implemented to ensure the equal access of women, men, children, the poor and excluded groups to services, facilities, project benefits and decision making processes.

The interventions RVWRMP will undertake to promote equity, diversity and inclusion in its organisation and partners are described below.

6.2.1 Institutional level

Capacity building & Administrative Policies: RVWRMP's capacity building policies promote specifically the empowerment and skill building among the discriminated/disadvantaged groups. They aim to raise awareness and understanding of GESI issues through mainstreaming GESI principles throughout the capacity building activities.

Recruitment: RVWRMP aims to promote diversity in its workforce through affirmative action. Extra marks will be given to candidates whom are women, from disadvantaged caste and ethnic groups, and/or local people who are residents of working project districts. The project will also include at least one woman on the interview panel of the staff selection. Clear priority for women, Dalits and *Mukta Kamaiyas* (freed bonded labourers) are given for the guards, cleaners and peon positions. In advocating the right to access to information and resources, and to actively seek out candidates from the DAG groups and in remote areas, RVWRMP will network with women, Dalit and Janajati organisations, their federations and branch/district chapters to inform them of job vacancies. In CV evaluation local candidates, women and disadvantaged groups score extra points.

Job Descriptions / Staff evaluations: RVWRMP will review and revise the Terms of Reference and Job Descriptions of staff to reflect GESI principles.

Staff Composition: As RVWRMP is a time-bound project, it will aim to promote diversity in its staffing for any new positions that may arise.

On-The-Job Training: RVWRMP will consider providing internship opportunities to women and individuals from DAG groups to build their skills and experience to compete in the job market.

6.2.2 Programme / field level

RVWRMP's main objective is to improve the quality of life and livelihood opportunities through the equitable and sustainable use of water. The project includes different components of water resources such as drinking water, sanitation, irrigation, micro-hydro and solid waste management. Implementation of the village level schemes, based on the Water Use Master Plan (WUMP), will be done by the user communities themselves, supported by Support Organisations (SO) and the District and Village Development Committees. The programme follows a demand-based, participatory and inclusive approach that supports rural communities to become self-reliant.

RVWRMP understands that in order for project interventions to have an equitable and sustainable impact, it is necessary to address discriminatory practices not only based on gender, but also caste, ethnicity and economic status. The project recognises that gender and social inclusion interventions need to be mainstreamed throughout the project cycle.

As such, a number of GESI inputs will be integrated throughout the project cycle's four phases which include: planning, preparatory, implementation and post-construction. These are described in detail below.

Planning Phase

Selection of VDCs: The VDC selection criteria pays attention to GESI principles. In the Phase I 53 VDCs were selected. In the Phase II the Mid-Term review will recommend additional VDCs. The criteria for VDC selection is as follows:

1. VDC Poverty Status
2. Percentage of excluded groups
3. Women illiteracy and relative number of single women
4. Remoteness from road-head (distance)
5. Situation of water resources facilities e.g. drinking water & sanitation, energy/hydropower and irrigation
6. If all other criteria are quite similar, adjoining VDCs should be selected (clustering) to better cover watershed areas and to make Project work and monitoring easier

Support Organisation Selection: Additional scores will be given to SOs which have women and DAG staff and members in their executive body. Balanced presentation in SO/SP teams is expected. SO teams in RVWRMP working areas shall have at least one female and DAG. This team includes also Community Mobilizers, Health Promoters and Agriculture Technicians.

Community Organisation (CO) Formation: In principle the project should work with the existing COs. Formation of separate male and female COs at the *tole* (cluster) level will be advocated to allow women the space to represent and voice their needs and interests more confidently in smaller and gender-based groups (if these groups do not exist already). Likewise, separate Dalit groups may be formed (time and resource permitting) to ensure their active participation. As some CO members are represented on the WRMC, it allows them to voice the needs of their members at the village level through their representative. Through this kind of planning, the various community members become more aware and sensitive to the needs of the different groups including women, the poor and disadvantaged households.

Water Resource Management Committee (WRMC) Formation: The WRMCs will have 50% female members and proportional representation from Dalit and other excluded groups. The social mobilisation process aims to build the confidence of Dalits and women to ensure maximum representation on the COs and WRMCs.

Baseline Data Collection: Data is disaggregated by sex, caste, ethnicity, age, religion to the accepted levels of the project.

Water Use Master Plan (WUMP) Process: WUMP as the key entry point to any individual scheme or activity at the VDC level is in itself an inclusive planning tool. It pays attention to the complete VDC holistically. The profile of women (especially female headed households and widows), the poor and socially excluded are identified. Need identification and prioritisation of women and DAG are identified. This is done by separate planning discussions for women and men. Social assessments are carried out with maximum representation of women and DAG members. Separate group discussions for women and men may be required for some PRA activities (e.g. social mapping), keeping in mind time and cost limitations.

Mass Meetings: Mass meetings are regularly held throughout the planning phase to inform communities of the project and processes. It is important that all members of the village have access to project information. There are a number of general rules to ensure this.

All households should be informed of the meeting with at least one woman and one man from each household invited. The time and venue of the meeting should be suitable for all, particularly women and poorer households, who have more time constraints. Attention should be paid to ensure that all DAG households and remote clusters are informed of the meeting time and venue.

The meetings should have a quorum of 2/3 of the households and at least 50% women. If not, then the meeting should be cancelled and arranged for another time. The facilitator should explain the reason why the meeting was cancelled and the need to ensure the participation of women and DAGs. This applies to the public hearings and public audit as well.

Preparatory Phase

Preparatory Phase Agreement: The Preparatory Phase Agreement, which is between the DDC, VDC and SO, ensures that one of the staff shall be a woman.

User Committee Formation: User Committees (UCs) are the main representative body of water users. As such, there are typically 7-9 members on the UCs, with at least 50% female members and proportionate representation by DAG members. Women should hold at least one key position on the UC (i.e. Chairperson, Vice-Chair, Secretary or Treasurer). Separate meetings for women and men are conducted to nominate their representatives for the UCs.

Formulation & Design of Schemes: The design, technology and location of tap stands and latrines should take account of the special needs and interests of women and girls related to protection, privacy and suitability for menstrual management. A separate meeting for women is held to decide the location of the tap stands. In each cluster the participation of at least one woman from each household is mandatory. Similarly the technical teams have to pay attention to different social groups: all should have access to these taps.

Toilet practices and cultural sensitivity should be considered when identifying the location of the sanitation facilities.

Training Activities: Provisions are included to ensure participation of women and DAGs.

UC Orientation: UC legal constitution includes GESI criteria in regard to meetings and representation of members.

GESI Orientation to Stakeholders: GESI orientation will be given to all project stakeholders to promote a common understanding of the need to address the needs, concerns and participation of especially women, the poor and socially excluded groups in WRM activities. Orientation will also be given to promote changes in the division of labour, decision making power and gender/caste based discriminatory practices. Conducting a Gender Analysis will be a major component of the GESI orientation.

Extra awareness activities may be required to address GESI issues such as unwillingness by non-Dalit households and Dalit households to share a tap stand. As RVWRMP does not believe in providing separate taps, which only reinforces discriminatory behaviour and values, strong advocacy will be carried out to influence change. The project promotes women in leadership roles (e.g. CM, UC members), however, if they do not have sufficient capacity and their decision are not socially accepted, working with women, men and other community members may also be required (e.g. providing leadership training to women).

On-going support is necessary to encourage men and women to undertake new gender roles. Building community decision making and leadership skills is not a one-off activity but requires regular support throughout the project life. Identifying local organisations to provide long-term support can also address the gap once the project is finished.

Environment, Health, Hygiene and Sanitation: Promotion and specific thematic training events with regards to environment, health, hygiene and sanitation will be provided to all UCs with particular attention to encouraging men to change their own and their families' hygiene practices.

These activities will target 'out-of-school' children who do not have access to formal education provided in schools through the community sanitation programme. The school sanitation program, along with the provision of *separate latrine facilities for girls and boys*, shall address menstrual hygiene management through its software component.

Financial Management: To build sufficient capacity and confidence of women who are in financial management positions, separate trainings and support for women may be required, including familiarisation with banking institutions and extra training for bookkeeping.

Preparation of Community Action Plan (CAP): The CAP is a participatory process that involves the input of women and DAGs members for the planned activities. The quorum for the CAP preparation meeting is one female and male member from at least 2/3 of the user households, including proportionate representation of all caste/ethnic groups and 50% women.

A record is kept of all attendees and those who addressed the meeting (by gender, caste and ethnicity).

Implementation Phase

Construction Works (paid work opportunities): The project provides paid work opportunities for local people in skilled and unskilled labour. In the Mid and Far-West regions there is a high percentage of men either going abroad or to other parts of Nepal for work. In order to ensure that there are individuals who can maintain the WSS systems year-round, women will be encouraged to receive training for technical positions. At least 1/3 of the jobs will be reserved for women and 1/3 for the ultra poor.

Scheme Related Technical Training and Seminar: Special attention will be given to organise trainings and other project activities during the non-agricultural period. Child care during trainings shall also be provided if required. District level workshops/training/seminars will be carried out in Nepali language as well community level training curriculum in Nepali. *At least 50% of the skilled training positions will be reserved for women, the ultra poor and DAGs.*

Financial and In-kind Contribution: The project requests financial and in-kind contribution from the VDC and user households to demonstrate commitment and ownership of the project. Recognising that certain groups, such as female-headed households and ultra poor households, may have difficulty in meeting the contributions and in order to ensure that they are not restricted from accessing WSS facilities, the financial and in-kind contributions are kept to a minimum and a flexible approach is taken. RVWRMP has the following guidelines:

In-Kind Contribution – For the project's integrated water resource management schemes (i.e. gravity flow schemes, micro-irrigation, MUS) a lot of manual work is required. As such the project requires each household to contribute to the manual work. Often the poorer households are unable to work as daily wage labourers or in the fields to maintain their livelihood during those days. Female headed and ultra poor

households will be provided with extra support to cover their project contribution, while not unduly overburdening them.

Financial Contribution – The project requests the users to contribute a certain amount per tap stand. Household contribution is based on the wealth ranking that is carried out in the initial stage of the project. For latrine construction, arrangements will be made to provide construction support for female-headed households and households with elderly and disabled members.

Operation and Maintenance Contribution: Recurrent costs for operation and maintenance will be covered by establishing an O&M fund by each scheme. RVWRMP recognises that some households may be willing to pay, but not able. If some of the very poor households are unable to contribute to a flat fee, discussion should be encouraged to discuss possibilities such as a graded rate system. This allows poorer households to pay less than better off households. It should be introduced as an option and left up to the community to decide.

Revolving Loan Fund/income generation activities/Sustainable Livelihoods: A Revolving Fund Management Committee will be established with representation of at least one woman (from WRMC) and a DAG group member. Priority for lending will be given to COs with members from poorest households, DAG groups and women COs. In various training events priority will be given to women, the poorest households and individuals from DAG groups. RVWRMP recognises that the provision of credit should be supported with additional business skills and will provide Entrepreneurship Development Training.

Providing opportunities for income generation through COs is an effective way to allow sufficient analysis of the needs and interests of women, poor and excluded without providing a 'one size fits all' model of IGA packages. Risk assessments should be made keeping in mind that different strategies may be required for COs with few resources. Both SOs and project staff need to encourage appropriate income generation activities, taking into account the realities in each VDC: some are more accessible than others.

Post Construction Phase

Public Auditing: A public audit is conducted at the end of the implementation of the scheme to appraise the project investment and activities. It aims to promote transparency and ownership through reviewing the actual investment, income, quality and quantity of the work, procedures of the activities carried out and thereby corrective measures among concerned stakeholders. Thus it is important that representation from each household is ensured in this event. To conduct the mass meeting at least 75% of all households must be represented with at least 50% women and proportionate representation of DAGs.

Monitoring: All the monitoring teams from the central level to scheme level shall try to include at least one female member. At the scheme level, the monitoring Team shall try to also include a member from DAG.

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ENDNOTES

ⁱ Bennett, Lynn et al., Unequal Citizens: Gender, Caste and Ethnicity in Nepal (Kathmandu: World Bank and DFID Nepal, 2006), p. 18-20.

ⁱⁱ Following data are taken Bennett, Lynn et al. Unequal Citizens: Gender, Caste and Ethnicity in Nepal (various sources).

ⁱⁱⁱ Infant mortality rate is the total number of babies among 1,000 who die within 12 months of their birth.

^{iv} For details see Annex 1.

^v Bennett, Lynn, Kishor Gajurel et al. '*Negotiating Social change: Gender, Caste and Ethnic Dimensions of Empowerment and Social Inclusion in Rural Nepal*' in Ruth Alsop, Mette Bertelsen, and Jeremy Holland, eds., Empowerment in Practice from Analysis to Implementation. (Washington D.C.: The World Bank, 2006).

^{vi} Biggs, Stephen D., Sumitra M. Gurung and Don Messerschmidt, '*An Exploratory Study of Gender, Social Inclusion and Empowerment through Development Groups and Group-based Organizations in Nepal: Building on the Positive*', (Report Submitted to the GSEA, National Planning Commission, World Bank and DFID, Nepal, 2004).

^{vii} United Nations Development Program, Nepal Human Development Report (NHDR), (Kathmandu: UNDP, 2004), p. 2-4.

^{viii} Government of Nepal (MLD) and Republic of Finland (MFA), Final Project Document, (Nepal: RVWRMP, 2006).

^{ix} See '*Drinking Water Coverage in Nepal: A Joint Department of Water Supply and Sewerage/WaterAid Nepal Study*', (Kathmandu: WaterAid Nepal, 2003).

^x WAN: '*Position Paper on Sanitation (2005-2010)*, Position Paper – 09/2006' (Kathmandu: WaterAid Nepal, 2006).

^{xi} UNDP, Millennium Development Goals Needs Assessment for Nepal, (Kathmandu: UNDP, 2006).

^{xii} Inter-agency Task Force on Gender and Water, '*Gender, Water and Sanitation: A Policy Brief*', (Inter-agency Task Force on Gender and Water, 2006).

^{xiii} Ibid.

^{xiv} National Planning Commission/UNDP: Nepal MDG Progress Report 2005, (Kathmandu: HMG Nepal/NPC, 2005).

^{xv} Please refer to Annex 1 for a listing of the caste/ethnic groups.

ANNEX 1 - CASTE/ETHNIC GROUPINGS

RVWRMP will disaggregate its data according to the following groupings of Dalits, Janajatis and Others.

Dalits	Hills	Kami, Damai, Sarki, Gaine, Badi
	Terai	Chamar, Musahar, Dhusadh/Paswan, Tatma, Khatwe, Bantar, Dom, Chidimar, Dhobi, Halkor, Dalit/Unidentified Dalit
Janajatis (All Janajatis, except for Advantaged Newars and Thakali, are considered disadvantaged.)	Hills	Newar, Thakali, Magar, Tamang, Rai, Gurung, Limbu, Sherpa, Bhote, Walung, Byansi, Hyolmo, Gharti/Bhujel, Kumal, Sunuwar, Baramu, Pahari, Yakkha, Chhantal, Jirel, Darai, Dura, Majhi, Danuwar, Thami, Lepcha, Chepang, Bote, Raji, Hayu, Raute, Kusunda
	Terai	Tharu, Dhanuk, Rajbanshi, Tajpuriya, Gangai, Dhimal, Meche, Kisan, Munda, Santhal/Satar, Dhangad/Jhangad, Koche, Pattarkatta/Kusbadiya;
Other	Hills	Brahman, Chhetri, Thakuri, Sanyasi
	Terai	Brahman, Rajput, Kayastha, Baniya, Marwadi, Jain, Nurang, Bengali

Source: 2001 Census, CBS

Note: In recognition of current initiatives to review and re-define caste and ethnic groupings in Nepal, RVWRMP will remain abreast of such initiatives and amend its list as necessary, according to Government of Nepal recognised categories.

These groups below are included in case they are represented in any of the RVWRMP project communities. They are considered as **Disadvantaged Groups**.

Terai Middle Castes (Disadvantaged non-Dalit Caste Groups): Yadav, Teli, Kalwar, Sudhi, Sonar, Lohar, Koiri, Kurmi, Kanu, Haluwai, Hajam/Thakur, Badhe, Bahae, Rajbhar, Kewat, Mallah, Nuniya, Kumhar, Kahar, Lodha, Bing/Banda, Bhediyar, Mali, Kamar, Dhunia

Discriminated Newar Castes: Khadgi (Kasai), Kapali (Ksle), Dyahla/Pode (sweeper), Chyame/Chamkhalah (sweeper), Rajaka (Dhobi), Charmakar (Sarki), Jugi (musician).

Religious Minorities: Muslim, Churoute

ANNEX 2 - KEY AREAS OF CHANGE AND INDICATORS

KEY AREA OF CHANGE	INDICATORS	
	QUANTITATIVE	QUALITATIVE
Equitable Access to Resources	<ul style="list-style-type: none"> • Number of HHs with access to tap stand w/in xx meters of house • Number of HHs with latrines • % of poor and excluded w/ access to water taps w/in xx meters of house. • Increased access to/control of agricultural resources. 	<ul style="list-style-type: none"> • Were women involved in deciding location of tap stands and latrines? • Do women and DAGs feel they have equitable and sufficient access to water resources (ownership – do they perceive the water points to be owned/used by one or a few people)? • Women and DAGs able to make/share decisions about process and use of increased HH agricultural production?
Governance ⇒Representation	<ul style="list-style-type: none"> • 50% of women members in UC, WRMC • Proportionate representation of Dalits, disadvantaged Janajatis, other minorities groups (against population) in UCs and WRMCs. 	<ul style="list-style-type: none"> • How are members selected for UC and WRMC and its key positions (did they feel it was a fair and transparent process)? • Degree of influence that women and DAGs feel they had in selection process.
Governance ⇒ Participation/ Decision-making	<ul style="list-style-type: none"> • % of women and DAGs in key positions of UCs/WRMC/CO and the trend (rotation/re-election/re-formation). • Holding minimum of xx executive meetings and 1 assembly per year with participation of more than 50% of poor and excluded (as against their population). • Frequency of women and DAG's attendance at meetings. • Frequency of women and DAG's speaking at meetings. 	<ul style="list-style-type: none"> • % of poor and excluded out of total UCs that express common decisions address their needs. • % of women and DAGs who feel that they contributed to decision making?
Access to Project Benefits (e.g. paid jobs, trainings, access to IGA)	<ul style="list-style-type: none"> • Number (%) of women who are trained in technical jobs (VMW, LLB, WTCT, operators). • Number (%) of poor and excluded who are trained in technical jobs (VMW, LLB, WTCT, operators). • Number of DAGs w/ paid jobs (VMW, LLB, WTCT, operators). 	<ul style="list-style-type: none"> • % of women and DAGs who feel that they were given equal opportunity to participate in paid work, trainings and IGA.

<p>Access to Information (project info, orientation/sensitisation trainings)</p>	<ul style="list-style-type: none"> • % of poor and excluded attending WUMP orientation • % of poor and excluded attending meetings • % of women, DAGs, children and men attending health, sanitation and hygiene trainings. • Increased access/use of health services at SHP/HP/ Primary Health Care. 	<ul style="list-style-type: none"> • Are communities able to explain a few of project guidelines/requirements (e.g. community contribution, gov't contribution, paid jobs, unskilled labor, etc.)? • Is it understood equally well by different groups (men and women; caste/ethnic groups; poor and non-poor)? • Public/social audit showing GESI efforts.
<p>Organizational Development</p>	<ul style="list-style-type: none"> • % of staff at managerial and field level (against total number of staff) from women and DAG. • % of project budget allocated for GESI activities. • Database system that has disaggregated data based on gender, caste, ethnicity, economic status and location. 	<ul style="list-style-type: none"> • Staff feel they have sufficient knowledge to apply GESI in their work. • Women and DAGs staff feel they are valued and respected.
<p>Local Government more responsive to GESI issues and capacity increased</p>	<ul style="list-style-type: none"> • Frequency of interactions between local gov't bodies and community groups involving women and DAGs. • Number/amount of resources allocated or provided to development projects/activities that directly benefit women and DAGs 	<ul style="list-style-type: none"> • Local gov't stakeholders feel they have sufficient/increased knowledge to apply GESI in their work. • Knowledge and confidence of women and DAGs increased to raise issues in multi-stakeholder forums. • Women and DAGs feel they have been able to influence local development policies/ programmes at community and/or VDC/DDC level.
<p>Advocacy</p>	<ul style="list-style-type: none"> • Number of orientations/trainings that include GESI issues. • Number of linkages established between community level user groups and district level networks and federations (either women, caste/ethnicity or sector based). • Number of campaigns/rallies/ awareness raising activities to promote GESI. • Number of publications produced and disseminated on GESI issues. 	<ul style="list-style-type: none"> • Women feel their workload is shared more equally with men since project inception. • DAGs feel there is a decrease in caste/ethnicity discrimination since project inception.

ANNEX 3 - OVERVIEW OF GESI INTERVENTIONS IN PROJECT PHASES

PHASE	ACTIVITIES	GESI INTEGRATION
Planning	1. VDC selection	<ul style="list-style-type: none"> Based on a number of criteria: Poverty status, remoteness (distance from road head), female illiteracy rate and no. of female headed households, percentage of excluded groups and situation of WSS facilities.
	3.1. CM selection	<ul style="list-style-type: none"> One female and one from DAG. Criteria for women and DAGs will not be adhered to strictly (i.e. education level).
	3.2.CO formation	<ul style="list-style-type: none"> Separate COs of male and female in each cluster.
	3.3.SO selection	<ul style="list-style-type: none"> Additional score to NGOs having women and DAG members as staff and in their executive body. SO teams in RVWRMP working areas have at least one female and DAG.
	4.0 Baseline data collection	<ul style="list-style-type: none"> Data is disaggregated by sex, caste, ethnicity, age, religion to the accepted levels of the project.
	5.0 WUMP	<ul style="list-style-type: none"> Mass meeting (i.e. social assessment / needs identification) must have representation of each HH (1 female/1 male) with at least 75% of HHs present, 50% women and proportionate representation by DAGs. Separate women and men's groups for social and resource mapping and needs identification exercise.
	5.1 WRMSC / WRMC formation	<ul style="list-style-type: none"> The WRMSCs and WRMCs will have 50% female members and proportional representation from Dalit and other excluded groups. Confidence building workshops/trainings may be provided for Dalits and women separately to ensure maximum representation on the COs/WRMSCs/WRMCs.
Preparatory	8. UC formation	<ul style="list-style-type: none"> 50% representation of women and proportional representation of DAG Minimum of one key position on UC should be female and one Dalit (i.e. Chair, Secretary, Treasurer). Separate meetings for women and men to select their UC representatives.
	9.1. Training activities	<ul style="list-style-type: none"> Various trainings arranged for UCs (i.e. UC Orientation, HSE, GESI, Financial Management, CAP, Solid Waste Management, SL and IG). Efforts will be made to promote importance of increasing women and DAG representation and participation throughout these trainings. Other interventions include: Attention paid to inform all UC members and arrange time and venue suitable for women and poor HH members. Special focus on promoting women and DAG representation on UCs. Local language used if applicable.

PHASE	ACTIVITIES	GESI INTEGRATION
Preparatory	9.2. Sanitation and Environmental Conservation	<ul style="list-style-type: none"> Health, sanitation and hygiene orientation/training will target women as active agents, but men will also be encouraged and involved in hygiene promotion. Wealth ranking to finalise the amount of contribution to be contributed by each household and amount of subsidy to be supported from the project. Those households identified as 'very poor' will receive free latrine components up to the plinth level (i.e. pan, pipe, cement). Support for latrine construction is provided for female-headed households and households with elderly and disabled members.
	9.3. Water Supply and Irrigation	<ul style="list-style-type: none"> Separate meeting for women and Dalits is held to decide the location of the tap stands (and irrigation and micro hydro schemes). In each cluster the participation of at least one woman from each HH is mandatory. Graded system will be promoted and encouraged for O&M fund as well.
	11. CAP preparation and approval	<p>The quorum for the meeting should be as follows, otherwise the meeting should be cancelled and held at another time:</p> <ul style="list-style-type: none"> Representation of one female and one male member from at least 2/3 of the user households and proportionate representation of DAG households. 50% women representation.
Implementation	14.1. Construction works	<ul style="list-style-type: none"> 33% of the paid jobs reserved for women. 50% of the paid jobs reserved for the ultra poor and DAGs.
	14.2. Training and seminar	<ul style="list-style-type: none"> Women and DAGs will be given priority when selecting candidates for skilled training opportunities (i.e. LLB, rainwater harvesting mason, VMW, etc.). 50% of skilled training opportunities are reserved for DAGs.
	14.3. Income generating activities/ Sustainable livelihoods	<ul style="list-style-type: none"> Revolving Fund Management Committee will be established with representation of at least one woman (from WRMC) and a DAG member. Priority for lending given to COs with members from poorest households, members of DAG and women COs. Priority for IGS/SL training opportunities given to women, the poorest households and individuals from DAG groups.
	15. Post construction seminar and public auditing	<ul style="list-style-type: none"> Users' representation must be 50% women and proportionate representation of DAGs. 75% of all households must be present for meeting to be held.

PHASE	ACTIVITIES	GESI INTEGRATION
Post Construction	16. Post construction activities	<ul style="list-style-type: none"> • Special focus will be given to poor and excluded for income generation activities. • Women and DAGs will be given priority for support visits. Ensure that at least 2 women participate. • Identification of other trainings should include women and DAG participation based on their needs and interests. • O&M activities should include assessment of poorest HHS' ability to pay.
	Monitoring	<ul style="list-style-type: none"> • All the monitoring teams from the central level to scheme level shall try to include at least one female member. • Assess issues of continued access and benefits to women and DAGs and identified economic opportunities for the poorest.
	Coordination & Networking	<ul style="list-style-type: none"> • Establish coordination, partnerships and networking with relevant actors in both water and non-water sector to promote GESI issues (i.e. WDOs, other NGOs/CBOs, private sector, federations such as FEDWASUN and representative organisations of women, Dalits and Janajatis that are present in the working districts).

ANNEX 4 - GESI LOGFRAME

	Objectively Verifiable Indicators (OVIs)	Means of Verification (MoV)	Risks/Assumptions
GOAL: Improved quality of life, environmental conditions and increased opportunities to improve rural livelihoods in the Mid- and Far West regions through rational, equitable and sustainable use of water at the village level.			
PURPOSE: To ensure RVWRMP and its stakeholders adopt practices that lead to increased and equitable access to opportunities and resources and meaningful participation in decision making particularly for women, the poor and socially excluded.	1. Increase in staff composition by end of the project from women and DAG groups. 2. Number of DAGs with access to piped water supply and sanitation facilities. 3. By the end of project, SOs and local gov't bodies have plans and allocated resources to continue GESI activities focusing on poor and excluded. 4. Women and DAGs in decision making positions at local level project VDCs increased to 50% within project period.	- Staff records - Project completion reports - SO planning and budget reports - VDC planning and budget reports	
OUTPUTS:			
<ul style="list-style-type: none"> Increased number of women and DAGs represented in RVWRMP, its partners and consultants. 	1.1 Number of women in staff composition has an increasing trend in total and within the staff categories. 1.2 Number of staff from DAGs has an increasing trend in total and within the staff categories. 1.3 Number of staff from project working areas has an increasing trend in total and within the staff categories.	- Staff composition data records - Progress reports - Evaluation report	- Committed funding received timely.

	Objectively Verifiable Indicators (OVIs)	Means of Verification (MoV)	Risks/Assumptions
	1.4 SOs have at least 25% of representation by women and at least 25% of DAGs on the Executive Committee and staff. 1.5 SO teams in RVWRMP working areas have at least one female and DAG.		
<ul style="list-style-type: none"> Capacity of staff and project partners to promote GESI is enhanced. 	2.1 All RVWRMP staff and project partners receive GESI training. 2.2 GESI training is included in WUMP process and especially for the social assessment. 2.3 SOs, UCs and other project partners are implementing project activities in a GESI approach.	<ul style="list-style-type: none"> Progress reports. WUMP reports. Monitoring reports. 	<ul style="list-style-type: none"> Sufficient resources and budget allocation received timely. Current political situation continues to prevail. Local agencies are supportive.
<ul style="list-style-type: none"> Enabling environment created for women, the poor and DAGs to capture their voice, and ensure their participation. 	3.1 Representation of at least 50% women on all project committees. 3.2 At least proportionate representation from DAGs on all project committees. 3.3 Representation of at least one woman and DAG in key positions on all project committees. 3.4 Periodic participatory monitoring by community.	<ul style="list-style-type: none"> Inception Report from consultant. Interim report from consultant. Final report from consultant. Project policies & Step-by-Step Guidelines. User Committee minutes. User Committee constitutions. 	<ul style="list-style-type: none"> Current political situation continues to prevail. Project communities are supportive.

Outputs	Objectively Verifiable Indicators (OVIs)	Means of Verification (MoV)	Risks/Assumptions
<ul style="list-style-type: none"> Promote the socio-economic empowerment of women, the poor and DAGs. 	4.1 Access to training opportunities for women and DAGs. 4.2 Access to paid work opportunities for women and DAGs. 4.3 Livelihood and income generation activities are targeted especially for women, the poor and DAGs. 4.4 Increase in income and improved living conditions (e.g. improvements in agricultural productivity, presence of income generation activities).	<ul style="list-style-type: none"> Baseline HH surveys Socio-economic survey (preparatory phase) Monitoring reports New businesses established 	<ul style="list-style-type: none"> Sufficient time and resources allocated.
<ul style="list-style-type: none"> Linkages are established to advocate, promote and ensure sustainability of GESI issues. 	4.1 Linkages and networks established between project communities and other local actors, networks, federations. 4.2 Project VDCs reflect GESI support in their annual plans. 4.3 Coordinate and collaborate with Women Development Office (WDO) in project VDCs. 4.4 Coordinate and collaborate with DHO (e.g. FHCVs) in project VDCs. 4.5 Coordinate and collaborate with local Dalit/DAG NGOs and associations in project VDCs.	<ul style="list-style-type: none"> Progress reports. Monitoring reports VDC budgets. VDC records. Membership and registration in federations. WDO reports and records. DHO reports and records. 	<ul style="list-style-type: none"> Sufficient time and resources allocated. Project communities are supportive. Local agencies are supportive.