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GESIP Guideline of HELVETAS Swiss Intercooperation Nepal

Brief Presentation



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Supportive Policies for Gender Equality, Social Inclusion and Poverty Orientation



- **GESIP Policy Framework and GESIP Implementation Guideline**
- HELNETAS Nepal Recruitment Guideline
- Sexual Harassment and Mobbing Policy (Sh&M)
- Caste base Discrimination and Untouchability Guide
- Work Environment Assessment Guide

Gender Equality, Social Inclusion and Poverty Orientation (GESIP) - Working Guideline



Objectives:

- to provide overall guidance to its staffs in **mainstream GESIP** in HELVETAS Swiss Intercooperation's policies, strategies, organization and its program/project development and implementation.
- to **develop common understanding** among the partners of HELVETAS Nepal , so as to enable the key actors in programme implementation to plan, implement, monitor and evaluate their activities and integrated actions in a GESIP sensitive way.

(HELVETAS Nepal should help partners to become self-sufficient in formulating their own guideline)

Criteria: Primary Stakeholder (Beneficiaries), HELNETAS Swiss Intercooperation Nepal

First Priority	poor women, poor dalit, poor janajati	60% of the total
Second Priority	poor BCT, non poor women, non poor janajati, non poor dalit	remaining

At project level:

- At least **33% women** in leadership position
- Establish ensuring mechanism that project **opportunities & resources** focused on women and disadvantaged.
- Give priority to people from poor & disadvantaged groups in selecting the **pocket areas**
- To **capacitate women, poor & disadvantaged** to raise their voice and influence, defined their rights and responsibilities and influence decision making and benefit sharing.
- Strengthen the **capacity of organizations, networks and partners** which are working poor & disadvantaged people for ensuring sustainability.
- **Working with groups and institutions** that target women and disadvantaged from remote areas.

Major GESIP Strategic Intervention (2012-2015)



At partners level:

- **Partners** should have clearly defined **GESIP targeting policies**, strategies & approaches, dedicated human resources and budget.
- **At-least 60% beneficiaries** of all the programmes will be **from poor and disadvantaged HHs**.
- **At least 33% women representation in all Users Groups/Committee** supported by HELVETAS Nepal.
- **At least one women member** should be in a key positions of the Users Committee
- Support user groups to have **proportional representation** of poor, dalits, women and indigenous population.

Comparative Status of WFD_HELVETAS Nepal staff



Caste & Ethnicity	CBS 2001	2009	2013	2014
Total Staff		199	277	236
Women	50%	20%	26%	27%
Manager		13%	22%	26%
Officer		20%	26%	23%
Assistant		37%	27%	30%
Support Staff		15%	34%	27%

Achievement at partners and beneficiaries level



Target till end of 2015	Achievement as of 31 Dec 2014
% of HN's NGO/Private/GoN partner's have written GESIP policy in place.	54% (among 487 partners)
At least 33% women representation in all Users Groups/committee supported by HN	95% (among 4120 UCs)
Ensure at least one women in three leadership positions (Chairpersons, Secretary and Treasurer) must be taken by women	91% (among 4120 UCs)
% of poor women, poor dalit, poor Janajati and poor Madhesi in Primary stakeholders (beneficiaries)	56% (among 814,827 primary stakeholders)
% poor BCT and non poor women-dalit –Janajati-Madhesi in beneficiaries	77%
% of women in beneficiaries	56%

Thank you