

### GM/SI Monitoring Training

GeMSIP conducted two-days-long GM/SI Monitoring ToT in its pilot districts, Morang and Syangja, in March 2011. Altogether 26 (male: 18 & female: 8) participated in Syangja from GESI IC while 23 (male: 15 & female: 8) participated in Morang from GESI IC and others. The main objectives of the training were to make participants understand about the basic concept of GM/SI Monitoring, to discuss practical ideas on GM/SI Monitoring for DDC, to develop a set of GM/SI monitoring checklists, and to understand monitoring of GeMSIP pilot projects and to develop skills on preparing reports. The GeMSIP National and District Officers facilitated the training. Similar training was imparted to IPC members and Users Committee members in each of the six pilot VDCs in April 2011. Altogether 126 men and 105 women actively participated in the training in 6 VDCs.

During these trainings, GESI IC and IPC members reviewed and reflected the existing monitoring practice at the district and VDC levels and realized the gap. Likewise, GM/SI monitoring checklists and monitoring plans were prepared in order to monitor the GeMSIP sub-projects. At the same time the participants became familiar with the GM/SI monitoring concept, GeMSIP reporting flow and formats.

**TeJ Sunar**  
National Project Officer



Monitoring Training (Facilitation by GESI IC), Morang



Monitoring Training (Facilitation by GESI IC), Syangja

#### GeMSIP Completed Activities (February-June 2011)

Month	Activity	Place
Jan. – Feb.	Second Training on VDC-Level Planning	Morang and Syangja
February	Third Training for Facilitators	Morang and Syangja
Feb.-March	Ward Orientation Meeting in Pilot VDCs	Morang and Syangja
Feb.-March	Proposal Writing Workshop	Morang and Syangja
March	Proposal Screening of sub-projects, Prioritization, Selection and Announcement of sub-projects	Morang and Syangja
March-Apr.	Internal Mid-term Review	Kathmandu, Morang and Syangja
April	Subcontract with GeMSIP IPC and First Disbursement	Morang and Syangja
April	Fourth Training for Facilitators	Morang and Syangja
Apr.-May	GM/SI Monitoring Training	Morang and Syangja
May	Financial Training for sub-project implementers	Morang and Syangja
May	Review of sub-project Progress Reports and Second Disbursement	Morang and Syangja
June	Hearing on GESI Perspectives of sub-projects	Morang and Syangja

#### GeMSIP Upcoming Activities (July-September 2011)

Month	Activity	Place
July	Monitoring of sub-projects	Morang and Syangja
August	GMSI Monitoring Training	Morang and Syangja
August	Preparation for the second cycle for the first group of Pilot VDCs	Morang and Syangja
September	Joint Mid-term Review by the Government of Nepal and JICA	Kathmandu, Morang and Syangja
Aug.-Sep.	Preparation for the second group of Pilot VDCs	Kathmandu, Morang and Syangja
September	7 <sup>th</sup> Project Management Committee (PMC) and 4 <sup>th</sup> Join Coordinating Committee (JCC)	Kathmandu

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Gender Mainstreaming and Social Inclusion Project

Government of  
Nepal-JICA  
Technical  
Cooperation

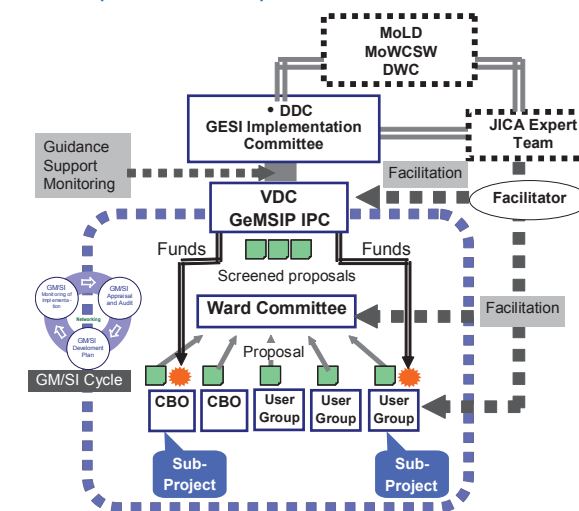
# GeMSIP Update

June 2011, Volume 6

### General Briefing about Pilot Project

The Pilot Project intends to improve upon the current processes and way of public decision making, project selection and implementation at VDCs. It is implemented to provide an opportunity to the village people, especially women and excluded groups, to practice and materialize equal participation in decision making and thereby to ensure equitable allocation of development benefits among the villagers. It is expected that the GeMSIP Pilot Project will help to establish a model GM/SI mechanism and to generate its "good practices." At the same time, it will also disseminate the model GM/SI mechanism to other areas by analyzing and generalizing factors underlying the successful cases.

Nepal government has stipulated that the Integrated Planning Committee (IPC) should deal with planning and budgeting at VDC while Ward Committee should screen and prioritize proposals from the Ward residents. However, the legal provisions are not clear enough about the IPC's functions and Ward Committee is nonexistent due to the security disturbance since some time ago. Given this situation, after a series of consultation with counterpart and stakeholders GeMSIP has decided to establish new organizations; GeMSIP IPC at VDC level and GMSI Ward Committee/GESI Ward Citizens Committee at Ward level to implement GeMSIP Pilot Project. GeMSIP has also recruited and deployed two Facilitators in each of the six pilot VDCs to facilitate the overall implementation process within the VDC.



The above framework illustrates the organizational structure to implement GeMSIP Pilot Project.

**Michiko Tsurumine**, JICA expert for GeMSIP

### I am Excited to Implement GeMSIP Pilot Project

GeMSIP has been piloted in three VDCs of Syangja, Phedikhola, Biruwa Archale and Jagatradevi, for the last two years. The project so far has shown very positive results.



At the beginning, community people and the political parties had an expectation that JICA/GeMSIP would come with a huge amount of resources to address their demands. So, it took time to change the mindsets of the people and political parties at the local levels. Overcoming all these hardships, GeMSIP in its two years' intervention was able to convince community people and other stakeholders that rather than funding with big amount of money it focuses on the spirit of Local Self Governance Act 2055 and Local Self Governance Regulation 2056.

Even in the absence of the elected body at the local levels, GESI-responsive Ward Committee and Integrated Planning Committee are formed. Members of these committees include people from disadvantaged groups such as women, single women, PWD, Adibasi/Janajati, children as well as NGOs and the political parties. Such representation has developed a feeling among the excluded groups that the people's democracy and republic is really in existence. GeMSIP has been ensuring minimum 33% women in any of the committees together with at least one of the three key posts to women in such committees, and representation from Dalit and Adibasi Janajati. Realizing the good impact of GeMSIP's practice at the community people, DDC Syangja has started to follow GeMSIP model in 15 VDCs where it has been implementing LGCDP. In these 15 VDCs, GMSI-responsive IPC has been recently formed. A two-day GESI orientation is also imparted to IPC members of these VDCs.

GeMSIP has practically taught to ensure GMSI in planning. As per the GeMSIP model, IPC selects proposals with the presence of GeMSIP members and GESI IC members. Prior to the selection IPC is equipped with the knowledge of GMSI-responsive planning and selection criteria. Before the prioritized proposals come to IPC, the following activities were followed at the community level; formation of Ward Committee, training for proposal writing to ward people, mass meeting at ward, collection of proposal, prioritization of proposal at ward level, submission of prioritized proposal by Ward Committee to VDC-level IPC. This process has successfully avoided the trend of advantaged people dominating on resources and programs. As being an eyewitness of such positive changes, I am excited with the beginning of intervention of this project at local level.

**Thanapati Neupane**  
Member secretary- GESI IC, Syangja

### How Proposals were selected?

GeMSIP is practicing to make VDC budget allocation and way of expenditure democratic so as to make the planning process gender responsive and socially inclusive. For this, GeMSIP is following the "learning by doing" method to bring changes in the concept, attitude and thinking of community people.

As of process, users groups at different settlement/role submitted proposals for the sub-projects to GMSI Ward Committee. GMSI Ward Committee, collecting all the proposals, prioritized them using Pair-wise Ranking and Individual Scoring, analyzed priority based on 8 criteria and submitted the results to the VDC IPC for the final selection. VDC/GeMSIP IPC, analyzing total 47 proposals that came from wards, selected 9 proposals keeping in mind the priorities set by Ward Committees and the periodic plan of the VDC. Among the 9 projects, three are drinking water projects, two are irrigation, two are rural road upgrading, one is GESI training and one is health and sanitation. To make all these processes GESI responsive we facilitators did the job of advocacy and facilitation.

As one project from each ward is selected in Jagatradevi, all the wards have got an opportunity to participate in every step of the project; planning, implementation, evaluation and monitoring which are GESI responsive. It has made it easier to bring the voices of women and excluded groups up to the decision making level and also supported people to know all the steps of development easily.

After the implementation of GeMSIP, tremendous positive impact will result at community level. We can view and feel practically that the capacity of community people in putting the voices in decision making, planning, implementing and monitoring is enhanced. Though it takes time to bring massive change, the process of planning, selection, implementation and monitoring at GeMSIP's sub-projects has developed the capacity from community level to the VDC level and it has provided the message that the planning process of VDC in the coming fiscal year is to be GESI responsive and democratic.

**Binod Neupane**  
Facilitator, Jagatradevi, Syangja

### What is different from previous system? What is GeMSIP significance?

Tandi is one of the remote VDCs among 65 VDCs of Morang District in Koshi Zone. The VDC borders with Illam district and Madhumalla VDC in the east, Jante VDC in the west, Ramitekhola VDC in the south and madhumalla VDC again in the North.



Different caste and ethnicity like Brahmin, Chhetri, Rai, Limbu and Dalit are the inhabitants of this VDC. This VDC has one higher secondary, 2 lower secondary and 10 primary schools. Each ward has agricultural road. The VDC has Chulapokhari, a very beautiful tourist destination.

After GeMSIP started its intervention in the VDC, IPC coordinated by VDC secretary is formulated. The IPC has 50% representation from women and also representation from Dalit, Adibasi, Janajati, and children. GeMSIP not only supports to meet the target of GoN but also highlights the process of activities taking place in the VDC. Most importantly, it is promoting and raising awareness of the disadvantaged and excluded community people.

GeMSIP is implementing activities in a way that makes it easy to introduce the current legal acts, regulations and policies to the stakeholders. People in the VDC have also started to consult with VDC and ensure their rights and they are now able to share their ideas. Thus, this project has contributed highly to meet the target set by GoN in the field of Gender Mainstreaming and Social Inclusion.

GeMSIP is regarded as the major helping hand by the community so as to bring Dalits, women, Adibasi, Janajati and backward group transparently in the front from the view point of equality and equity in all the processes from plan formulation to implementation, monitoring, evaluation and benefit sharing.

Finally, I wish this VDC will be a model towards gender mainstreaming and social inclusion overcoming the social exclusion and gender disparity.

**Kamal Guragain**  
VDC Secretary, Tandhi, Morang

### How Proposals were selected

GeMSIP aims to make the VDC budget allocation and VDC expenditure democratic to have gender-responsive and socially inclusive planning process. GeMSIP believes that responsiveness towards gender and social inclusion not only enables backward people to be involved in the development activities with the philosophy of "let us develop our village ourselves" but also brings positive changes in the attitude and behavior of community people.



To implement the sub-projects funded by JICA/GeMSIP, Ward Citizen Committee (WCC) was formed in each ward of the pilot VDCs. Also, five criteria were developed to select the proposals. VDC facilitators facilitated the community people to write the proposal.

In Tetariya VDC, altogether 30 proposals came from 9 wards, among which 25 have coverage of individual ward and 5 cover the whole VDC. The 5 proposals covering the VDC were directly submitted to IPC and for the remaining 25, the WCC prioritized first and submitted all to the IPC with priority rank. The IPC finally selected 4 proposals. The selection result was posted on the VDC notice board and also sent to GESI IC and GeMSIP. After three parties, that is, IDCJ, VDC and Users Groups, signed an agreement, the fund was disbursed. To make every process gender responsive and socially inclusive, we facilitator facilitated, advocated and coordinated staying at local level.

**Ranjana Majhi**  
Facilitator, Tetariya, Morang

### GMSI Basic Appraisal & Audit Training, Dhankuta

GeMSIP is a project to implement the policy of the Nepal Government in its planning process, implementation, monitoring and evaluation system in two pilot districts Morang and Syangja.

One of the main tasks is to replicate its achievement in its sub-pilot districts and VDCs.

As regards Dhankuta, it is one of the 5 sub-pilot districts of GeMSIP adjacent to Morang. This is a good beginning to replicate the GMSI mechanism.



Dhankuta is the first sub-pilot district that tried to implement GMSI policy in one of its 35 VDCs, Mounabudhuk. Dhankuta district organized a 2-day GMSI Basic and Appraisal & Audit Training for All Party Mechanism (APM) and VDC's IPC members, VDC secretary as well as Social Mobilizer of the VDC at Vedetar. GeMSIP Morang District Officer provided technical support for the training.

The main objectives of the training were to enhance understanding and capacity of the concerned stakeholders related to the basic concept of GM/SI Appraisal & Audit, to discuss practical and technical ideas on GM/SI Appraisal and Audit of the VDC.

A total of 19 participants attended this training of which 7 participants were female and 12 were male.

The main contents of the training were: to enhance conceptual and technical understanding of the concerned stakeholders on the basic concept of Gender Mainstreaming and Social Inclusion (GMSI) and basic GMSI appraisal and audit; to build understanding on the basic outline of VDC periodic plan; to familiarize them with gender-responsive and socially inclusive planning process and GESI Policy 2066; to facilitate their understanding of earmarked budget for women and excluded groups; and to deliberate the ways of strengthening the target population's access to the earmarked budget so as to best utilize it and benefit from it.

**Amrita Shrestha**  
District Project Officer, Morang



Facilitator Monitoring Sub-project, Jagatradevi



GMSI Awareness Raising Training at Jagatradevi



Contract Sign, Tetariya



Ward Orientation, Pokhariya

## List of the 1<sup>st</sup> Cycle Sub-projects in Syangja and Morang

### Syangja District

SN	Phedikhola VDC	Jagatradevi VDC	Biruwa Archale VDC
1	Ambulance garage	Guthillunga road construction (Home pipe and gabbing wire)	Gogane drinking water repair
2	ChadeRaha drinking water scheme pipeline repair	Chilaune drinking water well repair	Kami Danda Rain water collection tank
3	Bhayar Than drinking water well and path repair	GM/SI awareness raising	GabuDanda drinking water tank repair
4	PaimariKhola drinking water	Bajhadi drinking water well construction	Stretcher
5	RamcheDanda waiting place construction	BandareKhet irrigation	Smokeless cooking stove
6	Ayarpani drinking water lifting system	GarangdiKot toilet construction	GM/SI awareness raising
7	Chilaune drinking water tank construction	YahudiKarka irrigation	Toilet construction in 10 Janajati houses
8	JogisthanPaireKhatriRaha road repair and retaining wall construction	BarendandaBanjayang Bari drinking water tank construction	Toilet construction in 15 houses TalloThuloMochabari
9	Bhandarikhola drinking water repair	Chapa Kot to GanJyoti pre-primary school road repair	Sano Mocha Bari Drinking Water Repair (with School)
10	TalloKhadketarai drinking water repair (with school)	-	Bhager Than, Til Danda Hundi road clean
11	-	-	Gaira Ghar Community Building
12	-	-	3 Days Appreciative inquiry training
<b>Total Projects</b>			
	<b>10</b>	<b>9</b>	<b>12</b>



Monitoring Construction of Water Collection Tank, Tandi



LDO and WDO interacting with users groups, Syangja

### Morang District

SN	Tandi VDC	Pokhariya VDC	Tetariya VDC
1	Legal awareness program for women at ward no 9	Cello tube well installation from ward no 1-9.	Toilet building in all houses for Adivashi/Janjati and OBC at Ward No.5
2	Reserve Tank and Tap installation at ward no 1	Water supply tube well installation in Dalit settlement at ward no 9	Toilet building in all houses for Dalit, Adivashi/Janjati, OBC and others at Ward No.9
3		Culvert building at ward no 3	Child Development Center building (incomplete project)
4			Operation of candle and incense stick industry by disabled persons
<b>Total Projects</b>			
	<b>2</b>	<b>3</b>	<b>4</b>

## Outline of Sub-project Implementation

In order to implement GeMSIP sub-projects, Users' Groups and community-based organizations in pilot VDCs Tandi, Tetariya and Pokhariya successfully completed the planning formulation from the settlement level and screening and prioritization of sub-projects from the ward level as well as the final selection of the sub-projects by Integrated Planning Committee at VDC level. GeMSIP Pilot VDCs successfully conducted the following in order to disseminate information to and capacity enhancement of the users' groups, COBs as well as concerned stakeholders towards planning formulation at settlement level, screening and prioritization at ward level and final selection of sub-project proposals at VDC level.



1. Ward Orientation
2. Proposal Writing Facilitation
3. Development of proposals
4. Screening & Prioritization of proposals at wards
5. Final selection of sub-project proposals and publishing of the results

### Planning formulation

The GeMSIP pilot VDCs conducted the aforementioned activities in every ward in order to commence planning formulation from settlement level as well as screening and prioritization and final selection of sub-project proposals in a democratic and gender-responsive and socially inclusive way. The representatives of CBOs, existing Users' Groups, Ward Committees, social activists, local-level committees of political parties, women and socially excluded groups as well as concerned stakeholders from all HHs of the ward participated in the ward orientation. The facilitators provided them with information concerning the process and criteria and timeline of developing and submitting sub-project proposals to the concerned ward committees.

The interested Users' Groups and CBOs participated in the proposal writing facilitation meeting in order to be able to develop sub-project proposals in a gender-responsive and socially inclusive way based on their needs stipulated in the periodic plan of the concerned pilot VDCs. Despite the information provided to the concerned Users' Groups and CBOs during ward orientation and proposal writing facilitation about process and criteria of preparing gender-responsive and socially inclusive sub-project proposals, Facilitators visited every target community in order to technically assist them to developing a fully gender-responsive and socially inclusive project proposals before the deadline.

Thus the concerned Users' Groups and CBOs developed their sub-project proposals and submitted them to the concerned Ward Citizen Committees.

### Screening and prioritization at ward level

GESI Ward Citizen Committees held meetings to set process and criteria for screening and prioritization of sub-project proposals submitted to the Ward Citizen Committee by the Users' Groups and CBOs. The Ward Citizen Committees screened and prioritized the proposals submitted by the users' groups and COBs as per the process and criteria set by them. The ward committee members reached the decision to finalize the prioritization of proposals at ward level by individual scoring method in order to enhance democratic practice among the members ensuring that the prioritization and the entire process is highly gender responsive and socially inclusive.

GeMSIP Facilitators, District Officers as well as GESI IC members also facilitated in the screening and prioritization of proposals in order to enhance the capacity of ward committee members to prioritizing the proposals in a democratic and gender-responsive and socially inclusive way.

Thus all the 9 Ward Citizen Committees completed the screening and prioritization of sub-project proposals and forwarded them to GeMSIP IPC for final selection.

### Final selection of sub-project proposals at VDC level

The GeMSIP IPC held a preparatory meeting to finalize the process and criteria for the final selection of proposals forwarded by ward committees. As per the finalized process and criteria already set by the 2nd VDC planning Workshop, GeMSIP IPC conducted the selection process using individual scoring method. The final selection of the proposals by IPC was facilitated by GeMSIP Facilitators, GeMSIP National and District Officers as well as GESI IC members. Thus GeMSIP IPC finally selected the sub-project proposals in a democratic and gender-responsive and socially inclusive way and published the results of final selection of proposals.

**Ram A Yadav**  
District Project Officer, Morang

### 3<sup>rd</sup> and 4<sup>th</sup> Facilitators Training

With the view of enhancing the capacities of its Facilitators in facilitating the local level planning process GeMSIP conducted 3<sup>rd</sup> training for the Facilitators on 11-12 Feb in Syangja and 12-13 February 2011 in Morang districts respectively. The major content of the training includes: let the community people know about the opportunities to access resources to address their needs by organizing ward orientation; facilitating local level sub-project proposal writing; screening and prioritization process at the ward level and facilitating the sub-project selection process at the VDC level; announcing the final selection results and signing out the contracts. By the end of this training, facilitators in both the districts came up with detailed VDC-wise action plan from need identification to final selection and signing up contract.

Similarly, in 8<sup>th</sup> and 28<sup>th</sup> April 2011, GeMSIP again imparted one-day training on project monitoring to its Facilitators of Morang and Syangja respectively. The contents of the training include monitoring the implementation of sub-projects, GeMSIP sub-project reporting format and reporting schedule, role of Facilitators in sub-project monitoring, and operational plan for sub-project implementation.

A total of 12 GeMSIP Facilitators (2 from each of the 6 pilot VDCs) participated in both the training.

**Shanker P. Paudyal**  
National Project Officer



Facilitator Training, Morang

### Training for 15 VDCs by DDC Syangja with technical co-operation of GeMSIP

From this fiscal year DDC Syangja has selected 15 VDCs (14 LGCDP and 1 Village Development Program) to implement GeMSIP model. DDC conducted 3-day Gender Mainstreaming and Social Inclusion Basic Training for Social Mobilizers and VDC Secretaries of 15 VDCs with technical co-operation of GeMSIP. Altogether 30 (male: 20 female: 10) participants participated in the training.



The objectives of the training were to make the participants understand about the basic concept of Gender Mainstreaming and Social Inclusion, to orient them on GESI Policy and VDC Block Grant Guidelines, to support them to conduct GMSI-responsive planning, implementation and monitoring, and to facilitate the effective utilization of targeted budget in respective VDCs.

During the training they prepared action plan. According to the plan, all VDCs formed the Integrated Planning Committee and conducted 2-day GMSI basic training in each VDC. For the VDC-level training GeMSIP also provided technical support while GESI IC members did main facilitation.

Now DDC Syangja replicates GeMSIP pilot project's learning and model with its own resources and initiation. This is a great achievement and success of DDC and GeMSIP.

**Nar Maya Sunar**  
District Project Officer, Syangja



15 VDCs Training (Facilitation By LDO), Syangja

### Internal Mid-term Review

After two-year implementation of the project, GoN/JICA will be conducting Mid-Term Review in Year 3 of GeMSIP. Before this joint review by GoN and JICA, GeMSIP conducted Internal Mid-term Review Workshop with the main counterparts in each District (Morang: March 23, Syangja: March 28, 2011) and Kathmandu (April 26, 2011). The objectives of the Workshop were to review progress of GeMSIP in the midst of the project implementation period and to obtain lessons learnt for the improvement of its approaches and contents.

In the Workshop of both districts LDO made presentation on the progress and achievement of GeMSIP in respective districts. In Kathmandu GeMSIP JICA Expert reported the overall progress and achievement of GeMSIP. Throughout the Workshop, the participants actively joined the discussion and realized that GeMSIP was going as planned and there were some positive impacts and no negative impact.

GeMSIP obtained valuable lessons and suggestions from the Workshop. These results should be considered for the next step of GeMSIP.

**Yoko Komatsubara**  
JICA expert for GeMSIP

### What is different from previous system? What is GeMSIP significance?

Phedikhola VDC, situated in the northern part of Syangja, has the dominancy of Janajati in its population. Though Gurung is the major inhabitant of this VDC, other castes like Brahmin, Chhetri, Dalit and Muslim also reside here. The educational status of the VDC is very high as it comes after district headquarters in constituency 1. The VDC has 1 Multiple campus, 3 higher secondary, 1 secondary, 8 primary, 2 private secondary and one private primary schools. Educational data show that 86% of the people here are literate. The VDC has historical significance as well. The contemporary headquarters of historical Nuwakot State lies here.



Since GeMSIP started its activities at this VDC, it has contributed tremendously so as to achieve government's goal. It has formulated inclusive and equitable IPC following the objective and goal set by GoN. Additionally, it has empowered women, children, dalit, PWD and excluded groups to such a level that they have been able to put their voice effectively at concerned places. This resulted in the meaningful participation of all the groups and gender in the planning process of VDC on the current FY and the planning, selection and implementation of sub-projects of GeMSIP, which is being implemented through VDC. With this result, we are very hopeful for the equal participation even in benefit sharing.

Finally, I do hope that GeMSIP plays a vital role to strengthen the ability of VDC to generate equal and inclusive participation in planning, implementation and benefit sharing of each activity operated by the VDC, which will finally lead this VDC towards the model VDC of the nation in terms of Gender Mainstreaming and Social Inclusion. With this hope, I again wish for the optimum progress of GeMSIP.

**Shreeram Acharya**  
VDC Secretary, Phedikhola, Syangja



GESI hearing, Biruwa Archale



Road repair and retaining wall, Phedikhola

### How I See It !

GeMSIP intends to implement the policies and programs that support gender mainstreaming and social inclusion from center to local level. It aims to be responsive toward the issues of gender and social exclusion from planning to implementation, monitoring and evaluation so that the excluded groups, women, dalit, OBC, adibasi, janajati can have opportunity to come up to the decision making level.



As I am continuously working together with this project from the time of pilot VDCs selection, I know much about the process and procedure of this project. It has followed the democratic method during selection of pilot VDCs, recruiting facilitators and forming integrated planning committee.

Because of GeMSIP, excluded and disadvantaged people at the pilot VDCs, i.e. Tandi, Tetariya and Pokhariya, have been able to understand the process and strategy of making committees, users committee and planning all GESI responsive and these practices so far have been successful.

As being Chairperson of Adibasi/ Janajati Federation and also a member of GESI IC, I have visited three pilot VDCs of GeMSIP and have facilitated some of the trainings and

workshop of GeMSIP. With this involvement, I expect GeMSIP will be a successful project. Also, other VDCs, finding the GeMSIP model effective, started to implement it.



Facilitating Proposal Prioritization, Tetariya

Finally, I would like to wish GeMSIP to move ahead successfully towards the gender mainstreaming and social inclusion.

**Deveraj Chaudhari**  
Member, GESI IC, Morang