Gender and Social Inclusion in Sanitation

Power Point Presentation Slide Note for Participants

2025
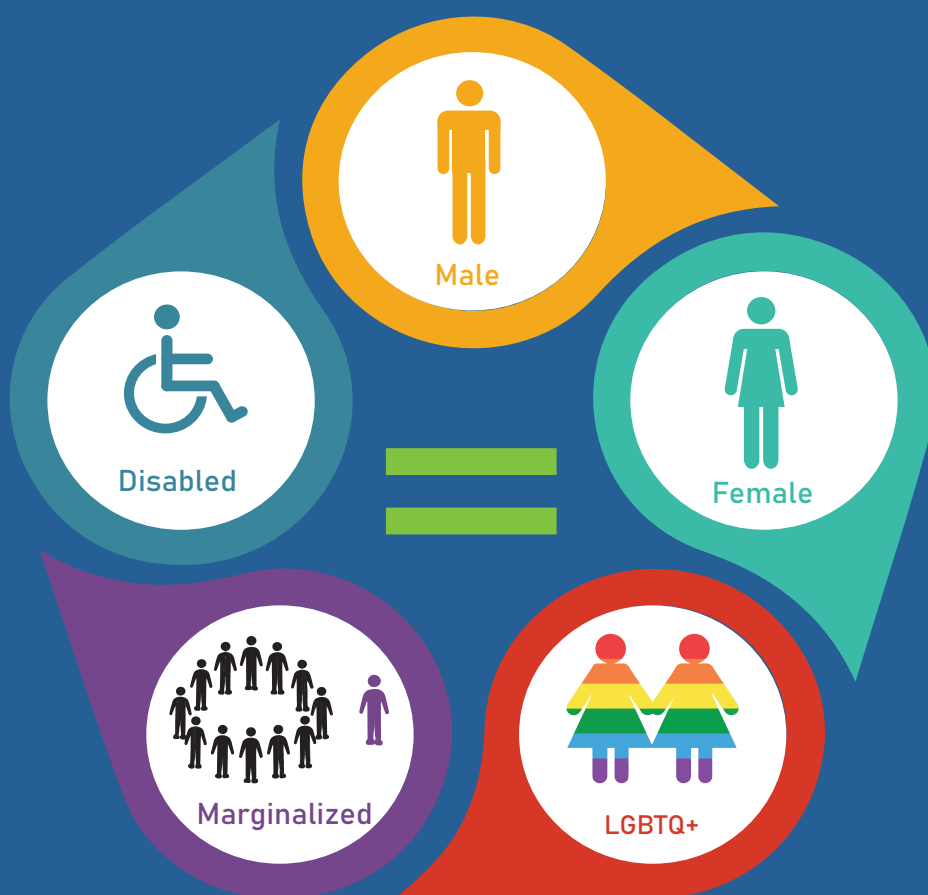
Material and Learning Application

Table of Contents

Introduction

This document, power point presentation with slide notes, is a supporting document for the trainers/ presenter to conduct the "Gender and social Inclusion in Sanitation" training. This is a compilation of all the slides to be presented in the training along with the notes for the trainer as of what to describe while presenting

Objective

The main objective of the document is to guide the content that a presenter would be discussing on each slide. To this, it also provides a preview of all the slides contained in the training along with the slide notes.

How to Use ?

The document consists of slides from all session. Slide notes for each slide is presented just below the slide itself. The trainer or presenter cango through the notes and describe the slides as per the information provided in the slide notes.

For the effective use of the document, trainer or presented is recommended to use simultaneously with the 'Trainer Manual' with instructions.

Lesson Plan 1: Training Opening

Slide 1

Gender and Social Inclusion in Sanitation

Training Opening

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Slide 2

Training Introduction

- *Covers detailed topics related to Gender and Social Inclusion in Sanitation*

- *Target audiences:*
  - *Municipal sanitation officials*
  - *Officials from development partners*
  - *Sanitation professionals & researchers*

- *This training is participatory with different types of group activities.*

- *The training will be an informal event*

Slide 3

Objectives

General

To introduce gender perspective in the practical implementation of urban sanitation projects or programs along with key interventions

Specific Objectives

- To introduce the basic knowledge on Gender, Gender Equality and Social Inclusion (GEDSI), and interlink between gender and urban sanitation

- To identify the necessity of mainstreaming gender in the project

- To familiarize with the gender perspective in urban sanitation

- To incorporate and implement gender in existing and new project cycle

Present the objectives of the training.

Slide 4

Presentation Outline

- Introduction of host, trainers

- Approach of training

- Introduction of participants

- Learning Expectation

- Pre-test

Slide 5

Approach of Training and Learning

• Approach of training and learning

• Experiential, hands-on and learning by doing

• Individual and group activities

• Case studies and learning from others' experience

• Powerpoint presentations

• Open discussion, questions and answers

• Develop a sense of community and network within the group

Slide 6

Building Layout

• Toilet

• Emergency exit

• Driniking water

• First aid

BUILDING LAYOUT

CIVILSCOOPS.COM

Slide7

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing
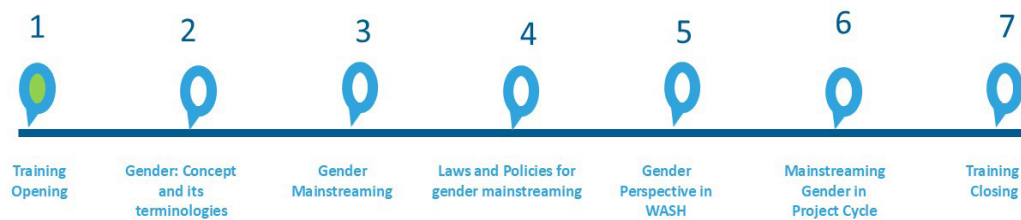
This training includes

Slide 8

Icebreaker

Introduce themselves with their
- Name
- Address
- Enrolled organization
- Roles and responsibilities in organization
- Roles in household works

But, there is twist

- Pretend as you were born with opposite sex than you are now,

- What would be your name?

- What would be your roles in household and organization

Trainer Note: conclusion of the activity?

Slide 9

Learning Expectation

- One expectation from a participant in meta card

- Read and paste

Expectation

Slide 10

Group Agreement

- Attentive in the training session

- Keeping mobile in silent mode

- Give respect and take respect

- Taking turns to put the ideas one by one

- Avoiding side talks

- Respect time

Slide 11

Pre-test

- Scan the QR code

- Or,

- Click the link:
  https://forms.office.com/r/euE
  qSVAW9S

Gender and Social Inclusion in
Sanitation | Pre-test

Replace this link and QR code for each new training session

Slide 12

Thank you!
धन्यवाद !

Lesson Plan 2: Gender: Concept and It's Terminologies

Slide 1

Gender and Social Inclusion in Sanitation

Gender:Concept and its terminologies

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Slide 2

Introduction

- What kind of work is expected from a male and female while travelling as a couple?

- Who will pay your bills/ or the bill is presented to whom while doing grocery or sitting in a restaurant as a couple?

1. Possible answer: Carrying luggage, buy ticket (heavy work or financial part) as a male partner and waiting for a male partner (looking after the luggage while male partner buy ticket) as a female partner)

2. Point 2- Possible answer: male partner

Linking with their answer, inform participants that basically, any heavy work or the payment related issues are directly pointed to male partners rather than other way out. Although, there is no such rule where male partners are to subjected for such activities. However, the society has formed and passed on such ideas through generations, relating to activities that a specific gender is entitled to.

Slide 3

Learning Outcome

- Clarify the concept of gender

- Describe gender related terminologies

- Elaborate the concept of Gender Equality, Disability and Social Inclusion (GEDSI)

Slide4

Presentation Outline

- Concept of gender

- Terminologies related to gender

- Gender Equality, Disability and Social Inclusion (GEDSI)

Slide 5

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing
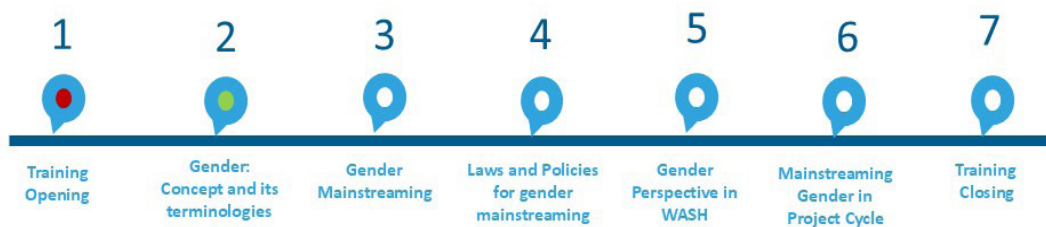
This training includes

Slide 6

Gender

• Gender refers to **socially constructed** roles, behaviours, expression and identities of girls, women, boys, men and gender diverse people.

Slide7

Gender

- Gender diverse people have been included – a community which is popularly called as LGBTIQA+

- **L**esbian, **G**ay, **B**isexual, **T**ransgender, **I**ntersex, **Q**ueer, **A**sexual and other sexually or gender diverse (LGBTIQA+)

- One people helps to ensure that services and organisations are inclusive and respectful

Slide 8

Sex and Gender

- The physical state of being either male, female, or intersex

- Sex generally refers to the biological differences that vary little over time and across cultures

- Gender generally refers to **socially constructed differences** that can vary across time, societies, and cultures (and can be changed more easily).

Summarize the SG activity with the content in slides

Slide 9

Sex (S)/Gender (G) Activity – SG Activity

Women give birth to babies, men don't .	Sex
Girls are gentle, boys are rough.	Gender
Most long-distance truck drivers are men.	Gender
Women are fragile whereas men are protectors.	Gender
Women are only responsible for doing household chores.	Gender
Women are weak, incompetent and emotional in comparison to men.	Gender
Men are better leaders and administrators than women.	Gender
Women can breastfeed babies.	Sex
Men and women are born with different genitals.	Sex
Women have uterus whereas men don't.	Sex

After the Sex and Gender Activity.

Discussion on what differences between women and men are socially constructed and termed under gender, and what differences are biological and termed under sex.

Slide 10

Gender terminologies - Group work

4 Groups
10 minutes

Group Activity: 'Match the appropriate terminologies'

3 terminologies in a group

Provide cut piece of terminologies and definition to match after group discussion and discuss about an example of that term in sanitation.

Gender terminologies

Gender identity

It is how someone feels about their own gender. It's about how you see yourself inside, not what others think you should be.

In short, it is about how you feel inside regardless of external factors.

Example: Girls and women are generally expected to dress in typically feminine ways and be polite, accommodating, and nurturing.

Gender identity is how someone feels about their own gender. It's about how you see yourself inside, not what others think you should be.

It can be:

A woman

A man

Both

Neither

Something else entirely

Important to remember:

Everyone's gender identity is different.

It doesn't always match the sex you were assigned at birth.

In short, gender identity is about how you feel inside.

Slide 12

Gender terminologies

Gender norms	They are the rules society sets about how men and women should behave, dress, and act. They're like unspoken guidelines about what's "normal" for boys and girls. These rules can be different in different places and change over time

Example: It's inappropriate or unsafe for women to be outside of their homes after dark

Gender norms are the rules society sets about how men and women should behave, dress, and act.

They're like unspoken guidelines about what's "normal" for boys and girls. For example, the idea that girls should like pink and dolls, while boys should like blue and trucks, is a gender norm.

These rules can be different in different places and change over time

Note: Example of gender norms can be linked with access to WASH facilities and services to women and men. Gender norms in some communities might dictate that it's inappropriate or unsafe for women to be outside of their homes after dark. This can impact women's and girls' access to sanitation facilities, especially if they need to   use a toilet or washroom during the night. Such norms can lead to women and girls waiting until dark for privacy, which can have health implications.

Slide 13

Gender terminologies

Gender roles

They are **behaviour, attitudes, and actions that society feels are appropriate or inappropriate** for a man or woman, boy or girl, according to cultural and traditions.

Example: Maintenance tasks, especially those requiring physical strength or technical aspect (like fixing a handpump), are often designated as "men's work" due to societal gender roles.

Slide 14

Gender terminologies

Gender Equality

It means that everyone, no matter if they are a girl, boy, woman, man, or something else, has the same rights, chances, and responsibilities.

It's about being fair to everyone, no matter what their gender is.

Example: A sanitation facility is being constructed where both women and men are included in planning and decision making process. This ensures preferences and views of both of the gender leading to widely accepted sanitation facility by entire community.

Slide 15

Gender terminologies

| **Gender Equity** | Provision of fairness and justice in the distribution of benefits and responsibilities between women, men and others. |

Example: A women are primarily responsible for fetching water in some communities, water points can be designed to consider the physical stature and strength of women. This might involve making handpumps easier to operate or piped-line water with tap connection in the kitchen.

Slide 16

Gender terminologies

| **Gender role stereotyping** | **A portrayal**, in media or books or conversations, of socially assigned gender roles as "normal" and "natural." |

Example: Society considered women to be weak, incompetent and only made for household chores, and men are considered to be strong, competent and work outside and manages household finances

Slide 17

Gender terminologies

Gender Mainstreaming	It is a process aimed at integrating a gender perspective into all aspects of projects, activities, and organizational processes. This process ensures that women and men have equal access to and control over resources, development benefits, and decision-making at all stages of the development process.

Example: To data collection to understand the existing gender gaps, inequalities, specific needs, challenges, and to implementation of policies, projects that ensures developmental benefit of development process integrating all gender.

Slide 18

Gender terminologies

Social Inclusion	Improving the lives of disadvantaged people by giving them more opportunities, resources, and a voice.

Example, in relieving poverty or sickness or the needs of old age, an organisation might concentrate on building the capacity of people in poverty (or people who are sick or old) to enable them to be included in society as a means of relieving their needs and promoting social inclusion.

Slide 19

Gender terminologies

Social Exclusion

A state in which individuals are **unable to participate fully** in economic, social, political and cultural life, as well as the process leading to and sustaining such a state.

Example, people belonging to certain castes are excluded from equal opportunities.

Slide 20

Gender terminologies

Data: Sex or Gender Disaggregated

Information differentiated on the basis of what pertains to women and their roles and to men and their roles. More correctly termed sex-disaggregated when collected and analyzed for men and women

Example, Data collected and tabulated separately for women and men. Data to gain insights into the specific needs and experiences of different groups within a community.

Slide 21

Gender terminologies

Gender Analysis

Critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in a given policy area, situation or context.

Example, Identify the specific needs, roles, and challenges of both men and women in the target community. This analysis will serve as the foundation for project design.

Slide 22

Gender terminologies

Gender Equality, Disability, and Social Inclusion (GEDSI)

It's about making sure everyone, regardless of their background, has equal access to opportunities, while also understanding that some people face extra challenges that need to be addressed.

It aims to ensure everyone has equal access to resources, services, and decision-making, while also respecting their diverse backgrounds and needs. It acknowledges that certain groups, like women, people with disabilities, and marginalized communities, face barriers and discrimination that limit their full participation in society.

Slide 23

Gender Equality, Disability and Social Inclusion (GEDSI)

Slide 24

Concept of GEDSI

- Gender Equality, Disability and Social Inclusion (GEDSI) aims to promote the fundamental principles of equal access of all individuals (while valuing and addressing their diverse backgrounds and needs) to:
  - resources
  - services
  - decision-making processes

- GEDSI is previously called GESI

Gender Equality, Disability, Social Inclusion (GEDSI) aims to promote the fundamental principles of equal access to resources, services, and decision-making processes for all individuals while valuing and addressing their diverse backgrounds and needs.

Slide 25

Gender Equality, Disability and Social Inclusion (GEDSI)

- **Gender Equality** is the state or condition that affords women and girls, men and boys, equal enjoyment of human rights, socially valued goods, opportunities, and resources.

- It includes expanding freedoms and voice, improving power dynamics and relations, transforming gender roles and enhancing overall quality of life so that women and men could achieve their full potential.

(WorldVision, 2023)

Slide 26

Gender Equality, Disability and Social Inclusion (GEDSI)

- **Social inclusion** seeks to address inequality and/or exclusion of vulnerable populations by improving terms of participation in society and enhancing opportunities, access to resources, voice and respect for human rights.

- It seeks to promote empowerment and advance peaceful and inclusive societies and institutions.

(WorldVision, 2023)

Slide 27

Gender Equality, Disability and Social Inclusion (GEDSI)

- **Disability inclusion** is part of our overall gender equality and social inclusion approach, as a vital part of social inclusion programming.

- Our work on disability inclusion also considers how intersectionality, gender and other social norms impact the situation for persons, children with disabilities.

(WorldVision, 2023)

Slide 28

Gender Equality, Disability and Social Inclusion (GEDSI)

GENDER EQUALITY

Gender equality is the state or condition that affords women and girls, men and boys, equal enjoyment of human rights, socially valued goods, opportunities, and resources. It includes expanding freedoms and voice, improving power dynamics and relations, transforming gender roles and enhancing overall quality of life so that women and men could achieve their full potential.

SOCIAL INCLUSION

Social inclusion seeks to address inequality and/or exclusion of vulnerable populations by improving terms of participation in society and enhancing opportunities, access to resources, voice and respect for human rights. It seeks to promote empowerment and advance peaceful and inclusive societies and institutions.

DISABILITY INCLUSION

Disability Inclusion is part of our overall gender equality and social inclusion approach, as a vital part of social inclusion programming. Our work on disability inclusion also considers how intersectionality, gender and other social norms impact the situation for persons, children with disabilities.

(WorldVision, 2023)

Slide 29

Concept of GEDSI

- GEDSI identifies obstacles and forms of discrimination to women, individuals with disabilities, marginalized communities

- Identifies the hinderness for full participation in and integration into society and development

GEDSI recognizes that certain segments of the population, including

women,

individuals with disabilities, and

marginalized communities,

and encounter various obstacles and forms of discrimination that hinder their full participation in and integration into society and development.

Slide 30

Concept of GEDSI

- highlights the complex interactions between
  - social,
  - cultural,
  - economic,
  - and environmental elements
- that influence equity and inclusion
- It aims to identify the underlying structures, institutions, and norms

Importance of GEDSI- Group work

4 Groups
10 minutes

to have access in urban sanitation and facilities by all (marginalized group, disable people, LGBTIQA+ community members, male and female), mentioned in the constitution of Nepal as a basic human rights, etc.

Slide 32

Importance of GEDSI

- Human rights

- Gender integration has mentioned in Constitution of Nepal

- Contribution in achieving Sustainable Development Goal (SDG)

- Promotes inclusive policies on increasing the power of excluded, women and poor

Trainers' Note: to have access in urban sanitation and facilities by all (marginalized group, disable people, LGBTIQA+ community members, male and female), mentioned in the constitution of Nepal as a basic human rights, etc.

GEDSI is a about human rights and the health and well –being of individual

Gender integration has mentioned in Constitution of Nepal (The Constitution of Nepal, 2015 lays a strong and comprehensive foundation for GEDSI in Nepal, with a clear vision of an inclusive state that guarantees the right to equality for all its citizens)

Contribution in achieving Sustainable Development Goal (SDG)

Promotes inclusive policies on increasing the power of excluded, women and poor

Slide 33

Importance of GEDSI

- Eliminate existing barriers

- Support in development and implementation of gender transformative developmental programs, policies, and services

- Sustainable and inclusive development

- Ensure respectful, safe and fair working environment at all level

Trainers Note

Eliminate existing barriers in order to increase access, enable decisions making and participation of marginalized populations.

GEDSI supports in development and implementation of gender transformative developmental programs, policies, and services.

Sustainable and inclusive development – realizing full potential to contribute to national, economic, political, social and cultural development

Ensure respectful, safe and fair working environment at all level

Slide 34

Review

- Pair discussion
  - Why the concept of GEDSI is important in sanitation?

- Allow 2-3 pairs to share

Slide 35

Thank you!
धन्यवाद !

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and
Capacity Development Center
Nagarkot, Bhaktapur
Phone No:+977-1-6680171, :+977-1-6680172
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Technical Support

ENPHO

Environment and Public Health Organization (ENPHO)
110/25 Adarsa Marg-1, Thapagaon , New Baneshwor
Tel: 977-1-5244641; 5244051; 5244992; 5244609
Email: enpho@enpho.org

Lesson Plan 3: GESI Mainsteaming

Slide 1

Gender and Social Inclusion in Sanitation

GESI Mainstreaming

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center
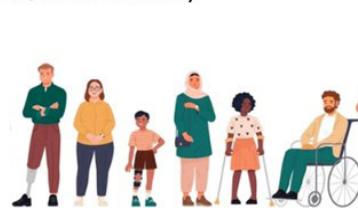
Slide 2

Introduction

• 4 volunteer

• character play card

LQBTIQA+ Community

A school going child

• Character using a public toilet while travelling

Person with disability

Pregnant Woman

The school going child could not use it as the lock was overhead and could not reach the lock

It was difficult for a pregnant lady to use the toilet comfortably as it was a squat pan

For the person with disability, could not use it- can't use the toilet because it has stairs to climb. Being a disable person I could not climb up or take my wheel chair (no ramp)

For LGBTIQA+ representative, was confused which one to use. I do not know where should I go to use the toilet: the toilet is specified for male and female only

Link to :Availability of WASH services and facilities might exclude some of the group and community that includes poor, pregnant, people with disability, LQBTIQA+, marginalized, and many more. Mainstreaming is the only way to solve their problems.

Slide 3

Learning Outcome

31

- Explain the concept of gender mainstreaming

- Clarify the linkages between gender and WASH

- Describe the concept of gender analysis framework

Slide4

Presentation Outline

- Concept of gender mainstreaming

- Gender in WASH

- Gender Analysis Framework

Slide 5

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing

This training includes

Slide 6

Gender Mainstreaming

Video

Trainer Video https://www.youtube.com/watch?v=izUSCxqbLeg

Slide7

Gender Mainstreaming

- What are the issues presented in the video?

- Does our sanitation infrastructure provide services to all?

- If not, what could be the possible way-out?
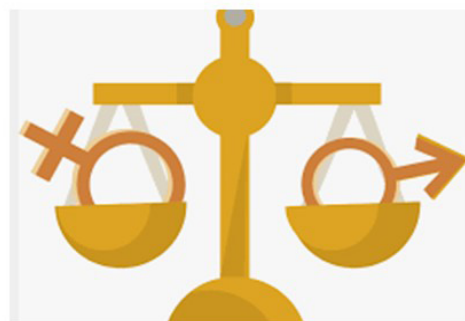
2. Possible answer: not including LGBTIQA+, health issues of individuals

3. Include all (mainstreaming) GEDSI in urban sanitation

Slide 8

Gender Mainstreaming

- What is mainstreaming?

- Collect responses – 2 to 3

Slide 9

Concept of Gender mainstreaming

- Globally accepted strategy for promoting gender equality and social inclusion

- It is a process aimed at integrating a gender perspectives, including disability, socially excluded group, poor and marginalized group of people into all aspects of project, policies and organizational processes.

Slide 10

Concept of Gender mainstreaming

Ensures that gender diverse group, disability, socially excluded group, poor and marginalized groups have

- Equal access and control over resources,

- Development benefits, and

- Decision-making, at all stages of the development process

Slide 11

Essential Elements for Effective GESI Mainstreaming

- A systematic approach through strong leadership and accountability to motivate and enable a focus on GESI within the organization and programs *(Team, Strategy, and Budget)*

- GESI being integral to program teams through the development of GESI capacity and inclusive team culture*(Diverse recruitment, GESI Expertise, GESI focus Partnership, Team Training,)*

- An outcomes focus, with an emphasis on GESI results, ongoing learning, and adaptation within programs.*(Intersectional GESI Analysis, Sex Disaggregated data, Participation and Reach, Additional Risks and Tracking and Reporting),*

Slide 12

Importance of GESI mainstreaming: Group Activity

4 Groups
(Institutional, Policy, Project and Programs)

10 minutes

Divide into 4 groups (Organization, Policy, Projects and Programs)

Note down in a newsprint

About the importance of GEDSI mainstreaming in three level : Organization, Policy, Projects and Programs)?

Importance of gender mainstreaming

- Visible presence of gender equality (Representation)

- Accountability of diversification of all gender and socially excluded groups

- Involves women, men and LGBTIQ+ community and make full use of human resources

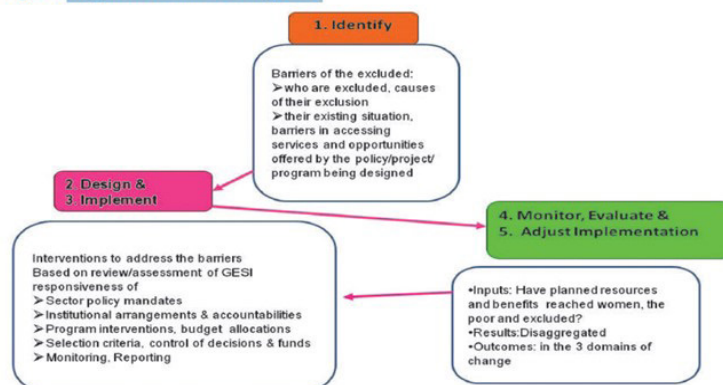- Effective governance, policy and legislation

Steps for mainstreaming for GESI

Conceptual Framework for Mainstreaming GESI
There are five key steps for mainstreaming GESI (see figure below):

Figure: Steps for Mainstreaming GESI

1. Identify

Barriers of the excluded:
➢ who are excluded, causes of their exclusion
➢ their existing situation, barriers in accessing services and opportunities offered by the policy/project/ program being designed

2 Design & 3 Implement

4. Monitor, Evaluate & 5. Adjust Implementation

Interventions to address the barriers Based on review/assessment of GESI responsiveness of
➢ Sector policy mandates
➢ Institutional arrangements & accountabilities
➢ Program interventions, budget allocations
➢ Selection criteria, control of decisions & funds
➢ Monitoring, Reporting

•Inputs: Have planned resources and benefits reached women, the poor and excluded?
•Results:Disaggregated
•Outcomes: in the 3 domains of change

Source: World Bank/Department for International Development/Asian Development Bank, 2010

Slide 15

Gender in WASH

Global Context

- The right to water and sanitation is recognized as fundamental to attaining all other human rights.
- However, globally, 2.1 billion people do not have access to safe drinking water at home,
- 2.3 billion do not have basic sanitation and
- 1 billion practice open defecation (WHO, 2019).

How to link this with gender or GEDSI?

Make this a short bullet

Slide 16

Gender in WASH

Global Context

- The Sustainable Development Goals (SDGs) make an significant first step in connecting water, sanitation and hygiene (SDG 6) and gender equality and empowerment (SDG 5) through target
- 6.2, which emphasizes access to equitable sanitation and hygiene, and the needs of women and girls. However, indicators to measure the specific needs of women and girls are still emerging.

6 CLEAN WATER AND SANITATION

Slide 17

- According to department of National Personnel Records (Civil), out of total number of civil servants i.e., 88,657, only 26.58 percent are women (up to Ashad 31 2077/78).
- According to National Economic Census 2018, Analytical Report on Women in Business; women's participation in decision making level in the private sector is just 29.61 percent
- A study conducted by Sancharika Samuha reveals that only 25 percent journalist around the country are women. Out of this 47.8 percent work in FM Radio and only 11 percent are in editorial leadership.

- Looking in to the Government budget of Nepal, the government have been adopting gender responsive budgeting system. (Economic Survey 2021/22) The share of direct gender responsive budget in the total budget has surged from 11.34 percent in FY 2007/08 to 39.49 percent in FY 2021/22.

Slide 18

Gender and WASH

Global Context

- According to UN Women, safely managed water and sanitation services were used by 71% and 39%, respectively, of the global population (2015)
- Women and girls are primarily responsible for water collection in 80% of households without access to water on premises.

- In low and middle-income countries, 38% of health facilities lack access even to rudimentary levels of WASH comprising women's health and survival during childbirth.
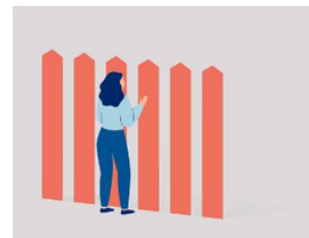
Gender and WASH

Global Context

- In two thirds of countries with available data, <u>more than 50 percent of urban women</u> live in conditions where they lack at least one of the following;
  - Access to improve water source,
  - improve sanitation facilities,
  - durable housing or sufficient living area

Data gap

Slide 20

Gender and WASH

National Context

Ask what are the key issues in this video? Collect the responses from participants. (Possible answer: no enough public toilets, lack of public toilet management, no user-friendly)

Conclude the video with a message that identification of gaps and issues of urban sanitation services and facilities is important for gender mainstreaming. For that, gender analysis is important.

Slide 21

Tools/Methods for Gender Mainstreaming

- Gender stakeholder Consultation
- Gender Equality Action Plan
- Institutional Transformation
- Gender Audit
- Gender Awareness Raising
- Sex –disaggregated Data Collection
- Gender Responsive Budgeting
- Gender Training
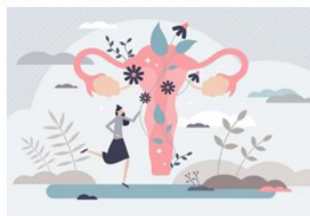- Gender mainstreaming at project cycle
- Gender Analysis

Slide 22

Impact of Gender Disparities

Productivity

Violence

Health

Education

Gender Analysis

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programs and projects.

Conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women, men and marginalized communities

41

How does gender analysis work?

- Step 1: Collecting available data

- Step 2: Identifying gender differences and the underlying causes of gender inequalities

- Step 3: Informing policies, programs, and projects

Slide 25

Common Gender Analysis Framework

- Gender Analysis Framework (Harvard)
- Triple Roles Framework (Carolyn Moser)
- Web if Institutionalization framework (Caren Levy)
- Gender Analysis Matrix (GAM)
- Equality and Empowerment Framework (Sara Longwe)
- Capabilities and Vulnerabilities Framework (CVA)
- People Oriented Planning Framework (POP)
- Social Relations Framework (SRF)

Slide 26

Review

- Brainstorm on one gender mainstreaming tool in your working sector.

- Collect 2 to 3 responses

Slide 27

Thank you!
धन्यवाद !

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Email: enpho@enpho.org

Lesson Plan 4: Gender Effort: National and International

Gender and Social Inclusion in Sanitation

Gender Effort: National and International

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Introduction

• Form a sanitation committee of ABC municipality

• Time: 5 minutes

Ensure if they consider the female participation as per the government rule of 33% in executive members?
Do they consider the participation from different professions/ organization?
Once they have formed a committee, ask participants if they have considered the above questions or not? Ask why?
Inform GoN have various provision for gender inclusivity, starting from the provisions for a committee formation, to the quotas in different services, example - In Lok Sewa, there are provisions for different categories which are an example of gender inclusivity.
Inform other legal provision are availale for gender inclusivity and will discuss in the session

Slide 3

Learning Outcome

- Discuss national and international commitments that strengthen gender as a legal provision
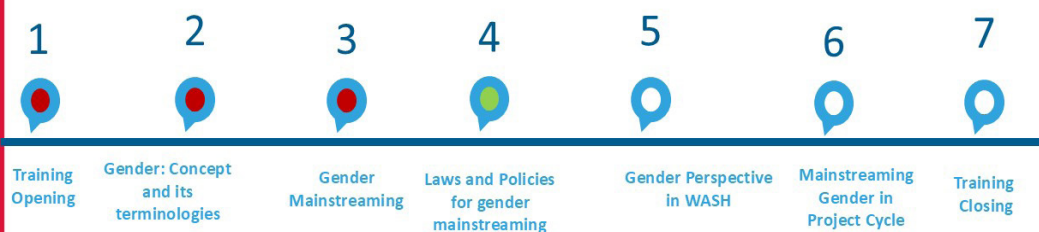
Slide 4

Presentation Outline

- Legal provision on gender inclusivity

  ➢ Constitution of Nepal

  ➢ Nepal Gender Equality Policy, 2077

  ➢ Gender Equality and Social Inclusion Operational Guidelines, 2017

  ➢ Gender Responsive Budget Guideline

  ➢ Local Government Institutional Self – Assessment (LISA)

- International goals and commitments

Slide 5

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing

This training includes

Slide 6

National Laws and Policies on Gender

- Ask participants: Are you aware on any **legal documents/ policies available for gender**

- Collect responses from participants

Expected answer:

Constitution of Nepal

Nepal Gender Equality Policy, 2077

Gender Equality and Social Inclusion Operational Guidelines, 2017

Gender Responsive Budget Guideline

Slide 7

National Laws and Policies on Gender: Group Activity

5 Groups
15 minutes

5 topics to participants:

Constitution of Nepal

Nepal Gender Equality Policy, 2077

Gender Equality and Social Inclusion Operational Guidelines, 2017

Gender Responsive Budget Guideline

Local Government Institutional Self – Assessment (LISA)

15 minutes discussion in group

Provided the reference document printed

Presentation from group 1: Constitution of Nepal

Slide 8

Policies Related to Gender and Social Inclusion

- Constitution of Nepal, 2072

- Nepal Gender Equality Policy, 2077

- Gender Equality and Social Inclusion Operational Guidelines, 2017

- Gender Responsive Budget Guideline

- Local Government Institutional Self – Assessment (LISA)

Slide 9

Constitution of Nepal, 2072

Slide 10

Constitution of Nepal, 2072

- The Constitution of Nepal is a significant milestone for promotion of GESI to ensure equal rights for women, the poor, persons with disabilities, gender and sexual minorities, people living in geographically remote areas and people from other excluded or vulnerable groups.

- **Article 18: Right to Equality**
  - All citizens shall be equal before law. No person shall be denied the equal protection of law.
  - No discrimination shall be made in the application of general laws on grounds of origin, religion, race, caste, tribe, sex, physical condition, condition of health, marital status, pregnancy, economic condition, language or region, ideology or on similar other grounds.
  - The State shall not discriminate citizens on grounds of origin, religion, race, caste, tribe, sex, economic condition, language, region, ideology or on similar other grounds.
  - Provided that nothing shall be deemed to prevent the making of special provisions by law for the protection, empowerment or development of the citizens including the socially or culturally backward women, Dalit, indigenous people, indigenous nationalities, Madhesi, Tharu, Muslim, oppressed class, Pichhada class, minorities, the marginalized, farmers, labours, youths, children, senior citizens, gender and sexual minorities, persons with disabilities, persons in pregnancy, incapacitated or helpless, backward region and indigent Khas Arya.

Explanation: For the purposes of this Part and Part 4, "indigent" means a person who earns income less than that specified by the Federal law. (4) No discrimination shall be made on the ground of gender with regard to remuneration and social security for the same work. (5) All offspring shall have the equal right to the ancestral property without discrimination on the ground of gender.

Slide 11

Constitution of Nepal, 2072

- **Article 16: Right to live with dignity**
  - Every person shall have the right to live with dignity.
  - No law shall be made providing for the death penalty to any one

- **Article 17: Right to Freedom**
  - No person shall be deprived of his or her personal liberty except in accordance with law

- **Article 24: Right against untouchability and discrimination**

Slide 12

Constitution of Nepal, 2072

- Article 24: Right against untouchability and discrimination:
  - No person shall be subjected to any form of untouchability or discrimination in any private and public places on grounds of his or her origin, caste, tribe, community, profession, occupation or physical condition.
  - In producing or distributing any goods, services or facilities, no person belonging to any particular caste or tribe shall be prevented from purchasing or acquiring such goods, services or facilities nor shall such goods, services or facilities be sold, distributed or provided only to the persons belonging to any particular caste or tribe.
  - No act purporting to demonstrate any person or community as superior or inferior on grounds of origin, caste, tribe or physical condition or justifying social discrimination on grounds of caste, tribe or untouchability or propagating ideology based on untouchability and caste based superiority or hatred or encouraging caste-based discrimination in any manner whatsoever shall be allowed. (4) No discrimination in any form shall be allowed at a workplace with or without making untouchability on the ground of caste. (5) Any act of untouchability and discrimination in any form committed in contravention of this Article shall be punishable by law as a severe social offence, and the victim of such act shall have the right to obtain compensation in accordance with law.

Slide 13

Constitution of Nepal, 2072

- **Article 28: Right to privacy**
  - The privacy of any person, his or her residence, property, document, data, correspondence and matters relating to his or her character shall, except in accordance with law, be inviolable.

- **Article 29: Right against exploitation**
  - Every person shall have the right against exploitation.

- **Article 38: Rights of women**
  - Every woman shall have equal lineage right without gender based discrimination

- **Article 40: Rights of Dalit**
  - The Dalit shall have the right to participate in all bodies of the State on the basis of the principle of proportional inclusion. Special provision shall be made by law for the empowerment, representation and participation of the Dalit community in public services as well as other sectors of employment

Slide 14

Constitution of Nepal, 2072

- **Article 41: Rights of senior citizens**
  - The senior citizens shall have the right to special protection and social security from the State.

- **Article 42: Rights to Social Justice**
  - The socially backward women, Dalit, indigenous people, indigenous nationalities, Madhesi, Tharu, minorities, persons with disabilities, marginalized communities, Muslims, backward classes, gender and sexual minorities, youths, farmers, labourers, oppressed or citizens of backward regions and indigent Khas Arya shall have the right to participate in the State bodies on the basis of inclusive principle

- **Article 43: Right to social security**
  - The indigent citizens, incapacitated and helpless citizens, helpless single women, citizens with disabilities, children, citizens who cannot take care themselves and citizens belonging to the tribes on the verge of extinction shall have the right to social security, in accordance with law.

Slide 15

Constitution of Nepal, 2072

- The indigent citizens and citizens of the communities on the verge of extinction shall have the right to get special opportunities and benefits in education, health, housing, employment, food and social security for their protection, upliftment, empowerment and development.

- The citizens with disabilities shall have the right to live with dignity and honour, with the identity of their diversity, and have equal access to public services and facilities.

Slide 16

Nepal Gender Equality Policy, 2077

Slide 17

National Gender Equality Policy, 2077

- Ministry of Women, Children and Senior Citizens

Rationale
  - ➢ For the basic rights mentioned in constitution of Nepal
  - ➢ To effectuate the implementation of state restructuring and rights abuses
  - ➢ To meet the goals and objective of 15th 5 years plan
  - ➢ To meet the SDG

Vision
  - ➢ Building Gender Equal Nation

Slide 18

National Gender Equality Policy, 2077

Mission

➢ To ensure the substantive and meaningful participation of women in all spheres, and to establish gender equality through economic and social transformation

Goal

➢ Empowerment of women economically, socially and politically, and to establish equality between women, men, gender and sexual minorities in legal and practical terms

Slide 19

National Gender Equality Policy, 2077

Objectives

• To make policy and structural arrangements for the social and economic development of women, adolescents and girls

• To end gender discrimination, violence and exploitation, and to establish a society based on equality and gender values

• To adopt a gender-responsive governance system

• To empower women economically

Slide 20

National Gender Equality Policy, 2077

Strategies

• To make existing and new laws gender-friendly and to continue the policy of formulation and implementation of affirmative action. (Objective 1)

• To prevent, address and regulate social norms and values and end gender-based violence. (Objective 2)

• To develop a gender-responsive governance system at all three levels of government through legal provisions, institutional reforms and capacity development. (Objective 3)

• To change the traditional practices of gender-based division of labor, increase women's participation in the labor market and value women's contribution to the economy. (Objective 4)

In accordance to these strategies, other points have been drafted in the policy to meet the objective of the document.

Slide 21

GESI Operational Guidelines, 2017

GESI Operational Guidelines, 2017

- The Constitution of Nepal guarantees the right to equality for all its citizens

- Nepal, being signatory to various international conventions, is also legally committed to gender equality and social inclusion (GESI)

- Among seven (agriculture, education, forest, health, local development, urban development, water supply and sanitation) major sectoral ministries have issued and are implementing GESI policies and guidelines

In line with these mandates, various initiatives have been taken by the Government of Nepal (GoN) in addressing gender equality and social inclusion.

Ministry of Physical Infrastructure and Transport (MoPIT) of Government of Nepal has recognized that the sector has inadequately incorporated gender mainstreaming and other social development concerns in their policies, programs, services and institutional arrangements so far. The Ministry realized that infrastructure sectors need practical guidance for addressing gender equality and social inclusion issues. In this context, MoPIT has developed the "Gender Equality and Social Inclusion Operational Guidelines" for mainstreaming and institutionalizing GESI in its overall portfolio and operations.

Slide 23

GESI Operational Guidelines, 2017

Objectives

- to provide guidance on implementation of gender equality and social inclusion in all aspects of MoPIT policies, institutions and in its program/ project implementation processes in an integrated manner

Specific objectives:

- ensure that a gender and social inclusion responsive approach is adopted and monitored in MoPIT to improve the access of women, poor and the excluded to resources, opportunities and benefits from the programs/ projects and services of the Ministry

- ensure GESI issues are addressed both in programs and in institutions

Slide 24

GESI Operational Guidelines, 2017

Core Requirements for Mainstreaming Gender Equality and Social Inclusion

- Essential elements for mainstreaming GESI are:
- Concepts of gender, gender equality, empowerment and social exclusion/inclusion will have to be clearly defined in simple language so as to make these understandable to the staff at all levels;
- A cadre of staff will have to be trained to develop their analytical skills on gender equality and social inclusion issues in the course of providing technical support to others;
- Adequate time must be allocated at all management levels to identify issues, design processes and implement activities;
- Resources need to be identified and made available timely
- An empowerment/inclusion perspective needs to be integrated into all policies, and enforced in all activities and regular functions in the operations of the MoPIT and its departments, with appropriate management structures in place, followed by monitoring and evaluation methods that are responsive to empowering women, poor and the excluded; and
- Institutional arrangements, work culture and staff performance need to recognise gender/caste/ethnicity differentiated needs and promote GESI sensitivities.

Slide 25

GESI Operational Guidelines, 2017

Additional core requirements for mainstreaming GESI are:

- All data should be disaggregated by sex, age, caste, ethnicity, religion, education, class, economic status, place of residence, and any other relevant variables (e.g. disability, minority community outside of caste and ethnic groups, urban poor, people displaced due to development activities, where required);

- Characteristics of division of labour, access to productive resources and decision-making power (who does what, where and why; who has access to what productive resources, who has the ultimate authority to make decisions) will have to be assessed before planning the programs and projects that may have differential impact on women and men of different social strata and economic groups; and

- Assessment of policies, programming and budgeting, institutional arrangements, human-resources issues and M&E system should be done from a GESI perspective of MoPIT and its departments for programs/projects, partner organizations and community groups.

Slide 26

GESI Operational Guidelines, 2017

- Institutional Arrangements for GESI Implementation
  - Ministry level
  - Department level
  - Regional/ Zonal level
  - Divisional/ Project level/ Service Office

- Guidelines for mainstreaming Gender Equality and Social Inclusion (GESI) in…
  - Ministry of Physical Infrastructure and Transport
  - Strategic Roads Sector
  - Railway Sector
  - Transport Management Sector

Slide 27

Gender Responsive Budget guideline, 2019

Slide 28

Gender Responsive Budget guideline, 2019

- The concept of Gender responsive budget was implemented from 2064/65 by Ministry of finance

- To institutionalize the gender responsive budget, Gender responsive budget committee is formed under the ministry

- The division chief of 'Budget and program division' is the coordinator

- Under this, the budget of the country is categorized under 3 main headings:
  - ➤ Direct gender responsive
  - ➤ Indirect gender responsive and
  - ➤ Gender perspective

As lack of resources was found to be one of the key factors for the gender equality, the concept of gender responsive budget was introduced by the Ministry of Finance since 2064/65.

Slide 29

Gender Responsive Budget guideline, 2019

- Qualitative indicators

  ➢ Capacity building of women

  ➢ Women's participation in planning and implementation

  ➢ Women's share of benefits

  ➢ Support in the increment of women's employment/ income

  ➢ Qualitative improvement in use of time and decrease in workload of women

Slide 30

Gender Responsive Budget guideline, 2019

Objectives
- To bring uniformity in the use of prescribed guidelines and make the budget formulation process of sectoral bodies gender responsive and ensure gender equality in the results.

Specific objectives
- Guide to make programs and budget more gender responsive

- Support to build the relation between program and budget for gender equality

- Assist in measuring the gender sensitivity of the budget based on the specified figures

- Assessing whether or not women have received the benefits they deserve in the evaluation of the project's achievements

Slide 31

Local Government Institutional Self-Assessment (LISA)

Slide 32

Local Government Institutional Self-Assessment (LISA)

- Thematic Area 1 –Governance System
- Thematic Area 2- Organization and Administration
- Thematic Area- 3: Annual Budget and Plan Formulation
- Thematic Area-4: Fiscal & Financial Management
- Thematic Area-5: Service Delivery
- Thematic Area - 6: Judicial Work Performance
- Thematic Area-7: Physical Infrastructure Development
- Thematic Area - 8: Social Inclusion
- Thematic Area- 9: Environment Protection and Disaster Management
- Thematic Area- 10: Co-operation and Coordination

Focus on Thematic area 7 and 8

Slide 33

Marking…

मूल्याङ्कनका सूचकहरुको तह र अङ्कभार

१. <u>सूचकहरु:</u>

(क) समग्र स्थिति : स्थानीय तहको समग्र अवस्था दर्शाउने सूचकहरु ।

(ख) प्रक्रियागत स्थिति : स्थानीय तहको दैनिक प्रशासन र सेवा प्रवाह तथा स्थानीय सरोकारका विषय सम्बोधन हुने खालका प्रक्रिया उन्मुख सूचकहरु ।

(ग) परिमाणात्मक स्थिति : तुलना गर्न, मापन गर्न र संख्यात्मक रूपमा उल्लेख गर्न सकिने प्रकृतिका नतिजामूलक सूचकहरु ।

Slide 34

Marking…

२. <u>सूचकका तह अनुसारको अङ्कभार:</u> स्थिति विश्लेषणलाई निम्नानुसार अङ्कभार निर्धारण गरिएको छ:

मूल्याङ्कन तह	भार अनुपात	नतिजा विश्लेषण तथा अङ्कभार निर्धारणका आधार
समग्र स्थिति	२१%	यसको लागि ४ वटा अवस्था तोकिएका छन् । सम्बन्धित स्थानीय तहको विभाग /महाशाखा /शाखा / प्रमुखले आफ्नो कार्यालयबाट सम्पादन भएका कामको अवस्थालाई छनोट गर्नुपर्नेछ । यसमा अवस्था १ को लागि शून्य अङ्क, अवस्था २ को लागि ०.५ अङ्क, अवस्था ३ को लागि ०.७५ अङ्क र अवस्था ४ को लागि १ अङ्क (पूर्णाङ्क) निर्धारण गरिएको छ ।
प्रक्रियागत स्थिति	३४%	यसको अन्तर्गत ३ वटा (कमजोर, सामान्य र उत्तम) अवस्था निर्धारण गरिएको छ । यसमा कमजोरका लागि शून्य अङ्क, सामान्यका लागि ०.५ अङ्क र उत्तमका लागि १ अङ्क निर्धारण गरिएको छ ।
परिमाणात्मक स्थिति	४५%	यस स्थिति अन्तर्गत प्रत्येक सूचकका लागि ३ वटा अवस्था (कमजोर, सामान्य र उत्तम) तोकिएको छ । यसमा कमजोरलाई शून्य, सामान्यलाई ०.५ र उत्तमलाई १ अङ्क निर्धारण गरिएको छ ।

Slide 35

Thematic area 8: Social Inclusion

- General Status

- Process-wise Status

- Consequential Status

Thematic area 8 includes

Slide 36

Thematic area 8: Social Inclusion

८.१ समग्र स्थिति					
सूचक क्षेत्र	अवस्था -१	अवस्या- २	अवस्या- ३	अवस्या- ४	प्रमाणीकरणको आधार
८.१.१ सामाजिक विभेदको न्यूनीकरण (संविधानको धारा १८, समानताको हक)	समाजमा छुवाछुत विद्यमान रहेको, सामाजिक कुरीति र अन्धविश्वास कायम रहेको, लैङ्गिक विभेद र हिंसाका घटनामा कमी नआएको। (आधार १)	छुवाछुत, सामाजिक कुरीति, अन्धविश्वास, लैङ्गिक विभेद र हिंसाका घटनाहरु न्यूनीकरणका लागि स्थानीय नीति तथा कार्यक्रम तर्जुमा भएको। (आधार १.२)	छुवाछुत, सामाजिक कुरीति, अन्धविश्वास, लैङ्गिक विभेद र हिंसाका घटनाहरु न्यूनीकरणका लागि स्थानीय नीति तथा कार्यक्रम अनुरुप टोल विकास संस्था मार्फत सामाजिक परिचालन कार्यक्रम सञ्चालन गरिएको। (आधार १.२.३)	छुवाछुत, सामाजिक कुरीति, अन्धविश्वास, लैङ्गिक विभेद र हिंसाका घटनाहरुसँग सम्बन्धित उजूरीमा उल्लेख्य रुपमा कमी आई सामाजिक सहिष्णुता र सौहार्दता सहितको समतामूलक समाजको आधार तयार भएको। (आधार १.२.३.४.५)	१. छुवाछुत, सामाजिक कुरीति, अन्धविश्वास, लैङ्गिक विभेद र हिंसाका घटनाहरुसँग सम्बन्धित उजूरी दर्ता किताब। २. सामाजिक समावेशीकरण सम्बन्धी स्थानीय नीति तथा कार्यक्रमको प्रति। ३. सामाजिक विभेद निवारण सम्बन्धी कार्ययोजना। ४. *३°स्थानीय गैसस तथा सामुदायिक संस्था मार्फत कार्यक्रम सञ्चालन भएको अवस्थामा अवस्था ३ अनुसारको अङ्ग दिने। ५. *३१न्यायिक समिति वा कार्यालय वा वडा कार्यालय वा स्थानीय प्रहरी कार्यालयमा उजूरी दर्ता भएको आधार लिने। ६. *३२बजेट र कार्यक्रम मात्र व्यवस्था भएकोमा ५० प्रतिशत अंक

Thematic area 8: Social Inclusion

८.१ समग्र स्थिति

सूचक क्षेत्र	अवस्था -१	अवस्था- २	अवस्था- ३	अवस्था- ४	प्रमाणीकरणको आधार
					७. •⁰⁵बजेट र कार्यक्रम व्यवस्था भइ कार्यान्वयन भएकोमा ७५ प्रतिशत अंक
८.१.२ समानुपातिक सहभागिता (स्थाससंऐ, २०७४ को दफा १११)	स्थानीय तहबाट गठन हुने समिति उप-समितिहरू, कार्यदल गठन गर्दा कानुनले निर्दिष्ट गरेको समानुपातिक समावेशीता कायम नगरेको। (आधार १)	स्थानीय तहबाट गठन हुने समिति उप-समितिहरू, कार्यदल गठन गर्दा आंशिक रूपमा कानुनले निर्दिष्ट गरेको समानुपातिक समावेशीता कायम गरेको। (आधार १)	स्थानीय तहबाट गठन हुने समिति उप-समितिहरू, कार्यदल गठन गर्दा पूर्णरूपमा कानुनले निर्दिष्ट गरेको समानुपातिक समावेशीता कायम गरेको। (आधार १,२)	स्थानीय तहबाट गठन हुने समिति उप-समितिहरू, कार्यदल गठन गर्दा पूर्ण रूपमा कानुनले निर्दिष्ट गरेको समानुपातिक समावेशीता कायम गरी निर्णय प्रक्रियामा सहभागिता भएको । (आधार १,२)	१. गठित समिति तथा उप-समितिहरूको सामाजिक समावेशीता सहित देखिने सूची २. समिति उप-समितिहरूको बैठकको उपस्थिति र निर्णय किताव। ३. •⁰⁵समानुपातिक सहभागिता सम्बन्धी नीतिगत व्यवस्था भएको अवस्थामा अवस्था २ अनुसारको अङ्क दिने।

Thematic area 8: Social Inclusion

८.२ प्रक्रियागत स्थिति

विषय सम्बन्धी सूचक	कमजोर	सामान्य	उत्तम	प्रमाणीकरणको आधार
८.२.१ सामाजिक सुरक्षा तथा संरक्षण (स्थाससंऐ, २०७४ को दफा ११ उपदफा २ त)	बालबालिका पुनर्स्थापना केन्द्र, जेष्ठ नागरिक आश्रय केन्द्र, अशक्त स्याहार केन्द्र स्थापना र सञ्चालन सम्बन्धमा कुनै कार्य नभएको (आधार नचाहिने)	बालबालिका पुनर्स्थापना केन्द्र, जेष्ठ नागरिक आश्रय केन्द्र, अशक्त स्याहार केन्द्र स्थापना र सञ्चालनका लागि नीति/कार्यक्रम तर्जुमा भई कार्यान्वयनको चरणमा रहेको (आधार १)	बालबालिका पुनर्स्थापना केन्द्र, जेष्ठ नागरिक आश्रय केन्द्र, अशक्त स्याहार केन्द्र स्थापना र सञ्चालनका लागि नीति/कार्यक्रम तर्जुमा भएको र आवश्यकता अनुसार केन्द्रहरु स्थापना भई नियमित सञ्चालन भएको तथा सहज पहुँच भएको। (आधार १,२,३)	१. सामाजिक सुरक्षा तथा संरक्षण सम्बन्धी नीति तथा कार्यक्रमको प्रति २. बालबालिका पुनर्स्थापना केन्द्र, जेष्ठ नागरिक आश्रय केन्द्र, अशक्त स्याहार केन्द्रहरूको सूची. ३. •⁰⁵सडक बालबालिका तथा आश्रयविहीन व्यक्तिको सङ्ख्या नभएको भनी कार्यपालिकाको निर्णय भएको अवस्थामा मात्र उत्तम अवस्थाको अङ्क दिने।

Slide 39

Thematic area 8: Social Inclusion

५.२ प्रक्रियागत स्थिति

विषय सम्बन्धी सूचक	कमजोर	सामान्य	उत्तम	प्रमाणीकरणको आधार
५.२.२ घरेलु हिंसा अन्त्यका लागि बहस, पैरवी तथा चेतनामूलक अभियान (स्वाससंसे, २०७४ को दफा १२ उपदफा २ को ग ३०)	घरेलु हिंसा अन्त्यका लागि बहस, पैरवी तथा चेतनामूलक अभियान सम्बन्धी कुनै कार्यक्रम नभएको (आधार नचाहिने)	घरेलु हिंसा अन्त्यका लागि बहस, पैरवी तथा चेतनामूलक अभियान सम्बन्धी कार्यक्रम पर्याप्त र प्रभावकारी नभएको (आधार १.२.३)	टोल विकास संस्था वा यस्तै सामुदायिक संस्था (आमा समूह, महिला समूह जस्ता) लाई परिचालन गरी घरेलु हिंसा अन्त्यका लागि बहस, पैरवी तथा चेतनामूलक अभियान सम्बन्धी कार्यक्रम पर्याप्त र प्रभावकारी भएको (आधार १.२.३.४)	१. वार्षिक बजेट तथा कार्यक्रमको कार्यान्वयन भएको देखिने रेकर्डिङ/ प्रतिवेदन । २. घरेलु हिंसा सम्बन्धी उजूरीमा र फर्छ्यौटको सूची । ३. टोल विकास संस्था वा सामुदायिक संस्था वा गैसस परिचालन भएको अवस्था समेतलाई लिने । ४. कुनै एउटा कार्यक्रम सञ्चालन भएको अवस्थामा सामान्य अवस्थाको अङ्क दिने ।
५.२.३ बालश्रम, बाल विवाह, बहुविवाह, दाइजो/दहेज, बोक्सी, छाउपडी जस्ता प्रथासँग सम्बन्धित कार्यहरु (स्वाससंसे, २०७४ को दफा १२ उपदफा २ को ग ३०)	बाल श्रम, बालविवाह, बहुविवाह, दाइजो/दहेज, बोक्सी, छाउपडी जस्ता प्रथा नियन्त्रणका लागि कुनै नीति र कार्यक्रम नभएको। (आधार नचाहिने)	बालश्रम, बालविवाह, बहुविवाह, दाइजो/दहेज, बोक्सी, छाउपडी जस्ता प्रथा नियन्त्रणका लागि नीति वा कार्यक्रम तयार भएको। (आधार १.२)	टोल विकास संस्था वा सामुदायिक संस्था परिचालन गरी बाल श्रम, बालविवाह, बहुविवाह, दाइजो/दहेज, बोक्सी, छाउपडी जस्ता प्रथा नियन्त्रणका लागि नीति र कार्यक्रम तयार भई यस सम्बन्धी सामाजिक परिचालन कार्यक्रमहरु कार्यान्वयन भएको। (आधार १.२.३)	१. वार्षिक बजेट तथा कार्यक्रम कार्यान्वयन प्रतिवेदन २. वार्षिक बजेटमा समावेश भएको तर खर्च नभएको अवस्थामा सामान्य अवस्थाको अङ्क दिने । ३. सामुदायिक संस्था परिचालन गरी रोकथाम र नियन्त्रणमा परिचालन भएको अवस्थामा पुरा अङ्क दिने ।
५.२.४ लैङ्गिक समानता तथा सामाजिक समावेशिकरण उत्तरदायी बजेट परीक्षण (GESI Audit) (स्वाससंसे, २०७४ को दफा २४ उपदफा ३ को छ)	लैङ्गिक समानता तथा सामाजिक समावेशिकरण उत्तरदायी बजेट परीक्षण (GESI Audit) हुने नगरेको। (आधार नचाहिने)	लैङ्गिक समानता तथा सामाजिक समावेशिकरण उत्तरदायी बजेट परीक्षण (GESI Audit) हुने गरेता पनि योजना तथा कार्यक्रममा प्रतिविम्बित नभएको। (आधार १.२)	लैङ्गिक समानता तथा सामाजिक समावेशिकरण उत्तरदायी बजेट परीक्षण (GESI Audit) भई सोही अनुसार योजना तथा कार्यक्रम तर्जुमा गर्ने गरेको। (आधार १.२.३)	१. GESI Audit Report २. वार्षिक बजेट तथा कार्यक्रम । ३. वार्षिक कार्यक्रम तथा बजेटमा लैङ्गिक उत्तरदायी बजेट कोड समेत राखेको अवस्थामा मात्र उत्तम अवस्थाको अङ्क दिने ।

Slide 40

Thematic area 8: Social Inclusion

५. परिमाणात्मक स्थिति

सूचक	नतिजा			
	कमजोर	सामान्य	उत्तम	प्रमाणीकरणको आधार
५.३.१ महिला विरुद्ध हुने घरेलु हिंसाको घटनामा कमी (अघिल्लो आ. व. को तुलनामा) ।	कमी नआएको। (आधार १.२.३)	२०% सम्म कमी आएको। (आधार १.२.३)	२०% भन्दा बढीले कमी आएको । (आधार १.२.३)	१. न्यायिक समिति, स्थानीय प्रहरी र मेलमिलाप केन्द्रमा उजूरी दर्ता किताब २. पूर्व-अवस्था र वर्तमानको विश्लेषणात्मक दस्तावेज ३. गत आर्थिक वर्षमा न्यायिक समिति मेलमिलाप केन्द्र र स्थानीय प्रहरीमा दर्ता भएका कूल घटनासँग तुलना गर्ने ।
५.३.२ बालश्रम, बालविवाह, बहुविवाह, दाइजो/दहेज, बोक्सी, छाउपडी जस्ता प्रथा रोकथामका लागि तर्जुमा गरिएका कार्यक्रममा लगानी (सशर्त अनुदान बाहेक बाँकी बजेटको) ।	०.२% भन्दा कम (आधार १.२.३)	०.२% देखि ०.५% सम्म (आधार १.२.३)	०.५% भन्दा माथि (आधार १.२.३)	१. वार्षिक बजेट तथा कार्यक्रमको प्रति २. पूर्व-अवस्था र वर्तमानको विश्लेषणात्मक दस्तावेज ३. सशर्त अनुदान बाहेकको बाँकी बजेटको आधारमा प्रतिशत हेर्ने ।
५.३.३ महिला/दलित/अपाङ्गता भएका व्यक्ति संयोजक/ अध्यक्ष भएका उपभोक्ता समितिहरुको सङ्ख्या (कूल गठीत उपभोक्ता समितिको) ।	१० % भन्दा कम (आधार १.२.३)	१० % देखि ३० % सम्म (आधार १.२.३)	३० % भन्दा बढी (आधार १.२.३)	१. सबै उपभोक्ता समितिका कार्यसमितिहरुको नामावलीको लगत २. पूर्व-अवस्था र वर्तमानको विश्लेषणात्मक दस्तावेज ३. वडा कार्यालय र कार्यपालिकासँग सम्झौता गरी काम गरेका सबै उपभोक्ता समितिको आधारमा प्रतिशत निकाल्ने ।

Slide 41

Thematic area 8: Social Inclusion

८. परिमाणात्मक स्थिति

सूचक	नतिजा			
	कमजोर	सामान्य	उत्तम	प्रमाणीकरणको आधार
८.३.४ आर्थिक तथा सामाजिक रूपमा पछि परेका महिला, बालबालिका, दलित, अपाङ्गता भएका व्यक्ति, ज्येष्ठ नागरिक, अल्पसङ्ख्यक, सीमान्तकृत समुदायको सामाजिक र आर्थिक उत्थानमा गरिने लगानी (सशर्त अनुदान बाहेक बाँकी बजेटको)	२ % भन्दा कम (आधार १,२,३)	२ % देखि १० % सम्म (आधार १,२,३)	१० % भन्दा बढी (आधार १,२,३)	१. बार्षिक बजेट तथा कार्यक्रमको प्रति २. पूर्व-अवस्था र वर्तमानको विश्लेषणात्मक दस्तावेज ३. *सशर्त अनुदान बाहेक बाँकी बजेटको प्रतिशत निकाल्ने।

Slide 42

Thematic area 7: Physical Infrastructure

स्वमूल्याङ्कन विषयक्षेत्र - ७: भौतिक पूर्वाधार

७.२ प्रक्रियागत स्थिति

| विषय सम्बन्धी सूचक	कमजोर	सामान्य	उत्तम	प्रमाणीकरणको आधार
७.२.१ बालमैत्री तथा अपाङ्गमैत्री पूर्वाधार (स्वाससेंऐ, २०७४ को दफा २४ को उपदफा २)	बालमैत्री तथा अपाङ्गमैत्री नीति तथा कार्यक्रम नभएको (आधार १)	बालमैत्री तथा अपाङ्गमैत्री नीति तथा कार्यक्रम कार्यान्वयन भई बालमैत्री स्थानीय शासनका पूर्वाधार पुरा गरी कम्तीमा १ वटा वढालाई बालमैत्री वढा घोषणा गरेको (आधार १,२)	बालमैत्री तथा अपाङ्गमैत्री नीति तथा कार्यक्रम कार्यान्वयन भई बालमैत्री स्थानीय शासनका पूर्वाधार पुरा गरी बालमैत्री स्थानीय तह घोषणा गरेको (आधार १,२,३,४)	१. बालमैत्री तथा स्थानीय नीति २. बालमैत्री वढा घोषणाको प्रतिवेदन ३. बालमैत्री स्थानीय तह घोषणाको प्रतिवेदन ४. *बालमैत्री स्थानीय शासन कार्यान्वन निर्देशिका, २०७८ बमोजिम घोषणा भए उत्तम अंक दिने।

Slide 43

Thematic area 7: Physical Infrastructure

• Child friendly and disable friendly

➢ Child friendly and local policy

➢ Proposal of child friendly ward declaration

➢ Proposal of child friendly local level declaration

➢ If the declaration is as per child friendly local governance implementation guideline, 2078

Basis for verification of the indicators

Slide 44
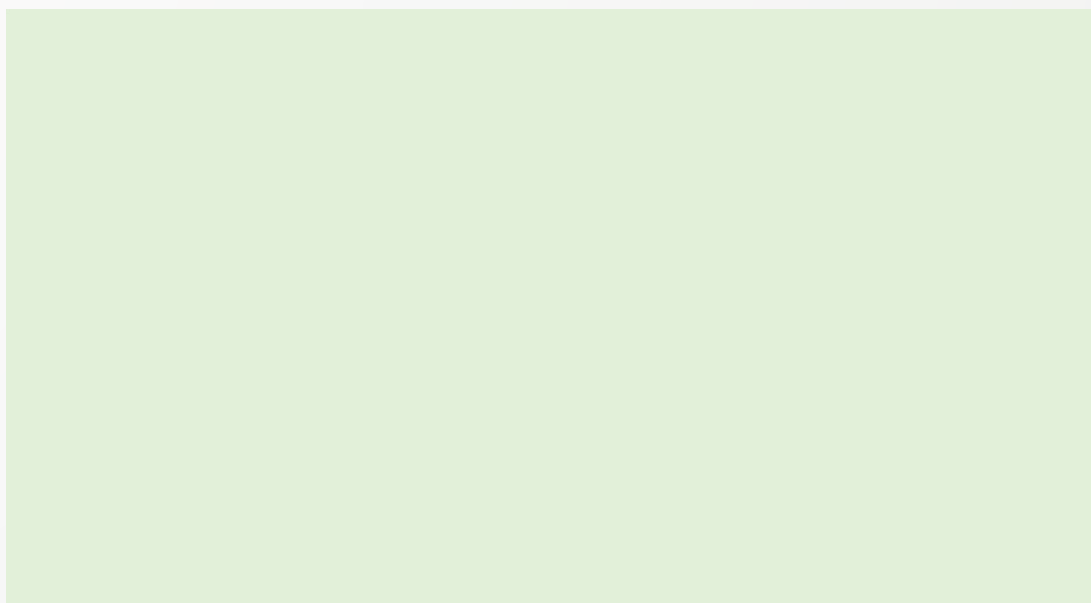
An Example: GESI policy, 2076, Kirtipur Municipality

Rationale

- To implement the provisions in different legal documents including the constitution of Nepal
- To address the problem and challenges and develop necessary interventions
- Due to lack of monitoring system
- lack of disaggregated data and regular and agile for gender equality and women's empowerment
- Planned mainstreaming and localization of GESI policy

Gender Equality and Social Inclusion Policy 2076 has been prepared by Kirtipur Municipality to strengthen institutional arrangement to integrate GESI in policies and provide GESI responsive programming, planning, budgeting, monitoring, evaluation and reporting. The policy was prepared with technical assistance from UNDP Nepal.

An Example: GESI policy, 2076, Kirtipur Municipality

- A policy will be implemented by
- mainstreaming and institutionalizing all plans and programs operated by the municipality
- through gender equality and social inclusion perspective
- with meaningful participation of women and marginalized groups

The numbers in the brackets in the strategies represents the action activities (karyaniti) that are planned to meet the strategies.

## An Example: GESI policy, 2076, Kirtipur Municipality

Strategies

• Mainstreaming gender equality and social inclusion

• Economic, social and political inclusion and empowerment

• Institutional framework, awareness and capacity building

• Collaboration, coordination and facilitation

• Social security and safety

• Monitoring and evaluation

The numbers in the brackets in the strategies represents the action activities (karyaniti) that are planned to meet the strategies.
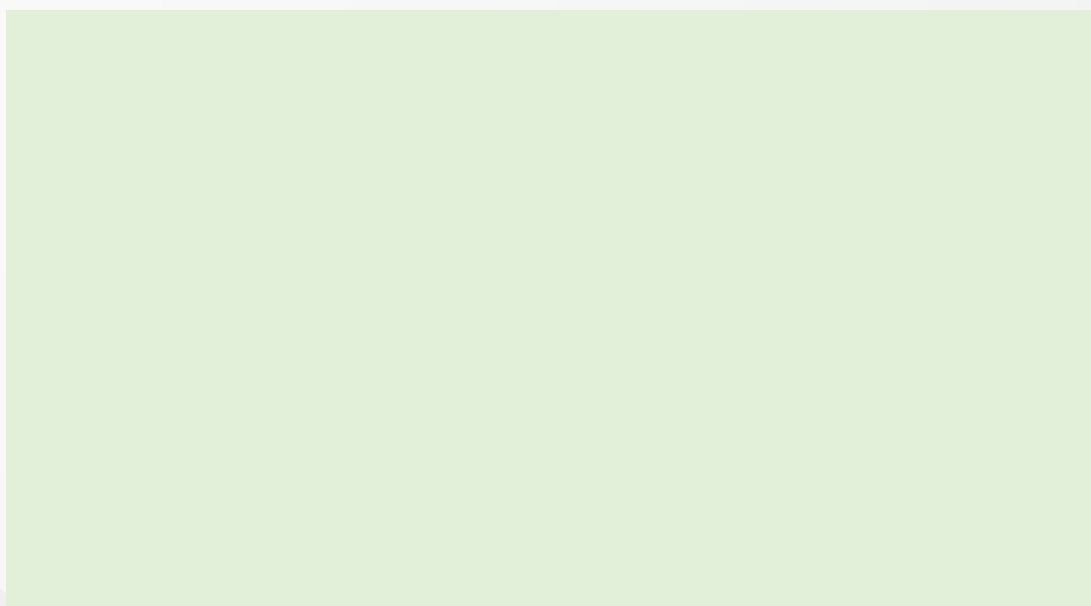
Sustainable Development Goals

- 17 goals and 169 targets

- SDG 5 related to gender equality

- SDGs recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

Sustainable Development Goals

Targets

- **End all forms of discrimination** against all women and girls everywhere.

- **Eliminate all forms of violence** against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

- **Eliminate all harmful practices**, such as child, early and forced marriage and female genital mutilation.

- **Recognize and value unpaid care and domestic work** through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

- **Ensure women's full and effective participation and equal opportunities** for leadership at all levels of decisionmaking in political, economic and public life.

Slide 51

Sustainable Development Goals

Targets

- **Ensure universal access to sexual and reproductive health and reproductive rights** as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

- **Undertake reforms to give women equal rights to economic resources**, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

- **Enhance the use of enabling technology**, in particular information and communications technology, to promote the empowerment of women.

- **Adopt and strengthen sound policies and enforceable legislation** for the promotion of gender equality and the empowerment of all women and girls at all levels.

Slide 52

CEDAW

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women.

- to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights

- The convention is structured in six parts with 30 articles total

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Slide 53

16 days of Activism against Gender-Based Violence

- an annual international campaign that started on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day

- started by activists at the inauguration of the Women's Global Leadership Institute in 1991

- used as an organizing strategy by individuals and organizations around the world to call for the prevention and elimination of violence against women and girls

Slide 54

Review

- Discuss in pair: one new learning of legal provision related to gender

- Share – 2 to 3 participants

Slide 55

Thank you!
धन्यवाद !

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and
Capacity Development Center
Nagarkot, Bhaktapur
Phone No:+977-1-6680171, :+977-1-6680172
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Technical Support
ENPHO

Environment and Public Health Organization (ENPHO)
110/25 Adarsa Marg-1, Thapagaon, New Baneshwor
Tel: 977-1-5244641; 5244051; 5244992; 5244609
Email: enpho@enpho.org

Lesson Plan 5: Gender pespective in WASH services and facilities

Gender and Social
Inclusion in Sanitation

**Gender
perspective in
WASH services and
facilities**

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Introduction

- Imagine you are responsible staff (say Sanitation Section Chief or Sanitation focal person)
- Think about toilet facilities available in public space of municipality?

Slide 3

Introduction

- What kind of WASH facilities and services are there?

- Can you make any changes in public toilet (services and facilities)?

Ask?

What kind of WASH facilities and services are there?

Possible answer: in most of the cases public places has separate toilet for men and women but no services for disable people, LGBTQIA+ community, toilet is dirty and wet, no operation and maintenance

Can you make certain changes in public toilet in terms of its services and facilities within your municipality?

Slide 4

Learning Outcome

- Clarify the meaning of gender perspective in urban sanitation.

- Discuss and list gender issues and barriers related to urban sanitation.

Slide 5

Presentation Outline

- Gender perspective

- Gender gaps in sanitation

- Impact of gender disparities

- Possible interventions

Slide 6

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing

This training includes

Inform participant about the sanitation activities conducted in a household in a day (home cleaning, toilet clean, handwashing infrastructure cleaning, toilet construction or maintenance, waste segregation, waste collection, solid waste management, surrounding cleaning, road cleaning, transportation of faecal sludge, etc.)

Similarly, ask the possible sanitation activities that are conducted within public space in a day in daily basis? Note in sticky notes.

Group competition-- Prize for the winner.

Example:

public toilet O&M, solid waste management, cleaning of road, transportation of faecal sludge

Link: Men are more driven to technical roles such as driving of FS vehicle, emptying practices, while women are more working on cleaning and collection of waste.

Arrange activities in the group of men, women and LGBTIQA+.

Discuss the results in a large group and ask that which gender appears to do more sanitation related activities at public level? And why? Possible answer: Men are more driven to technical roles such as driving of FS vehicle, emptying practices, while women are more working on cleaning and collection of waste.

Ask participants if there are any activity that could be done by any specific group only? Possible answer: No

Trainers note:

Anyone can do any sanitation activity and making them aware about these brings an opportunity for equal participation of any gender in urban sanitation services and facilities which can empower an individual financially, economically and sustainably.

The concept of providing opportunities to all, specifically to the disadvantaged groups or a marginalized groups in urban sanitation service provision along with making such facilities and services accessible to all is the main objective of gender perspective in urban sanitation.

Although there have been some initiatives for such opportunities in urban sanitation, there are still issues and gaps and will be discussing more on the topic.

Slide 9

What is the linkage between GEDSI and WASH ?

WASH

Slide 10

Why to link gender perspective in sanitation?

SANITATION FOR ALL

- Sanitation for All
- Commitments and Targets
- National and International Indicators
- More support for more needy group/individual
- Multi-sectoral impacts
- Sustainability

Slide 11

GEDSI issues/barriers and

possible interventions in urban sanitation services

Slide 12

Discuss about current issues/gaps and barriers in urban sanitation interms of gender and social inclusion
Possible gaps
Physical Burden (household chores are considered to be prime roles of women)
Decision-making roles
Unequal participation in skill-based activities Social and cultural norms
Employment opportunities

Slide 13

Current issues/ barriers in sanitation

- Physical Burden (household chores are prime roles of women)
- No roles of needy person in decision-making
- Safety Concerns (Not safe for all)
- Not user-friendly facilities and infrastructure design
- Unequal participation in skill-based activities

Slide 14

Current issues/ barriers in sanitation

- Discriminative social and cultural norms

- Accessibility challenge

- Inadequate facilities

- Poor - Occupational health and safety

- Unequal employment opportunities

- Not meaningful representation

Slide 15

Impacts ??

Productivity

Education
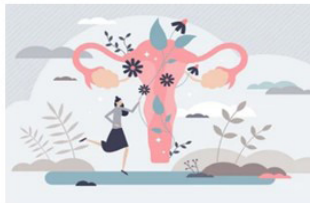
Violence

Health

Slide 16

Possible Interventions: Group Activity

Discuss about possible interventions for issues and gaps in earlier group activity

4 Groups
7 minutes

Discuss about possible interventions for issues and gaps in earlier group activity
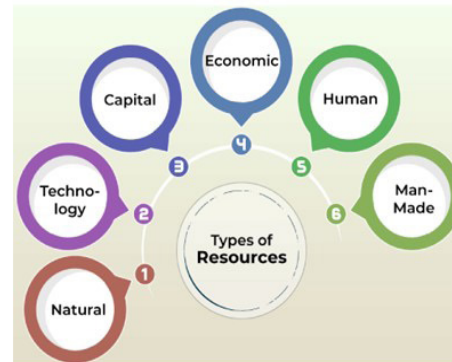Possible gaps
Gender analysis
Capacity Building
Resource Allocation

Possible Interventions

• Gender Analysis

• Participatory Design and Inclusion

• Resource Allocation

• Inclusive Facilities

• Safety and Security

• Capacity Building

Possible Interventions

• Work Flexibility

• Mechanisms

• Economic Empowerment

• Sex, Age, and Disability Disaggregated (SADD) Data

• Data Collection and Monitoring

Slide 19

Review

- Write: one/two top-most gender and social inclusion issues/barriers of their area of work along with its possible interventions

- Collect 2 to 3 responses

Slide 20

Thank you!
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Lesson Plan 6: Mainstreaming Gender in Project Cycle

Gender and Social Inclusion in Sanitation

Mainstreaming Gender in Project Cycle

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Introduction

- Where can you start or what is the starting point to incorporate the GEDSI ideas?

- Collect 2 to 3 responses

inform that while applying the GEDSI knowledge, one can imply it immediately, however, if one is planning a project then, he/she needs to think it from the start of the project that is assessment.

Slide 3

Learning Outcome

- Incorporate GEDSI perspective in urban sanitation throughout the project cycle
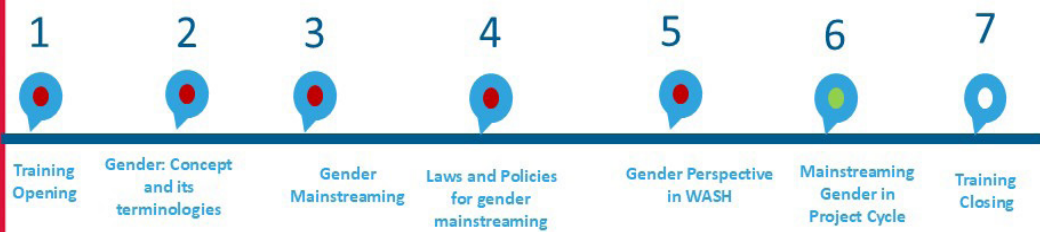
Slide 4

Presentation Outline

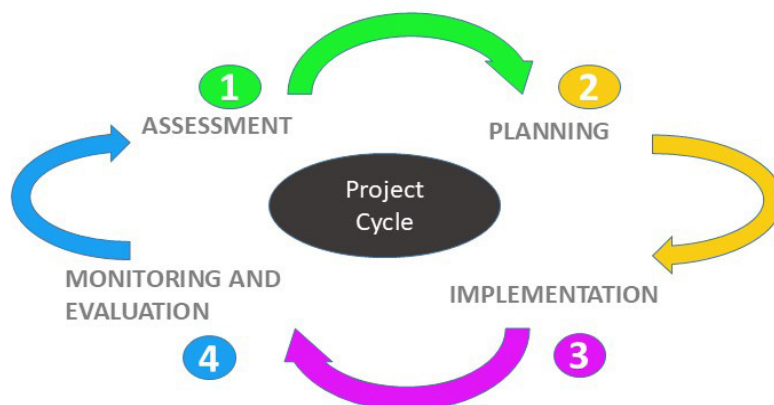- Gender Mainstreaming throughout project cycle

- Group Activity

Slide 5

This training includes

Slide 6

Slide 7

Mainstreaming Gender in Project Cycle

- Mainstreaming gender in project cycle is important and should be mainstreamed as the earliest as possible point in the program or project cycle,

- It can fundamentally affect the entire program or project concept.

- Integral part of the entire planning and implementation process and continues throughout the life of a project or programs.

Slide 8

Mainstreaming GEDSI in Project Cycle

4 Groups
20 minutes

Divide 2 scenarios among 4 groups.

Provide scenarios (at the end of lesson plan

Discuss all the points to be considered throughout the project cycle while mainstreaming GEDSI and note it in newsprint paper.

Presentation from each group.

Mainstreaming GEDSI in Project Cycle

Scenario 1: Public Toilet construction

- XYZ municipality is planning to construct new public toilet in a densely populated urban area. The activities and dynamics are more intense due to higher volumes of passengers and buses. The project aims to improve sanitation facilities for residents and visitors alike. As part of the project management team, you are responsible for ensuring that Gender Equality, Diversity, and Social Inclusion (GEDSI) principles are incorporated throughout the entire project cycle. The total budget of the construction of toilet is NRs. 2,00,00,000.

Mainstreaming GEDSI in Project Cycle

Scenario 2: Public Toilet O&M

- ABC municipality has already a public toilet in densely populated area which has been shut down because of poor operation and maintenance. ABC municipality is now planning for reviving a public toilet facility that was shut down due to inadequate operation and maintenance. The project emphasizes incorporating Gender Equality, Diversity, and Social Inclusion (GEDSI) principles throughout each phase of its revival and ongoing management. ABC municipality's role now is to ensure that GEDSI concepts continue to be incorporated effectively in the operation and maintenance phase of these facilities. The total budget for the reviving and focusing on O&M is NRs. 20,00,000.

Slide 11
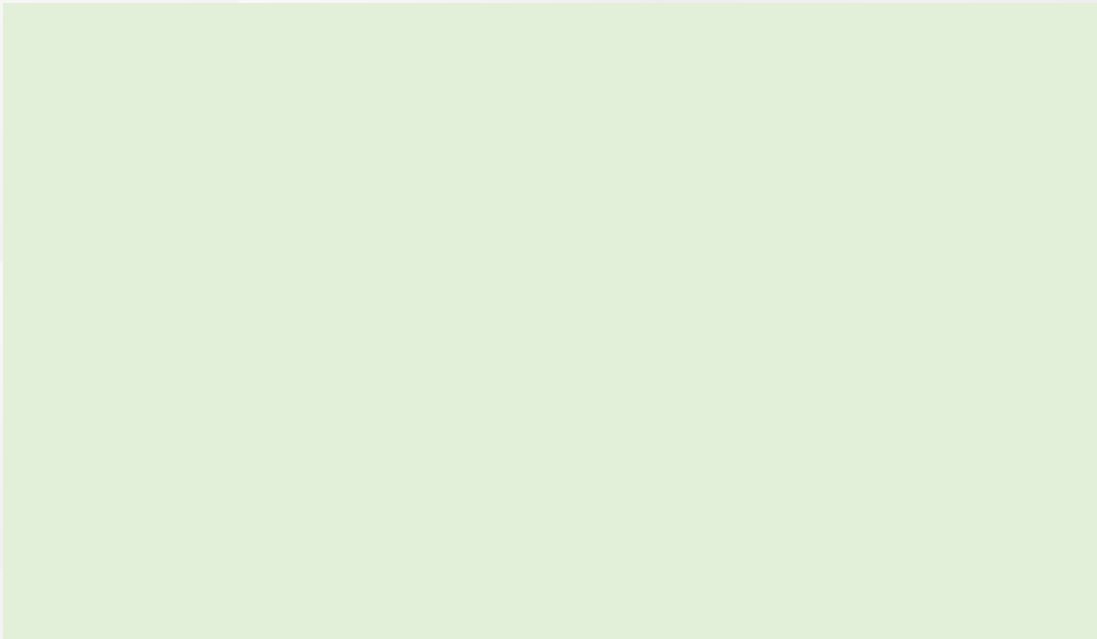
Slide 12

Action Plan

- Some ideas can be implement immediately to incorporate GEDSI perspective – in their current designated role

- Example: I am Training Officer in a NGO, I will incorporate GEDSI perspective while selecting participant of the training.

- Provide: Action Plan Template

- Reflect action plan of 2 to 3 participant

Example: I am Curriculum Development Officer in a NGO, I will incorporate GEDSI perspective in training manual that I will develop.

Trainer note: Ask participant to share their Action plan through Whatsapp or email to trainer (right at the moment)

Slide 13

Action Plan Format

Name:
Organization:
Designation:

S.N.	What do you do to incorporate GEDSI in your work?	How will you incorporate GEDSI in your area of work?	Where do you implement?	When to do you implement?	Budget required	Support	Remarks
1							
2							
3							

Note: inform participant to plan the activities that should be completed within 6 months

Slide 14

Review

• Group discussion

• One gender perspective activity that is currently present in any stage of project cycle.

• Collect response from one member of a group

Slide 15

Thank you!
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Lesson Plan 7: Training Closing

Slide 1

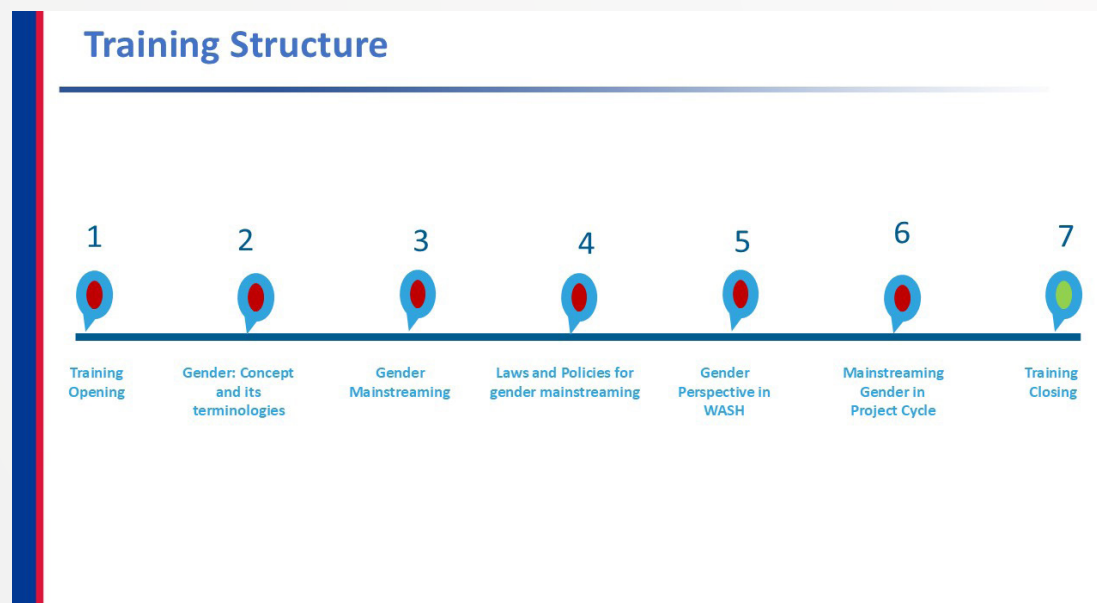# Gender and Social Inclusion in Sanitation

Training Closing

Resource Person

Government of Nepal
Ministry of Water Supply
National Water Supply and Sanitation Research, Innovation and Capacity Development Center

Slide 2

Training Structure

1	2	3	4	5	6	7
Training Opening	Gender: Concept and its terminologies	Gender Mainstreaming	Laws and Policies for gender mainstreaming	Gender Perspective in WASH	Mainstreaming Gender in Project Cycle	Training Closing

This training includes

Slide 3

Presentation Outline

- Revisiting Learning Expectation

- Post –test

- Evaluation sheet

- Closing Remarks

Slide 4

Revisiting Learning Expectation

Expectation

Slide 5

Post-test

- Scan QR code

- Or,

- Click the link:
  https://forms.office.com/r/2es4tu9bbN
-

Gender and Social Inclusion in
Sanitation | Post-test

Slide 6

Evaluation

- Scan QR code

- Or,

- Click the link:
  https://forms.office.com/r/chas2LaeJS

Gender and Social Inclusion in
Sanitation | Final Evaluation

Slide 7

Closing Remarks

- Volunteer any two participant for remarks

Closing Speech And Remarks

Slide 8

Thank you!
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Government of Nepal

Ministry of Water Supply

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