


MINUTES OF MEETING  
BETWEEN JICA MID-TERM REVIEW TEAM  
AND  
AUTHORITIES CONCERNED OF THE GOVERNMENT OF  
FEDERAL DEMOCRATIC REPUBLIC OF NEPAL  
ON JAPANESE TECHNICAL COOPERATION  
FOR THE GENDER MAINSTREAMING AND SOCIAL INCLUSION PROJECT

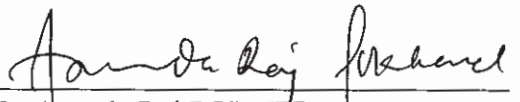
The JICA Mid-Term Review Team (hereinafter referred to as “the Team”) organised by the Japan International Cooperation Agency (hereinafter referred to as “JICA”) and headed by Mr. Toru TAKE visited the Federal Democratic Republic of Nepal (hereinafter referred to as “Nepal”) from September 8<sup>th</sup>, 2011 to September 27<sup>th</sup>, 2011 for the purpose of conducting Mid-Term Review for the Gender Mainstreaming and Social Inclusion Project (hereinafter referred to as “the Project”) on the basis of the Record of Discussions signed on December 7<sup>th</sup>, 2008.

During its stay in Nepal, the Team had a series of discussions and exchanged views, also compiled the Joint Mid-Term Review Report (hereinafter referred to as “the Report”) with the authorities concerned of the Government of Nepal.


As a result of the discussions through Joint Coordinating Committee and other opportunities, both sides agreed upon the Report and the issues recorded on the document attached hereto.

Kathmandu, September 26<sup>th</sup>, 2011

  
Mr. Sushil GHIMIRE  
Secretary,  
Ministry of Local Development,  
Government of  
Federal Democratic Republic of Nepal

  
Mr. Ananda Raj POKHREL  
Secretary,  
Ministry of Women, Children and Social  
Welfare,  
Government of  
Federal Democratic Republic of Nepal



  
Mr. Toru TAKE  
Leader, Mid-Term Review Team,  
Japan International Cooperation Agency  
(JICA)



## ATTACHED DOCUMENT

### 1. Mid-Term Review

Both sides jointly conducted a Mid-Term Review from September 8<sup>th</sup>, 2011 to September 27<sup>th</sup>, 2011. As a result of evaluation, the attached Report was compiled and both sides accepted.

### 2. Revision of Project Design Matrix (PDM) and Plan of Operation (PO)

The Team suggested that the previous PDM would be modified in order to verify the outcome of the Project activities since some indicators were not easily measurable and unspecified. As a result of discussion, both sides approved the attached PDM (Version 3) and PO (Version 2) as revised version.

### 3. Rescheduling of Pilot Project

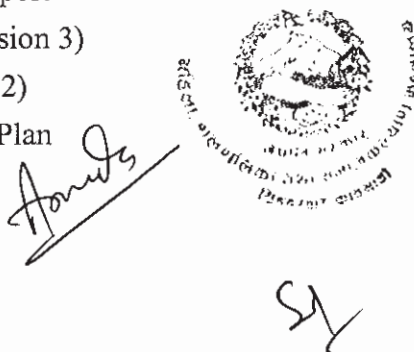
The Team proposed that the implementation schedule of the Pilot Project under the Project would be rescheduled due to some reasons including alignment to the annual planning process by Government of Nepal. Both sides agreed the attached Pilot Project Rescheduling Plan for better implementation.

### 4. Terminal Evaluation


The Team explained that a terminal evaluation would be planned about 6 months prior to the termination of the Project. It is recommended that personnel in the third party, who has not been directly involved in the Project, shall be basically involved in a joint evaluation team.

Attached Document:

- Joint Mid-Term Review Report
- Project Design Matrix (Version 3)
- Plan of Operation (Version 2)
- Pilot Project Rescheduling Plan



The image shows a handwritten signature in blue ink, a circular official stamp of the Ministry of Education, Science and Technology, Government of Nepal, and another handwritten mark resembling 'SL'.



A handwritten signature in blue ink.


**The Attached Document**

**JOINT MIDTERM REVIEW REPORT**

**ON**

**GENDER MAINSTREAMING AND SOCIAL INCLUSION PROJECT**

Kathmandu, September 26, 2011



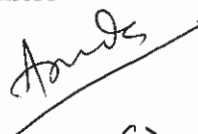

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## List of Abbreviation

APM	All Party Mechanism
DDC	District Development Committee
DWC	Department of Women and Children
GeMSIP	Gender Mainstreaming and Social Inclusion Project
GESI	Gender Equality and Social Inclusion
GM/SI	Gender Mainstreaming and Social Inclusion
GoN	Government of Nepal
GSI	Gender and Social Inclusion
JCC	Joint Coordinating Committee
JICA	Japan International Cooperation Agency
LBs	Local Bodies (DDC, VDC and Municipality)
LDO	Local Development Officer
LGCDP	Local Governance and Community Development Programme
MoLD	Ministry of Local Development
MoWCSW	Ministry of Women, Children and Social Welfare
ODA	Official Development Assistance
PDM	Project Design Matrix
PMC	Project Management Committee
PO	Plan of Operation
R/D	Record of Discussion
TOR	Terms of Reference
ToT	Training of Trainers
VDC	Village Development Committee
WCO	Women Children Office
WDO	Women Development Officer

### NOTE:

MoWCSW uses the term “GM/SI” in their policies, strategies and guidelines in principle since GM/SI is one of their mandates. GeMSIP has used this term in its PDM based on the discussions among MoWCSW, MoLD and JICA’s preparatory study team at the time of ex-ante evaluation. The term “GESI” is extensively used by MoLD and other development partners, particularly after the GESI Policy became effective in 2010. MoWCSW also uses this term in their activities. Considering the above, this report uses both “GM/SI” and “GESI”.

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## 1. Introduction

### 1-1 Objectives of Evaluation

Japan International Cooperation Agency (JICA) dispatched the Mid-Term Review team to Nepal from September 8th to 27th 2011 for the Gender Mainstreaming and Social Inclusion Project (hereinafter referred to as “the Project”). The Mid-Term Review was conducted jointly by the Nepalese side and the Japanese side (hereinafter referred to as “the Team”) with the following objectives:

- (1) To review the Project Design Matrix (PDM), if necessary to revise it,
- (2) To verify the achievement of the Project and the implementation as per the PDM,
- (3) To evaluate the degree of achievement of the Project as per the five evaluation criteria, namely Relevance, Efficiency, Effectiveness, Impact, and Sustainability,
- (4) To make recommendations for the necessary actions and measures in order to attain the Project Purpose by the end of the Project, and
- (5) To obtain lessons learned from the Project.

### 1-2 Members of the Mid-Term Review Team

The Team consists of the following members:

#### Nepalese side

1. Mr. Kedar Neupane, Leader, Joint Secretary, Ministry of Local Development (MoLD)
2. Ms. Sudha Neupane, Member Under Secretary, Gender Equality Social Inclusion (GESI) Section, MoLD
3. Mr. Gaj Bdr Rana, Member, Under Secretary, Women Development Section, Ministry of Women, Children, and Social Welfare (MoWCSW)
4. Mr. Divakar Devkota, Member, Director General, Department of Women and Children (DWC)
5. Ms. Shanta Bhattarai, Member, Under Secretary, Women Jagriti Section, DWC
6. Ms. Sunita Nepal, Member, Section Officer, Women Development Section, MoWCSW
7. Ms. Manamaya Pangeni, Section Officer, MoWCSW

#### Japanese side

1. Mr. Toru Take, Leader, Senior Representative, JICA Nepal Office
2. Ms. Yumiko Tanaka, Member (Social Inclusion), Senior Advisor (Gender and Development), JICA
3. Mr. Nobuhisa Takeda, Member (Central and Local Governance), Senior Advisor (Participatory Development/ Development Administration), JICA
4. Ms. Makiko Kubota, Member (Gender Mainstreaming), Visiting Senior Advisor, JICA
5. Mr. Takeshi Kikuchi, Member (Project Coordination 1), Representative, JICA Nepal Office
6. Ms. Toshiko Shimada, Member (Evaluation Analysis), Consultant, IC Net Limited
7. Ms. Laxmi Konwar, Member (Project Coordination 2), Programme Officer, JICA Nepal Office



### 1-3 Schedule

Date		Program	Accommodation
Sep 08	Thu	Arrival 1030-1245 BKK/KTM(TG319) 15:00 CC to Chief Representative, JICA Nepal 16:00 Meeting with GeMSIP/JICA expert team	KTM
Sep 09	Fri	10:30 Briefing to C/P and MTR mission members on process of MTR by Consultant 12:00 Interview with C/P of DWC 15:00 Interview with C/P of MLD	KTM
Sep 10	Sat		KTM
Sep 11	Sun	8:50 Kathmandu→ Pokhara (U4-603)→ Syangja 10:00 Syangja→ Jagtradevi VDC 14:00 Meeting with IPC members/Meeting with VDC Secretary 15:30 Observation of sub pilot projects and interaction with WCC and UGs 19:00 Jagtradevi VDC→ Syangja	Syangja (PKR)
Sep 12	Mon	9:30 Meeting with WDO, LDO and SDO at DDC Syangja 11:30 Meeting with GESI IC 15:30 Pokhara→ Kathmandu (U4-610)	KTM
Sep 13	Tue	Arrival 1030-1245 BKK-KTM(TG319) AM: Preparation/Data Compilation and review 15:00 Interview with C/P of MWCSW	KTM
Sep 14	Wed	10:00 Debriefing by MTR mission members (internal meeting) 12:30 CC to Secretary Mr Anand Raj POKRREAL, MWCSW 13:30 Interview with C/P of MWCSW 15:00 Meeting with JICA Nepal Office/ Gem SIP	KTM
Sep 15	Thu	10:25 Kathmandu→ Biratnagar (U4-707) 11:00 Meeting with LDO, SDO and WCO at DDC Morang 14:30 Meeting with GESI IC at DDC	Biratnagar
Sep 16	Fri	9:00 Biratnagar→ Pokhariya(1st group of MTR Mission members) BRT→ Tandi (2nd group of MTR Mission members) 10:00 Meeting with GeMSIP IPC Pokhariya VDC/ GeMSIP IPC Tandi VDC 12:00~17:00 Interaction with UGs, WCC and observation of sub pilot project at both Pokhariya and Tandi VDCs	Biratnagar
Sep 17	Sat	9:00 Biratnagar→ Tetariya (first group) 9:00 BRT → KTM (U4-710) (second group) 10:00 Meeting with GeMSIP IPC in Tetariya VDC (first group) 17:00 Biratnagar → Kathmandu (U4-710) (first group)	KTM
Sep 18	Sun		KTM
Sep 19	Mon	10:30 Meeting with LGCDP donors on GESI 12:30 Meeting with the Gender Focal Points from line agencies at MWCSW 14:30 Meeting with UN Women on GRB at MOF	KTM
Sep 20	Tue	Internal Meeting (to discuss the results of Mid-term Review)	KTM
Sep 21	Wed	Departure Mr. Takeda leaves 1350-1825 KTM- BKK(TG320) 15:00 Meeting with MOLD, DWC and MWCSW to share draft of MTR	KTM
Sep 22	Thu	Meeting with MOLD, DWC and MWCSW to discuss on MTR and M/M	KTM
Sep 23	Fri	AM: Discussions on the final draft of M/M and Mid-term Review Report 13:00 CC to Secretary Mr Sushil GHIMIRE, MOLD 14:00 JCC Meeting at MOLD	KTM
Sep 24	Sat	(Internal Meeting on the revision on the final draft of M/M and MTR as per the comments from Nepal side) Departure Ms. Tanaka leaves 20:25 KTM- DOHA (QR351)	KTM
Sep 25	Sun	(Arrangement for finalization on discussions on M/M and Mid-term Review Report for internal circulation at MOLD and MWCSW)	KTM
Sep 26	Mon	Sign and exchange of M/M Report to JICA Nepal	KTM
Sep 27	Tue	Departure 1350-1825 KTM - BKK(TG320) (Ms. Kubota, Ms. Shimada)	(BKK)

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## 1-4 Method of Mid-Term Review

The Project was evaluated using Project Cycle Management method defined in the JICA Guideline for Project Evaluation (2004) and the New JICA Guidelines for Project Evaluation First Edition (2010). The procedures for the Mid-Term Review were as follows:

1. The Team reviewed the PDM Version 2 and revised it since some indicators were not measurable and unspecified.
2. The Team verified achievements of the Project as per the revised PDM (See Annex 1).
3. The implementation process was examined through reviewing the Project reports and documents, and conducting a questionnaire survey and interviews with the stakeholders of the Project, and on-site visit of sub-projects<sup>1</sup> in pilot Village Development Committees (VDCs) of Syangja and Morang districts.
4. The Project was evaluated as per the five evaluation criteria presented below:
  - 1) **Relevance** Relevance refers to the validity of the Project Purpose and the Overall Goal in accordance with the policy direction of the Government of Nepal and the Japanese Official Development Assistance (ODA) as well as needs of beneficiaries and target groups.
  - 2) **Efficiency** Efficiency refers to the productivity of the implementation process, examining if the inputs of the Project were efficiently converted into the Output.
  - 3) **Effectiveness** Effectiveness refers to the extent to which the expected benefits of the Project have been achieved as planned, and examines if the benefit was brought about as a result of the Project.
  - 4) **Impact** Impact refers to direct and indirect, positive and negative impacts caused by implementing the Project, including the extent to which the Overall Goal has been attained.
  - 5) **Sustainability** Sustainability refers to the extent to which the Nepalese side can further develop the Project, and the benefits generated by the Project can be sustained under the policies, technologies, systems, and financial state of the Nepalese side.
5. The Team made a conclusion based on the results of evaluation analysis. At the same time, the Team made recommendations to the Project, and obtained lessons learned from the Project.

## 2. Outline of the Project

### 2-1 Background of the Project

Gender discrimination and social exclusion are entrenched in political, economic and social fabric of Nepal for years due to the discrimination of the ground of caste, sex, ethnicity, disability, religion and age. To overcome these problems, the Government of Nepal (GoN) has long been making efforts to promote Gender Mainstreaming and Social Inclusion (GM/SI). However, various policies and guidelines developed and adopted at the central level have been hardly implemented or effective at the

<sup>1</sup> Sub-project means a project to be implemented by a User Group/Community Based-Organizations using the whole or part of block grant provided by the Project (See "GeMSIP Pilot Project Guidelines Ver.2")

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local level, thus making little progress in overcoming the social discrimination and exclusion.

It is in this context that the project of GM/SI was officially requested in 2007 by the GoN. In response to this request, JICA dispatched a preparatory study team in September 2008 to assess the proposed project's validity and feasibility. As a result of the study, the scope of the Project was designed and summarized in PDM. The Ministry of Local Development (MoLD), the Ministry of Women, Children and Social Welfare (MoWCSW), and JICA signed the Record of Discussion (R/D) on December 7, 2008. The Gender Mainstreaming and Social Inclusion Project (GeMSIP) was commenced in February 2009 as a technical cooperation project between the GoN and JICA.

## **2-2 Summary of the Project**

The Project has been implemented based on the PDM. The summary of the Project is described below.

### **2-2-1 Overall Goal**

GM/SI responsive programs are implemented in Nepal.

### **2-2-2 Project Purpose**

GM/SI responsive programs are implemented at the national level and in the two targeted districts (Syangja and Morang).

### **2-2-3 Outputs**

- Output 0 - Project management is implemented appropriately.
- Output 1 - The level of understanding and perceptions towards GM/SI of stakeholders at the national level and in the two targeted districts is enhanced through training, seminars, and the Pilot Project.
- Output 2 - The institutional mechanism for GM/SI Appraisal and GM/SI Audit is enhanced, and the related-capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.
- Output 3 - The institutional mechanism for GESI responsive planning of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.
- Output 4 - The institutional mechanism for GESI responsive monitoring and evaluation of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.
- Output 5 - Operational manuals for Local Bodies (LBs) and Women Children Office (WCO) to incorporate GESI perspectives into development processes in the two targeted districts based on processes, practices, and lessons gained by the Project.
- Output 6 - Strategies to incorporate the essential components of operational manuals into the government guidelines are developed by MoLD, MoWCSW and DWC.
- Output 7 - GeMSIP experiences and lessons are shared among GM/SI related committees at the central level.

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### 2-3 Review of the Project Design Matrix and the Plan of Operation

The original PDM (Version 1) was agreed between GoN and JICA in December 2008, and approved as a document attached to the R/D. Since it left a number of indicators unspecified, the Project revised it through a series of discussions among the stakeholders. The PDM Version 2 was prepared and approved at the 3<sup>rd</sup> Joint Coordinating Committee (JCC) on December 19, 2010.

The PDM Version 2 was reviewed by the Team during the Mid-Term Review. It was found that some indicators were still unspecified and not measurable. They were also not appropriate considering the scope of work of the Project and the reality of Nepal. The Team prepared a draft proposal of the PDM Version 3 (See Annex 1) based on the discussions with the stakeholders of the Project. The Mid-Term Review was conducted based on the PDM Version 3. Regarding Plan of Operation (PO), some activities such as the Pilot Project<sup>2</sup> were not included in original PO although they were carried out by the Project. Therefore, PO was also modified based on the discussion with the stakeholders of the Project (See Annex 2).

## 3. Achievement of the Project

### 3-1 Inputs

#### 3-1-1 Nepalese side

1. As of September 2011, 12 officials were assigned as the main counterparts of the Project. Only 2 counterparts have been involved in the Project since the beginning of the Project while the rest of them have already been changed because of personal transfers, retirements and overseas education. Five (5) counterparts out of 12 have newly joined the Project in 2011 (See Annex 3).
2. For the operational cost for the Project, no special budget was allocated by the Nepalese side.
3. The office space in MoLD and DDC offices in Syangja and Morang districts were provided for the Project.

#### 3-1-2 Japanese side

1. Eight (8) experts in 6 professional fields, namely 1) Project Management/Local Level Planning and Management/Monitoring and Evaluation, 2) Chief Technical Advisor, 3) Social Inclusion, 4) Gender Mainstreaming, 5) Capacity Development/Training, and 6) Project Administration were dispatched. The total man-month for experts was 64.73 as of September 2011 (See Annex 4-1).
2. The Japanese side provided vehicles, computers, digital cameras, office desks and other equipment required for project activities. The total cost for equipment provide by the Japanese

<sup>2</sup> The Pilot Project means the whole processes of implementing the GESI Policy into practice in the pilot VDCs/Municipalities of the two targeted districts under the Project (GeMSIP). According to the GeMSIP Pilot Project Guidelines, the purposes of the Pilot Project are as follows: 1) to experiment of the GM/SI mechanism at the VDC/Municipality level, 2) If successful, to replicate the mechanism in other VDCs, Municipalities and DDCs, and 3) to reflect the experiences into the national policy and guidelines (GeMSIP Pilot Project Guidelines Ver2, 2011).

side stood at 9.0 million yen for two years (See Annex 4-2).

3. There was no provision of counterpart training in the Project because of the budget constraint in JICA. However, policy consultation training on the Project was organized by JICA at the commencement of the Project in February 2008, in which 9 government officials including counterparts of MoLD, MoWCSW, and DWC participated. In addition, some of counterparts and other government officials had opportunities of participating in issue-based training courses and seminars organized by JICA branch offices in Japan, namely “Seminar on Gender Mainstreaming Policies for Government Officers”, and “Seminar on Promotion of Gender Equality”
4. The Japanese side has allocated 21.5 million yen in total for two years for the activities of the Project (See Annex 4-3).

### 3-2 Outputs

The degree to what each output has been achieved is described below.

#### **Output 0: Project management is implemented appropriately.**

##### **Indicator 0-1 Inception report**

Inception report was jointly prepared by the Nepalese counterparts and the Japanese experts as a concept paper of the Project. It was modified by the Project Management Committee (PMC), and finally approved by the JCC on May 5, 2009.

##### **Indicator 0-2 Baseline survey report**

The Project conducted the baseline survey by subcontracting it to the local institute. The main objective of the survey was to understand how GM/SI was understood among the stakeholders in the central government and in the two targeted districts, Syangja and Morang. The report was finalized by the Project in September 2009. It mainly focused on situation analysis on the government’s GM/SI initiatives. At the planning stage of the Project, it was supposed that the baseline survey would collect more comprehensive and quantitative data of PDM indicators. Such baseline data were expected to serve as a basis for measuring quantitative and qualitative changes brought about by the Project. Although the survey included perceptions of government officials on GM/SI, its results were not fully used for the PDM indicators.

##### **Indicator 0-3 Indicators in PDM are set by the first six months of the Project.**

Since the original PDM left some indicators unspecified, the Project discussed the revision of PDM among the stakeholders. However, it was stranded on one particular issue, i.e. how many pilot VDCs

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should be covered by the Project. Since one of the indicators was described in the original PDM as “GM/SI responsive projects are implemented in 20 VDCs and all municipalities (two in Syangja and one Morang) in each district” with no clear explanation, the aspects of target value of this indicator and the number of pilot VDCs became controversial issues among the stakeholders. These issues were finally solved in November 2009 at the 2<sup>nd</sup> JCC through an intensive discussion. The revised PDM Version 2 was approved at the 3<sup>rd</sup> JCC on December 19, 2010.

The Team found that the PDM Version 2 should be revised since some indicators were not still measurable and unspecified. The stakeholders of the Project need to discuss the PDM Version 3 proposed by the Team and finalize it as soon as possible.

**Indicator 0-4    A website is established, and newsletters are published three times per year from the second year of the Project.**

The Project website was established in English in December 2009. Also, the Japanese homepage of the Project was built within the JICA website. One (1) newsletter, three newsletters and two newsletters were published in Nepali and English in the first year, the second year and the third year of the Project respectively. In total 6 newsletters have been already published and distributed to counterpart and related organizations at the central and district levels as well as related donor agencies.

**Output 1:    The level of understanding and perceptions towards GM/SI of stakeholders at the national level and in the two targeted districts is enhanced through training, seminars, and the Pilot Project.**

**Indicator 1-1    The number of people who participate in TOT and GM/SI related training by the end of the Project**

The gross number of people trained by the Project was 982 at the time of the Mid-Term Review. According to the Internal Mid-Term Review Report (August 2011, GeMSIP), the average rate of women’s participation is 43%. The average rate of participants of disadvantage groups is 58% (See the details in “Internal Mid-Term Review Report”).

**Indicator 1-2    Among Training of Trainers (TOT) participants, 50 people conduct training as a resource person at least 1 time by the end of the Project.**

Among the participants of TOT, 40 people (29 men and 11 women) in total have already conducted various training more than one time as a resource person in the Project (See Annex 5).

**Indicator 1-3    At least 3 types of resource materials on GM/SI are developed within three**

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### **years of the Project.**

By the time of Mid-Term Review, the Project has developed 4 resource materials in English and Nepali, namely GM/SI Basic Training Manual, GM/SI Appraisal and Audit Manual, GM/SI Planning Manual, and Pilot Project Guidelines. GM/SI Monitoring Checklist was also developed in English. These materials have been used for various training, and will be revised based on the feedback from the training and the Pilot Project.

#### **Indicator 1-4 Average total scores of respondents of GeMSIP annual survey of stakeholders improve over the years of the Project.**

In order to measure the change of GM/SI-related understanding and attitude of the district- and VDC-level stakeholders of the Project, a questionnaire survey is to be conducted annually by the Project. The Project conducted this survey twice in January 2010 and March 2011. According to the Internal Mid-Term Review Report, the average score of most questions has been improved in both Syangja and Morang districts and all 6 pilot VDCs. The degree of improvement was generally higher in Syangja than Morang both at district- and VDC levels (See the details in "Internal Mid-Term Report, GeMSIP").

#### **Output 2: The institutional mechanism for GM/SI Appraisal and GM/SI Audit is enhanced, and the related-capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.**

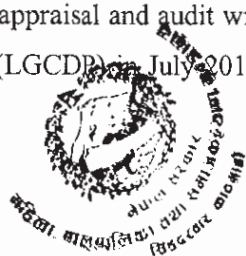
##### **Indicator 2-1 GM/SI audit report finalized by DDC in the two targeted districts**

The Project organized GM/SI appraisal and audit training for the GESI Implementation Committee members and the selected DDC personnel in each of the two targeted districts. During the training, the participants assessed the current situation of GM/SI regarding organization and institution of DDC, and a part of DDC programs as an exercise. They used a checklist for GM/SI appraisal that was modified and developed by the Project based on Gender and Social Inclusion Budget Audit Guideline 2010. Also, they analyzed the budget of DDC as an exercise of Gender and Social Inclusion (GSI) budget audit based on the method of Gender Responsive Budget implemented by the Ministry of Finance. It was hard for them to analyze the program contents and budgets from GSI perspective due to lack of necessary documents and data of programs and projects. They recognized a proper document was imperative for GSI budget audit.

After the training, only Syangja DDC conducted GM/SI appraisal and audit with the support of Local Governance and Community Development Programme (LGCDD) in July 2010. The team confirmed

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that it was not conducted in Morang district.

**Indicator 2-2 GM/SI audit report finalized by at least one pilot VDC of each of the two targeted districts**

The one and half-day training on GM/SI appraisal and audit was conducted for the members of the GeMSIP Integrated Planning Committee members in each pilot VDC. The trainers included the GESI Implementation Committee members, the Japanese expert and the project staff members. It was reported by the Project that the understanding of participants seemed to be limited due to the inadequate time. The Team confirmed that GM/SI audit on sub-projects has yet to be conducted in the pilot VDCs.

**Indicator 2-3 Report on GM/SI budget analysis finalized by at least one pilot VDC of each of the two targeted districts**

The concept and method of GM/SI budget analysis was imparted to the members of the GeMSIP Integrated Planning Committee by the Project during the training. However, GM/SI budget analysis for sub-projects has yet to be conducted in any pilot VDCs by the time of Mid-Term Review.

**Output 3: The institutional mechanism for GESI responsive planning of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.**

**Indicator 3-1 GESI responsive sub-projects are implemented in 20 VDCs and three municipalities (two in Syangja and one in Morang).**

The Pilot Project was not described in the original PDM and R/D. However, it was included in the Terms of Reference (TOR) of the consulting firm that dispatched the experts to this Project. According to the TOR, the Pilot Project was expected to be conducted in 3 VDCs of each of the two targeted districts to develop and demonstrate an institutional mechanism of GM/SI in the project cycle, and operational manuals for LBs and WCO to institutionalize GM/SI development processes.

Three (3) in each of the two targeted districts, Syangja and Morang, were selected as pilot VDCs according to the criteria set by the stakeholders of the Project. The Pilot Project was carried out in 6 pilot VDCs, including formation of the GeMSIP Integrated Planning Committee, implementation of orientation and various GESI related training, formation of Ward Committee, GESI responsive planning and implementation of sub-projects.

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**Output 4:** The institutional mechanism of GESI responsive monitoring and evaluation of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.

**Indicator 4-1** GESI Implementation Committee and VDC Integrated Planning Committee or GeMSIP Integrated Planning Committee are able to conduct monitoring of the implementation of sub-projects from a GESI perspective in the two targeted districts.

The members of GESI Implementation Committee and the GeMSIP Integrated Planning Committee participated in GESI monitoring training conducted by the Project. In 6 pilot VDCs, they have been involved in monitoring of the sub-projects using the monitoring checklist developed by the Project. The members of the Ward Committees formed by the Project have been also involved in monitoring activities in each pilot VDC. The Team found that the results of such monitoring were informally shared among the stakeholders of the Project. However, a feedback mechanism for reporting and sharing results of monitoring was not well developed in the Project.

**Indicator 4-2** GESI Implementation Committee and VDC Integrated Planning Committee or GeMSIP Integrated Planning Committee are able to evaluate sub-projects from a GESI perspective in the two targeted districts.

After the first cycle-implementation of sub-projects, the Project conducted the review and sharing meetings to discuss the major effects and challenging issues regarding the Pilot Project at the different levels. However, the Team found that the development processes and results of sub-projects have yet to be sufficiently and comprehensively analyzed by the stakeholders themselves from a GESI perspective in order to draw lessons learned.

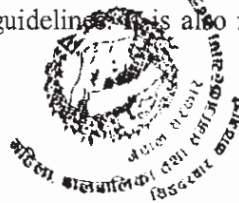
**Output 5:** Operational manuals are developed for Local Bodies and WCO to incorporate GESI perspectives into development processes in the two targeted districts based on processes, practices, and lessons gained by the Project.

**Indicator 5-1** Operational manuals

The Project will develop operational manuals for Local Bodies (DDCs, VDCs, and Municipalities) and WCO to incorporate GESI perspectives into development processes based on resource materials as early mentioned in Indicator 1-2. The feedback and lessons learned from the Pilot Project will be also incorporated into these manuals by the end of the Project. It is necessary for the Project to develop the concise, user-friendly and practical manuals

Since MoLD has developed several guidelines related to GESI with the support of LGCDP, the Project needs to make the operational manuals consistent with these guidelines. It is also necessary for the

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Project to provide inputs to these guidelines in the process of developing the operational manuals.

**Output 6: Strategies to incorporate the essential components of operational manuals into the government guidelines are developed by MoLD, MoWCSW and DWC.**

**Indicator 6-1 Strategies**

The strategies have yet to be developed by the Project.

**Output 7: GeMSIP experiences and lessons are shared among GM/SI related committees at the central level.**

**Indicator 7-1 The number of sharing meetings and seminars and the number of presentations about GeMSIP made by the Project**

The Policy Seminar was held by the Project in March 2010 to share the progress of the Project, the experiences and initiatives of social inclusion in Japan, policy formulation and implementation of GESI in Nepal, and the practical cases studies of gender mainstreaming in JICA technical cooperation projects. There were around 100 participants including members of Constituent Assembly, Gender Focal Persons from sector ministries, representatives of GM/SI-related organizations and NGOs, donor agencies and the stakeholders of the Project. Apart from this, the Project participated in relevant meetings such as GESI Thematic Meeting of MoLD/LGCDP, Gender Focal Person's Meeting, and Social Inclusion Action Group Meeting to exchange information on GESI issues.

### 3-3 Project Purpose

**Project Purpose: Gender Mainstreaming and Social Inclusion (GM/SI) responsive programs are implemented at the national and in the two targeted districts (Syangja and Morang).**

The current status of each verifiable indicator is presented below.

**Indicator 1 The number and concrete examples of recommendations made by the Project that were incorporated into the existing GM/SI related policies and guidelines by the end of the Project**

The Project has contributed to the revision and preparation of GESI Policy and government's related guidelines. Regarding Local Bodies Gender Budget Audit Guideline 2008, the Project strongly recommended that more focus should be given to social inclusion aspects, and the gender gaps in excluded groups should be addressed in this guideline. As a result, MoLD incorporated these recommendations into the guideline including the matrix of GM/SI appraisal. In the end, the title of the guideline was revised to be "Gender and Social Inclusion Budget Audit Guideline 2010".



**Indicator 2      GESI Implementation Committee is respectively established in the two targeted districts as per the GESI Policy.**

The Project established a GeMSIP Working Group in Morang and a GM/SI Coordination Committee in Syangja in 2008 as district-level coordination bodies to promote GM/SI and implement the Pilot Project. As these two committees have been actively involved in the various activities of the Project, they were officially reformed as GESI Implementation Committees in both districts in 2010 when the GESI Policy became effective. In the context of the GESI Policy, these two committees can be said as a forerunner of GESI responsive institutional arrangement at the district level.

**Indicator 3      Existing VDC Integrated Planning Committee is reformed as per the GESI Policy at least in one pilot VDC/municipality of each of the two targeted districts.**

There was an existing VDC Integrated Planning Committee formed in each of the pilot VDCs as per the VDC Block Grant Implementation Guideline developed by MoLD. In most cases, its members were dominated by influential men although the Guideline stipulates that at least 33 % of the members should be female candidate from the members nominated or appointed by VDC, and social exclusive people should be included as its members. It was reported that the committee did not fully function in some cases. Thus, the Project established a GeMSIP Integrated Planning Committee ensuring GESI in the membership, as a VDC-level coordination body of implementing sub-projects as part of the Pilot Project at the VDC level.

As the members of GeMSIP Integrated Planning Committee have been fully involved in the GESI responsive planning processes in the Pilot Project, they have gradually recognized that the institutional mechanism of GESI Policy being introduced by the Project should be in place in the existing institutional arrangement of VDC block grant. In Jagatradevi VDC and Phedhikohla VDC of Syangja district, GeMSIP Integrated Planning Committee was integrated into the official VDC Integrated Planning Committee, reforming the membership from a GESI perspective in April 2010 and April 2011 respectively.

**Indicator 4      The proportion of real expenditure of sub-projects that promote empowerment and capacity building of women and excluded groups reaches at least 35 percent of the total expenditure of sub-projects in each pilot VDC/Municipality by the end of the Project.**

The GSI responsive budget analysis of sub-projects was not be conducted by the Project.

**Indicator 5      Good practices of GESI responsive sub-projects are collected from each**

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**pilot VDC/municipality by the end of the Project.**

It was observed and reported that some positive effects had been generated through the implementation of sub-projects. However, good practices of GESI responsive sub-projects have yet to be collected.

**Indicator 6           GESI responsive institutional mechanism is adopted in DDC and non-pilot VDCs of the two targeted districts in reference to the Project.**

**(Such a mechanism includes formation and strengthening GESI related committees, formation of GESI responsive VDC Integrated Planning Committee, and promoting GESI responsive planning, implementation, monitoring, evaluation, appraisal and audit).**

Some positive changes to enhance GESI responsive institutional mechanism have been already observed due to the intervention of the Project in the two targeted districts.

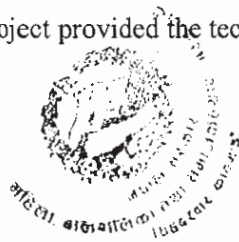
In Syangja district, the previous Local Development Officer (LDO) has taken the strong initiative in implementing GESI responsive institutional mechanism in DDC and non-pilot VDCs. Accordingly, Syangja DDC organized the three-day GESI training for social mobilizers assigned by LGCDP, and VDC secretaries in 15 non-pilot VDCs with the technical support of the Project in April 2011. Due to the training, the VDC secretary reformed VDC Integrated Planning Committee from a GESI perspective, and organized orientation programs for its members.

Syangja DDC also formed Disability Women Network Coordination Committee in 18 VDCs including 3 Pilot VDCs, Single Woman's Network in 19 VDCs and Inter-Party Women Network Coordination Committee in all VDCs with the year-mark budget for women and excluded people. This year-mark budget was also allocated for skill development training and construction of a training center/shelter for domestic violence victims.

With the technical support of the Project, Syangja DDC developed its own GM/SI Operational Guidelines in March 2011. It also organized GESI disaggregated data training for the GESI Implementation Committee in September 2011. For collecting disaggregated data, DDC plans to form a working committee and make a checklist.

In Morang district, WCO in collaboration with DDC organized a workshop on GM/SI appraisal and audit in April 2011. It aimed at stimulating awareness about GESI among members of All Party Mechanism (APM) since they have been influential enough to determine development projects in the planning process at the VDC level. The staff members of the Project provided the technical support as a resource person.

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### 3-4 Overall Goal

**Overall Goal:** GM/SI responsive programs are implemented in Nepal.

**Indicator** GESI responsive institutional mechanism developed in other districts

It is too early to judge whether the Overall Goal will be achieved. However, the effects of the Project are likely to be expanded gradually. Such an effect was observed in Dankuta district. When the previous GESI Section chief of MoLD, who was the Project Manager as well, was newly appointed as LDO of Dankuta district, he took initiative in establishing GESI Implementation Committee at the district level and implementing GM/SI activities on a pilot basis in one VDC in 2010 by applying the modality of the Project.

### 4. Implementation Process of the Project

Overall, the Project has been implemented as planned. The progress of the Project was reported and discussed between the Nepalese counterparts and the Japanese experts at PMC and JCC. The stakeholders discussed its procedures and approaches in detail through both formal and informal dialogues, since the Pilot Project was neither designed in detail nor included in original PDM. This caused a dispute over the number of the pilot VDCs/Municipalities. As early mentioned, it took time for them to build consensus on this matter.

A sense of ownership to the Project among the stakeholders at the VDC levels was gradually nurtured in the processes of the Pilot Project in 6 pilot VDCs of Morang and Syangja districts. The level of their awareness and knowledge about GESI was also improved. The participation of women and excluded people was promoted by the Pilot Project. However, a sense of ownership and responsibility to the Project among counterparts at the district and central levels were not sufficiently observed due to the frequent transfers and the institutional arrangement of project implementation in which the Japanese experts took the lead in the major activities.

The GESI Policy and the related guidelines and the strong commitment of GoN to implement them were one of the external contributing factors that helped to ensure the smooth implementation of the Project. On the contrary, there were two external hindering factors such as the frequent transfers of counterparts and the reduction of project budget due to the reduction of the whole JICA's technical cooperation project, which affected to some extent the smooth implementation of the Project.

### 5. Results of Evaluation with Five Evaluation Criteria

#### 5-1 Relevance

It can be assessed that the Project has a high degree of relevance for technical cooperation. Results are



summarized below:

1. The Project is consistent with the Interim Constitution of Nepal 2007, the Three Year Interim Plan (2007/08-2009/10)(2010/11-2012/13) and the GESI Policy (2010) as well as the aid policy of the Japanese Government and the aid strategy of JICA in terms of promoting GM/SL.
2. The Project has exactly responded to the needs of the GoN by implementing the GESI Policy at the DDC and VDC levels through the Pilot Project. The Project has benefited the staff members of counterpart organizations as well as other stakeholders at the central level and in the two targeted districts by providing knowledge and practical skills on putting the GESI Policy into practice. Also, it has significantly brought about various benefits and positive changes to the community and its people in pilot VDCs.
3. The Project put an emphasis on the participatory, democratic and GESI responsive processes of planning, screening and selecting sub-projects in pilot VDCs. This approach seems to be appropriate since it contributed to enabling the community people including women and other excluded groups to acquire practical knowledge on GESI and to participate in the above processes.
4. Since Morang and Syangja were selected as the targeted districts from the perspective of geography and ethnicity, the essential components of operational guidelines being developed by the Project based on the experiences and lessons obtained from the Pilot Project are expected to be applicable to other districts in Nepal.
5. There was no description about the Pilot Project including the number of Pilot VDCs/Municipality in PDM and R/D. This has caused a dispute over its aspect among the stakeholders, which might affect the efficient implantation of the Project. It should be clearly described in official documents or records such as PDM, R/D or memorandum of understanding to ensure and promote mutual understanding.

## 5-2 Effectiveness (Prospects)

The effectiveness of the Project can be assessed as moderately high at the moment of the Mid-Term Review. Results are summarized below:

1. There are some variations in the level of achievement of Outputs, but the progresses are being made. Since the scope of the work related to Output 2, 3, and 4 was clarified by revising the PDM during the Mid-Term Review, all Outputs are expected to be achieved if the necessary activities were implemented effectively and efficiently in the remaining term of the Project. The achievement of Output 0 to Output 7 is expected to contribute to the attainment of the Project Purpose.
2. The Project has gradually succeeded in implementing the GESI Policy at the district and VDC levels in Pilot VDCs of the two targeted districts through the Pilot Project. In other words, the Project developed an institutional mechanism of GESI through the first-cycle implementation of the Pilot Project. It included formation of GESI Implementation Committee at the district level,

formation of GeMSIP Integrated Planning Committee at the VDC level, reformation of existing VDC Integrated Planning Committee, GM/SI-related training, GM/SI audit and GESI responsive budgeting, GESI responsive planning and selection of sub-projects, GESI responsive implementation and monitoring. These initiatives contributed to enhancing overall effectiveness of the Project.

3. The Project has given much focus on the whole processes of the Pilot Project in close coordination and consultation with the stakeholders. It was observed that the Pilot Project raised awareness of GESI, promoted people's participation, particularly women and excluded groups, enhanced their ownership, and ensured transparency of planning processes and budget allocation of sub-projects. As a whole, such a process-oriented approach contributed to the effectiveness of the Project.
4. However, some of the sub-projects implemented in 6 VDCs were not fully GESI responsive as per the definition of Gender Responsive Budgeting Guidelines in Nepal 2008 and JICA's Gender and Development Thematic Guidelines. At the VDC level, some of the community people could not understand the meaning of "GESI responsive" due to the lack of clear selection criteria of sub-projects.
5. Compared to the time the Project was designed, the policy environment has become considerably favorable for the Project. Specifically, GESI Section was established in MoLD in 2009, and then the GESI Policy was developed by MoLD in 2010. Other GESI related guidelines such as GSI Budget Audit Guideline were also revised by MoLD. All the above policy actions contributed to the effectiveness of the Project.

### 5-3 Efficiency

It can be said that the Project has a medium degree of efficiency as a whole. Results are summarized below:

1. Overall, most of the inputs from both sides were adequate in terms of quality, quantity, and timing, and mobilized properly for the Project. The Project conducted the first-cycle of the Pilot Project effectively and efficiently and enhanced the institutional mechanism of GESI to some extent. The favorable policy environment for the Project is one of the most significant and external factors for achieving the intended outputs. The project staff members and the facilitators employed by the Project are another contributing factor for enhancing efficiency of the Project. They facilitated communication and coordination between the Japanese experts and the Nepalese counterparts as well as the VDC- level stakeholders.
2. Due to the political transition, there were frequent transfers of counterparts at the both central and district levels. Furthermore, most of the counterparts had other tasks and could not spare enough time for the Project. Thus, their involvement of the Project was limited as a whole, which affected



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the smooth implementation of the Project to some extent. The budget cut of the Project in the third year because of the reduction of the whole budget of JICA is another external constraining factor for the implementation of the Project. The assignment period of the Japanese experts was shorter than before, which resulted in tough project management and affected the efficiency of their activities.

#### 5-4 Impact (Forecast)

It is too early to say that the Overall Goal would be achieved. However, some positive impact has been already confirmed (See 3-4. Overall Goal). One of the positive contributing factors for achievement of the Overall Goal is the fact that MoLD has put an emphasis on implementation of the GESI Policy at the district and VDC levels. Thus, the prospect to achieve the Overall Goal was assessed as high at the time of Mid-Term Review.

The Team expected that the positive impacts would be gradually generated if the Project would implement various activities to disseminate the effects produced by the Project in close coordination with counterpart organizations and LGCDP. Therefore, the prospect of impact was predicted as high at the time of Mid-Term Review.

#### 5-5 Sustainability (Prospects)

It is fair to say that the prospect of the sustainability of the Project can be predicted as medium. Results are summarized below:

1. The GoN has demonstrated a strong policy commitment to promoting GESI. The current policy is expected to be sustained after the completion of the Project.
2. The current policy direction for promoting GESI is less likely to be changed. LGCDP is also expected to be continued. The year-mark budget at the DDC, VDC block grants and other related budget will be allocated to promote GESI after the completion of the Project. However, the operational costs such as organizing meetings, monitoring of VDC projects and conducting training by the GESI Implementation Committee were not sufficiently allocated at the time of Mid-Term Review. More operational costs need to be allocated to sustain and disseminate the effects and impacts of the Project. Thus, at the time of the Mid-Term Review, the sustainability in the financial aspect was assessed as medium.
3. It is likely that institutional arrangements to implement the GESI Policy at the central, district and VDC levels will be sustained if counterpart organizations will be fully involved in the Project with a sense of strong ownership and responsibility. It can be noted that drastic transition to federalism might affect the sustainability of organization and institution, particularly at the VDC level in the future.

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4. The awareness about GESI among the stakeholders has been gradually raised by the Project. In order to enable the counterparts at all the levels and the stakeholders at the VDC level to put the GESI Policy into practice, their GESI promoting capacity needs to be enhanced. Considering the above, the sustainability in the technical aspect was assessed as medium at the time of the Mid-Term Review.

## 6. Conclusion

Overall, the activities have been implemented in the Project according to the planned schedule. The Project gradually enhanced the GESI responsive institutional mechanism through the implementation of the Pilot Project in 6 VDCs in Syangja and Morang in accordance with the GESI Policy and other related guidelines, in principle (See 4 Implementation Process and 5-1 Relevance).

Particularly, the process-oriented approach adopted by the Project considerably contributed to the followings: 1) raising awareness of GESI among the stakeholders, 2) promoting the participation of women and excluded groups in the planning processes of sub-projects, and 3) ensuring the transparency of planning processes and budget allocation of sub-projects. Such a process-oriented approach helped to enhance the effectiveness of the Project. However, some of the sub-projects implemented in 6 VDCs were not fully GESI responsive as per the definition of Gender Responsive Budgeting Guidelines in Nepal 2008 and JICA's Gender and Development Thematic Guidelines. At the VDC level, some of the community people could not understand the meaning of "GESI responsive" due to the lack of clear selection criteria of sub-projects (See 5-2 Effectiveness).

Most of the inputs from both sides were adequate in terms of quality, quantity, and timing, and mobilized properly for the Project. On the contrary, the frequent transfers of main counterparts, their insufficient involvement, and the reduction of project budget in the third year were considered as hindering factors that affected efficiency to some extent (See 5-3 Efficiency).

At the time of Mid-Term Review, some positive impact that would contribute to achievement of the Overall Goal was confirmed (See 5-4 Impact).

The policy aspect is likely to be sustained since there are GESI Policy and other related guidelines as well as the strong commitment of GoN to operationalize them. The operation costs for promoting GESI such as organizing meetings and training, and monitoring of VDC projects were not sufficiently allocated, which affects the sustainability in the financial aspect. The institutional arrangements to implement the GESI Policy at the all levels are likely to be sustained after the completion of the Project if counterpart organizations will be fully involved in the Pilot Project with a strong sense of

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ownership and responsibility. The level of awareness and knowledge of the stakeholders to promote GESI was increased by the Project, but needs to be further improved (See 5-5 Sustainability).

## 7. Recommendations

The Team made the following recommendations based on the results of evaluation.

1. **Revision of PDM and PO:** The Team modified indicators of PDM in order to verify the outcome of the project activities since some indicators were not measurable and unspecified. It is recommended that the PDM Version 3 and the PO Version 2 be immediately discussed and approved by JCC.
2. **Involving DDC and WCO to take the lead in whole processes of implementation of the Pilot Project in newly selected pilot VDCs/Municipalities:** In order to internalize the experiences of the Pilot Project sufficiently, it is necessary to reconsider institutional arrangement of project implementation in the remaining term of the Project. As per the GESI Policy, the GESI Implementation Committee including LDO, WDO, a planning officer, and a social development officer of DDC is expected to play a key role of implementing the GESI responsive institutional mechanism at the DDC and VDC levels. WCO has taken the lead in promoting GM/SI as per the Mainstreaming Working Guideline 2061 of Gender and Child Rights (District Level) in close coordination with Gender Mainstreaming Coordination Committee at the district level, if already exists. Its staff members have adequate knowledge and practical experiences to encourage women including the disadvantage groups of women to participate in various development activities at the VDC level. Thus, it is recommended that the DDC and WCO take the lead in implementing the Pilot Project in newly selected pilot VDCs/Municipalities while the Japanese experts and the central counterpart organizations provide more technical assistance to them. Such institutional arrangement of project implementation is expected to contribute to enhancing its effectiveness and sustainability substantially.
3. **Strengthening the GESI promoting capacity of the stakeholders:** The Project has implemented various activities such as training and seminars in order to strengthen the capacity of the stakeholders. It is necessary to continue to carry out such activities for the stakeholder at the different levels. Specifically, the relevant GESI training for counterparts and Gender Focal Persons from sector ministries needs to be conducted at the central level since some of them were changed due to the personnel transfers. At the DDC level, TOT and more practical training such as GESI analysis methods need to be provided to members of GESI Implementation Committee, DDC staff members and WCO staff members. At the VDC level, basic and practical GESI training is required for not only the GeMSIP Integrated Planning Committee and VDC Integrated

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Planning Committee but also the Ward Committee. The training needs to be revised to impart more practical skills and knowledge of GESI and sub-projects including stakeholder analysis, problem analysis, social and gender analysis, proposal writing skills for sub-projects, and basic knowledge on GESI and the GESI Policy as well as the VDC Grant Implementation Guideline. Apart from these training, the field study in Morang and Syangja districts needs to be conducted for the stakeholders at the different levels, which will contribute to enhancing their capacity to promote GESI in LBs.

4. **Strengthening GESI perspectives in the Pilot Project:** In order to promote the GESI responsive institutional mechanism in the Pilot Project and to enhance the whole effectiveness of the Project, it is imperative to strengthen GESI perspectives in the Pilot Project in the remaining period of the Project. The following recommendations need to be implemented into the Pilot Project.

- Incorporating the relevant components of the GESI Policy, and the other related policies and guidelines into the implementation of the Pilot Project
- Clarifying the definition of “GESI responsive sub-projects”\*, which can serve as a basis for submitting proposals for sub-projects, and screening and selecting them by the community people of Pilot VDCs/Municipalities
- Applying its definition to the Pilot Project Guidelines

\*The example of the definition of “GESI-responsive sub-projects” is outlined below:

(1) GESI Direct Project (Target Project)

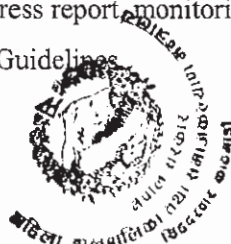
The GESI Direct Project aims, as its main objective, to advance equality, empowerment and livelihood improvement of deprived women and excluded groups by responding directly to their needs and interests.

(2) GESI Integrated Project (Indirect Project)

GESI Integrated Project may not have an explicit objective to advance equality, empowerment and livelihood improvement of deprived women and excluded groups. However, specific measures are incorporated into the project outputs and activities in order to respond to their needs and interests.

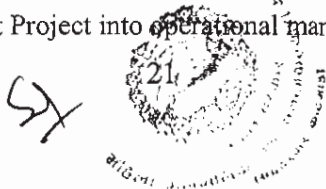
- Reviewing and revising the selection criteria of sub-projects based on the clarified definition of “GESI responsive sub-projects” with the reference to Gender Responsive Budgeting in Nepal 2008 and other relevant guidelines
- Reviewing and revising the current guidelines and formats of the Pilot Project in order to ensure GESI perspectives. They include proposal, progress report, monitoring and evaluation formats for sub-projects and the GeMSIP Pilot Project Guidelines

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- Undertaking situation analysis from GESI perspectives before implementation of sub-projects by the Ward Committee and GeMSIP Integrated Planning Committee or VDC Integrated Planning Committee in collaboration with the GESI Implementation Committee, DDC and WCO
  - Increasing sub-projects which promote awareness raising, confidence raising, leadership development, capacity building and empowerment of women and excluded groups
  - Conducting an in-depth study for sub-projects in 6 Pilot VDCs to evaluate the processes and impacts of sub-projects from a GESI perspective
  - Collecting good practices of GESI responsive sub-projects by the Ward Committee and GeMSIP Integrated Planning Committee or VDC Integrated Planning Committee in collaboration with the GESI Implementation Committee, DDC and WCO
5. **Strengthening community-based facilitation:** Women and excluded groups have been aware of GESI, and gradually involved in sub-projects in pilot VDCs due to interpersonal communication and facilitation from the facilitators and the members of Word Committee. In order to ensure to incorporate their needs into sub-projects, much more facilitation is needed from a GESI perspective at the community level. At the same time, the members of Word Committee, women's groups, youth groups and other community-based groups are expected to play an important role as community facilitators in their settlements. The Project needs to enhance the capacity of the facilitators and the above groups.
6. **Establishing a feedback system of monitoring and evaluation in the Pilot Project:** The VDC-and DDC- level stakeholders of the Project conducted monitoring sub-projects using the monitoring checklist. The results of monitoring were informally shared among them. However, there was no feedback system of monitoring. Thus, it is strongly recommended that regular meetings such as monthly or bi-monthly meetings be held, as a monitoring and evaluation system, by DDC, WCO, and the GESI Implementation Committee in each of Syangja and Morang. In such meetings, the staff members of DDC and WCO, the members of GESI Implementation Committee, the facilitators, the counterparts at the central level and the Japanese experts are expected to share and discuss the progress of sub-projects. Participation in these meetings is likely to enhance their capacity and nurture a sense of ownership and responsibility to the Project.
7. **Enhancing the quality of operational manuals:** In order to develop practical operational manuals for LBs and WCO to institutionalize GM/SI development processes, the following recommendations need to be incorporated into the Project.
- Incorporating the findings and lessons obtained by the in-depth study of sub-projects, and the whole processes of the Pilot Project into operational manuals



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- Undertaking various activities in the processes of development of operational manuals at the different levels; for example, holding sharing meeting among LDOs, VDC secretaries and APM members, conducting field-study in Morang and Syangja districts among the project stakeholders, developing Information Education Communication materials such as a project promotional Video in Nepali/ English, and Japanese, and utilizing mass media

## 8. Lessons Learned

The Team identified the following lessons learned from the Project:

1. **The need for designing a baseline survey carefully to make it a basis for evaluation:** The baseline survey was conducted by the Project in the beginning of the Project. However, it was not properly designed. A baseline survey should be carefully designed in order to evaluate qualitative and quantitative changes to be brought about.
2. **The need for making official records regarding approaches and target areas of a project:** There were no official documents describing the concept of the Pilot Project, which raised the different expectations of the targeted number of pilot VDC/Municipality among the stakeholders. Approaches and target areas should be more specifically recoded in PDM, R/D or memorandum of understanding to ensure mutual understanding.

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# Annex 1

## Project Design Matrix Version 3

Updated on September 23 2011 revised by the 4<sup>th</sup> JCC

**Project Name:** Gender Mainstreaming and Social Inclusion Project (GeMSIP) in Nepal

**Duration of the Project:** January 2009 to January 2014 (5 years)

**Target Area:** National Level, Syangja Dist. and Morang Dist.

**Responsible Agencies:** MoLD, MoWCSW/DWC and JICA

**Implementing Agencies:** MoLD, MoWCSW, DWC, DDC, WCO, Municipality, VDC and GM/SI related Coordinating Committees, Line ministries concerned at the national and district levels

**Target Group:** ① Government Officials at the national, district and VDC/Municipality levels (direct target beneficiaries) ② Women and excluded groups(indirect/final target beneficiaries)

Narrative Summary	Objectively Verifiable Indicators	Means of Indicators	Important Assumption
<b>Super Goal</b> Quality of life of women and socially excluded groups is improved in Nepal.		District Gender Empowerment Measures, District Gender Development Indicators, District Social Inclusion Indicators and household surveys etc.	
<b>Overall Goal</b> GM/SI responsive programs are implemented in Nepal.	GESI responsive institutional mechanism developed in other districts	DDC plan & annual report	Priority of GM/SI policy in Nepal is not changed.
<b>Project Purpose</b> GM/SI responsive programs are implemented at the national level and two targeted districts (Syangja and Morang).	<ol style="list-style-type: none"> <li>1. The number and concrete examples of recommendations made by the Project that were incorporated into the existing GM/SI related policies and guidelines by the end of the Project</li> <li>2. GESI Implementation Committee is respectively established in the two targeted districts as per the GESI Policy.</li> <li>3. Existing VDC Integrated Planning Committee is reformed as per the GESI Policy at least in one pilot VDC/municipality of each of the two targeted districts.</li> <li>4. The proportion of real expenditure of sub-projects that promote empowerment</li> </ol>	<p>Project completion reports Project progress reports</p> <p>Project completion reports Project progress reports</p> <p>Project completion reports Project progress reports</p> <p>Project completion reports Project progress reports</p>	<p>Outcome of the project is fully internalized by the government of Nepal after the completion of project.</p> <p>The GESI responsive local governance is sustained even if Nepal is transformed to a federal nation.</p>

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	<p>and capacity building of women and excluded groups reaches at least 35 percent of the total expenditure of sub-projects in each pilot VDC/Municipality by the end of the Project.</p> <p>5. Good practices of GESI responsive sub-projects are collected from each pilot VDC/municipality by the end of the Project.</p> <p>6. GESI responsive institutional mechanism is adopted in DDC and non-pilot VDCs of the two targeted districts in reference to the Project. (Such a mechanism includes formation and strengthening GESI related committees, formation of GESI responsive VDC Integrated Planning Committee, and promoting GESI responsive planning, implementation, monitoring, evaluation, appraisal and audit).</p>	<p>Project completion reports Project progress reports</p> <p>Project completion reports Project progress reports</p>	
<p><b>Outputs</b></p> <p>0. Project management is implemented appropriately.</p> <p>1. The level of understanding and perceptions towards GM/SI of stakeholders at the national level and in the two targeted districts is enhanced through training, seminars, and the Pilot Project.</p>	<p>0-1. Inception report</p> <p>0-2. Baseline survey report</p> <p>0-3. Indicators in PDM are set by the first six months of the Project.</p> <p>0-3. A website is established and newsletters are published three times per year from the second year of the Project</p> <p>1-1. The number of people who participate in TOT and GM/SI related training by the end of the Project</p> <p>1-2. Among Training of Trainers (TOT) participants, 50 people conduct training as a resource person at least 1 time by the end of the Project.</p> <p>1-3. At least 3 types of resource materials on GM/SI* are developed within three years of the Project.</p> <p>1-4. Average total scores of respondents** of</p>	<p>Inception report Baseline survey report PDM</p> <p>Website Newsletters</p> <p>Project monitoring records</p> <p>Project monitoring records</p> <p>Resource materials developed by the Project</p> <p>GeMSIP annual survey results</p>	<p>95% of trained personnel are utilized at GM/SI related responsibility.</p> 

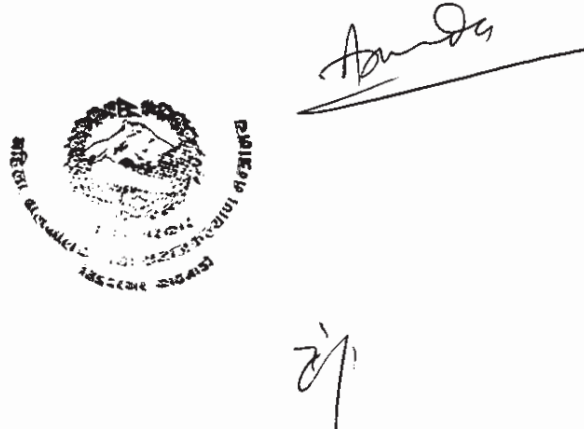
Annex 1-2

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<p>2. The institutional mechanism for GM/SI Appraisal and GM/SI Audit is enhanced, and the related-capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.</p> <p>3. The institutional mechanism for GESI responsive planning of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.</p> <p>4. The institutional mechanism of GESI responsive monitoring and evaluation of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.</p> <p>5. Operational manuals are developed for Local Bodies (LBs) and WCO to incorporate GESI perspectives into development processes in the two targeted districts based on processes, practices, and lessons gained by the Project.</p> <p>6. Strategies to incorporate the essential components of operational manuals into government guidelines are developed by MoLD, MoWCSW and DWC.</p>	<p>GeMSIP annual survey of stakeholders improve over the years of the Project.</p> <p>2-1. GM/SI audit report finalized by DDC in the two targeted districts.</p> <p>2-2. GM/SI audit report finalized by at least one pilot VDC of each of the two targeted districts</p> <p>2-3. Report on GM/SI budget analysis finalized by at least one pilot VDC of each of the two targeted districts</p> <p>3-1. GESI responsive sub-projects are implemented in 20 VDCs and three municipalities (two in Syangja and one in Morang).</p> <p>4-1. GESI Implementation Committee and VDC Integrated Planning Committee or GeMSIP Integrated Planning Committee are able to conduct monitoring of the implementation of sub-projects from a GESI perspective in the two targeted districts.</p> <p>4-2. GESI Implementation Committee and VDC Integrated Planning Committee or GeMSIP Integrated Planning Committee are able to evaluate sub-projects from a GESI perspective in the two targeted districts.</p> <p>5-1. Operational manuals</p> <p>6-1. Strategies</p>	<p>GESI audit report of DDC Project progress reports Project monitoring records GESI audit report of pilot VDC GESI budget analysis report of pilot VDC</p> <p>Project monitoring records Project progress reports</p> <p>Project monitoring records Project progress reports</p> <p>Project evaluation records Project progress reports</p> <p>Operational manuals</p> <p>Strategies</p>	
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7. GeMSIP experiences and lessons are shared among GM/SI related committees at the central level.	7-1. The number of sharing meetings and seminars and the number of presentations about GeMSIP made by the Project	Each meeting record Presentation materials	
<b>Activities</b> 0-1. Prepare and finalize the inception report through discussions among stakeholders 0-2. Conduct a baseline survey on the all Objectively Verifiable Indicators of PDM. 0-3. Specify Objectively Verifiable Indicators in PDM 0-4. Carry out activities of public relations  1-1. Formulate training plan 1-2. Develop and revise Training Manuals and Pilot Project Guidelines 1-3. Conduct Training of Trainers 1-4. GM/SI Basic training and other training. 1-5. Conduct seminars 1-6. Conduct GeMSIP Annual Survey  2-1. Conduct GM/SI appraisal and audit training for stakeholders at the district- and pilot VDC/Municipality-levels 2-2. Conduct GM/SI appraisal and audit at the district level 2-3. Conduct GM/SI audit in pilot VDCs/ Municipalities 2-4. Conduct GM/SI budget analysis on sub-projects in pilot VDCs/Municipalities  3-1. Establish a coordination body for implementation of the Pilot Project at the district level 3-2. Conduct an orientation program ant training at the district level 3-3. Select the pilot VDCs/Municipalities 3-4. Establish a coordination body for implementation of the Pilot Project at the pilot VDC/Municipality-level	<b>Input</b> <b>Japan side</b> 1. Dispatch of Japanese Experts (1) Chief Technical Advisor (2) Gender Mainstreaming Expert (3) Social Inclusion Expert (4) Local level planning, Monitoring and Evaluation Expert (5) Capacity development/Training Expert (6) Financial and Administrative Expert 2. Training in-country, in third countries and in Japan 3. Provision of Equipment 4. Local cost  	<b>Nepal side</b> 1. Assignment of counter personnel of MoLD, MoWCSW, DWC at the national level and DDC, WCO in Syangja and Morang districts at the local level 2. Project office, facilities /equipment 3. Necessary budget	The security situation in the two targeted districts is not deteriorated severely.

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Activities	Inputs	Pre-Conditions
<ul style="list-style-type: none"> <li>3-5. Conduct an orientation program and training at the VDC level</li> <li>3-6. Establish a coordination body for implementation of the Pilot Project at the ward level</li> <li>3-7. Conduct an orientation program at the Ward level</li> <li>3-8. Conduct situation analysis from GESI perspectives</li> <li>3-9. Plan, screen and select GESI responsive sub-projects in pilot VDCs/Municipalities</li> <li>3-10. Implement GESI responsive sub-projects in pilot VDCs/Municipalities</li>   <li>4-1. Conduct monitoring of sub-projects in pilot VDCs/Municipalities</li> <li>4-2. Conduct evaluation of sub-projects in pilot VDCs/Municipalities</li> <li>4-3. Conduct an in-depth study for sub-projects</li>   <li>5-1. Incorporate findings and lessons obtained by results of evaluation, and in-depth study of sub-projects into operational manuals</li> <li>5-2. Collect good practices of GESI responsive sub-projects</li> <li>5-3. Share findings, lessons and good practices of the Pilot Project with various stakeholders through organizing meetings, field-study and developing promotional materials and using media</li> <li>5-4. Develop the operational manuals</li>   <li>6-1. Share the operational manuals with the stakeholders through meetings and seminars</li> <li>6-2. Develop the strategies</li>   <li>7-1. Share experiences and lessons among GM/SI related committees at the central level</li> </ul>		<div style="text-align: center;">  </div>

\* Resource materials include 1) GM/SI basic training modules, 2) GM/SI appraisal and audit guidelines, 3) GM/SI-responsive planning manual, and 4) GM/SI monitoring checklist.

\*\* Respondents of GeMSIP annual survey are: Central level: participants of GM/SI basic training and refresher training; District level: all members of GM/SI Coordination Committee (Syangja) and GeMSIP Working Group (Morang); VDC level: all members of VDC-level organization for GeMSIP pilot project and all Facilitators.

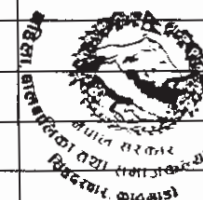


## Annex 2

Updated on September 23 2011 revised by the 4th JCC

## Plan of Operation Version 2

Year		2009				2010				2011				2012				2013				Organization (Central)	Organization (Local)	Remarks
Quarter		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV			
Planned Activities																								
Output 0	Project management is implemented appropriately.																							
0.1	Prepare and finalize the inception report through discussions among stakeholders																					MoLD,MoWCSW,DWC	DDC,WCO	
0.2	Conduct a baseline survey																					MoLD,MoWCSW,DWC	DDC,WCO	
0.3	Specify Objectively Verifiable Indicators in PDM																					MoLD,MoWCSW,DWC	DDC,WCO	
0.4	Carry out activities of public relations																					MoLD,MoWCSW,DWC	DDC,WCO	
Output 1	The level of understanding and perceptions towards GM/SI of stakeholders at the national level and in the two targeted districts is enhanced through training, seminars, and the Pilot Project.																							
1.1	Formulate training plan																					MoLD,MoWCSW,DWC	DDC,WCO	
1.2	Develop and revise Training Manuals and Pilot Project Guidelines																					MoLD,MoWCSW,DWC	DDC,WCO	
1.3	Conduct Training of Trainers (ToT)																					MoLD,MoWCSW,DWC	DDC,WCO	
1.4	Conduct GM/SI Basic Training and other training																					MoLD,MoWCSW,DWC	DDC,WCO	
1.5	Conduct seminars																					MoLD,MoWCSW,DWC	DDC,WCO	
1.6	Conduct GeMSIP Annual Survey																					MoLD,MoWCSW,DWC	DDC,WCO	
Output 2	The institutional mechanism for GM/SI Appraisal and GM/SI Audit is enhanced, and the related-capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.																							
2.1	Conduct GM/SI appraisal and audit training for stakeholders at the district- and pilot VDC/Municipality-levels																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
2.2	Conduct GM/SI appraisal and audit at the district level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
2.3	Conduct GM/SI audit in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
2.4	Conduct GM/SI budget analysis on sub-projects in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
Output 3	The institutional mechanism for GESI responsive planning of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.																							
3.1	Establish a coordination body for implementation of the Pilot Project at the district level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.2	Conduct an orientation program and training at the district level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.3	Select the pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.4	Establish a coordination body for implementation of the Pilot Project at the pilot VDC/Municipality-level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.5	Conduct an orientation program and training at the VDC level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.6	Establish a coordination body for implementation of the Pilot Project at the ward level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	



# Annex 2

Updated on September 23 2011 revised by the 4th JCC

## Plan of Operation Version 2

Year		2009				2010				2011				2012				2013				Organization (Central)	Organization (Local)	Remarks
Quarter		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV			
<b>Planned Activities</b>																								
3.7	Conduct an orientation program at the Ward level																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.8	Conduct situation analysis from GESI perspectives																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	GESI IC, GeMISIP IPC/VDC IPC, Ward Committee
3.9	Plan, screen and select GESI responsive sub-projects in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
3.10	Implement GESI responsive sub-projects in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
Output 4	<b>The institutional mechanism of GESI responsive monitoring and evaluation of development projects is enhanced, and the related capacity of the stakeholders is strengthened through the Pilot Project in the two targeted districts.</b>																							
4.1	Conduct monitoring of sub-projects in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
4.2	Conduct evaluation of sub-projects in pilot VDCs/Municipalities																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
4.3	Conduct an in-depth study for sub-projects																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
Output 5	<b>Operational manuals are developed for Local Bodies (LBs) and WCO to incorporate GESI perspectives into development processes in the two targeted districts based on processes, practices, and lessons gained by the Project.</b>																							
5.1	Incorporate findings and lessons obtained by results of evaluation, and in-depth study of sub-projects into operational manuals																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
5.2	Collect good practices of GESI-responsive sub-projects																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
5.3	Share findings, lessons and good practices of the Pilot Project with various stakeholders through organizing meetings, field-study and developing promotional materials and using media																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
5.4	Develop the operational manuals																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
Output 6	<b>Strategies to incorporate the essential components of operational manuals into government guidelines are developed by MoLD, MoWCSW and DWC</b>																							
6.1	Share the operational manuals with the stakeholders through meetings and seminars																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
6.2	Develop the strategies																					MoLD,MoWCSW,DWC	DDC,WDC,VDC, GESI IC	
Output 7	<b>GeMSIP experiences and lessons are shared among GM/SI related committees at the central level.</b>																							
7.1	Share experiences and lessons among GM/SI related committees at the central level																					MoLD,MoWCSW,DWC, GFP/SIFP		

### Project Management

JCC	Joint Coordination Committee																							
PMC	Project Management Committee																							
Eva.	Join Evaluation of GoN and JICA (Mid-term and Terminal Evaluation)																							

# Annex 3-1

## Assignment of Main Counterpart Personnel

(As of Sep 2011)

No	Name	Position title/Department	Assignment Period	Project responsibility	Remarks
<b>Ministry of Local Development (MoLD)</b>					
1	Mr. Susil Ghimire	Secretary	May 2011 - present	JCC Co-chairperson	
	Mr. Krishna Gyawali	Former Secretary	July 2010 – Apr 2011	Former JCC Co-chairperson	Transfer
	Mr. Shyam Prasad Mainali	Former Secretary	July 2009- June 2010	Former JCC Co-chairperson	Transfer or Retire
	Mr. Punya Prasad Neupane	Former Secretary	Mar 2009 – June 2009	Former JCC Co-chairperson	Transfer
2	Mr. Kedar Neupane	Joint Secretary, General Administration Division	July 2011 - present	PMC Co-chairperson Project Director JCC Member	
	Mr. Shiva Bdr. Rayamajhi	Former Joint Secretary, General Administration Division	Nov 2009 – June 2011	Former PMC Co-chairperson, Project Director, JCC Member	Transfer
	Mr. KP Devkota	Former Joint Secretary, General Administration Division	Apr 2009 – Sep 2009	Former PMC Co-chairperson, Project Director, JCC Member	Transfer
3	Ms. Sudha Neupane	Under Secretary/Section Chief, Gender Equality and Social Inclusion Section	May 2010 - present	JCC/PMC Member Project Manager	
	Mr. Babu Ram Gautam	Former Under Secretary/Section Chief, Gender Equality and Social Inclusion Section	Apr 2009 – May 2010	Former JCC/PMC Member Project Manager	Transfer Current Morang LDO
<b>Ministry of Women, Children and Social Welfare (MoWCSW)</b>					
4	Mr. Ananda Raj Pokherel	Secretary	Apr 2011 – present	JCC Co-chairperson	
	Mr. Krishna Gyawali	Former Secretary	Jan 2011 – Apr 2011	Former JCC Co-chairperson	Retire

	Mr. Mahendra Prasad Shrestha	Former Secretary	Apr 2010 - Jan 2011	Former JCC Co-chairperson	Retire
	Ms. Bindra Hada	Former Secretary	Mar 2009 – Apr 2010	Former JCC Co-chairperson	Transfer
5	Dr. Hari Paduel	Joint Secretary, Women and Children Planning Division	Nov 2010 – present	JCC Member	
	Mr. Ratna Kaji Bajracharya	Former Joint Secretary, Women and Children Planning Division	Mar 2009 – Nov 2010	Former JCC Member	Retire
6	Mr. Gaja Bdr Rana	Under Secretary, Women Development Section	Apr 2009- present	JCC/PMC Member	
<b>Department of Women and Children (DWC)</b>					
7	Mr. Diwakar Devkota	Director General	Apr 2010 – present	PMC Co-chairperson JCC Member	
	Ms. Mandira Paudel	Former Director General	Mar 2009 – Dec 2010	Former XXXXX	Retire
8	Mr. Keshav Prasad Regmi	Director, Planning Section	Mar 2009 – present	JCC/PMC Member	
<b>Morang District: District Development Committee (DDC)</b>					
9	Mr. Babu Ram Gautam	Local Development Officer	July 2011 – present	JCC/PMC Member	Former Dhankuta LDO Previous GESI Section Chief
	Mr. Pashupati Pokhrel	Former Local Development Officer	Jan 2010 – July 2011	Former JCC/PMC Member	Transfer to Dhankuta LDO
	Mr. Uddhav P Timilsena	Former Local Development Officer	Mar 2009 – Jan 2010	Former JCC/PMC Member	Transfer
<b>Morang District: Women and Children Office (WCO)</b>					



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10	Ms. Durga Baral	Women Development Officer	Mar 2009 – present	JCC/PMC Member	Going to study abroad in Sep 2001
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**Syangja District : District Development Committee (DDC)**


11	Mr. Ram Mani Bhattarai	Local Development Officer	July 2011 – present	JCC/PMC Member	
	Mr. Ram ji Prasad Baral	Former Local Development Officer	Jan 2011 – July 2011	Former Member JCC/PMC	Transfer
	Mr. Dirgha Narayan Paudel	Former Local Development Officer	Mar 2009 – Jan 2011	Former Member JCC/PMC	Transfer

**Syangja District: Women and Children Office (WCO)**

12	Ms Meera Sherchan	Women Development Officer	Jan 2010 - present	JCC/PMC Member	
	Ms. Shobha Shah	Former Women Development Officer	Mar 2009 – Dec 2010	Former Member JCC/PMC	Transfer

Note: ☐ indicates the staff members who were changed because of personnel transfers, retirements and overseas education.

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Assignment in Japan<sup>11111</sup> Costs were borne by the consulting firm not JICA

\*\* As of Sep 30, 2011

\*\* As of Sep 30, 2011



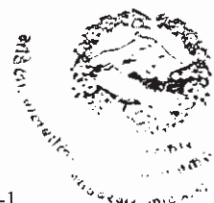
## Annex 4-2

### Equipment provided by the Japanese Side

Year 1

Item	Specifications	Cost			Quantity	Location	Frequency of Use (A: Always - B: Often - C: Sometimes)	Condition (A: Good B: Fair C: Bad)
		US\$	NRs	JPY				
1	Note/Laptop PC	HP	117,500		1	Kathmandu Office	A	A
2	Note/Laptop PC	DELL	210,000		2	Kathmandu Office	A	A
3	Note/Laptop PC	DELL	210,000		2	Syangja Office	A	A
4	Note/Laptop PC	DELL	210,000		2	Morang Office	A	A
5	Application software	Microsoft Office 2007	257,075		7	All Offices	A	A
6	Antivirus software	Kaspersky antivirus	14,000		7	All Offices	A	A
7	Projector	EPSON EB-X6	78,000		1	Kathmandu Office	A	A
8	Scanner	Canon CanoScan LIDE100	5,800		1	Kathmandu Office	A	A
9	Desk, Chair, Bookshelf		176,858		38	All Offices	A	A
10	Printer	HP Laser Jet P3005 PCL 5e	88,140		1	Kathmandu Office	A	A
11	Printer	Canon	42,240		1	Syangja Office	A	A
12	Printer	Canon	30,000		1	Morang Office	A	A
13	Network equipment		71,350		3	All Offices	A	A
14	Copy machine	KYOCERA KM-3050	423,072		1	Kathmandu Office	A	A
15	Tel/Fax machine	Sharp UX-P410	16,800		1	Kathmandu Office	A	A
16	Tel/Fax machine	Panasonic	7,400		1	Syangja Office	A	A
17	Tel/Fax machine		3,245		1	Morang Office	A	A
18	Digital camera	SONY	18,850		1	Syangja Office	A	A
19	Digital camera	SONY	18,500		1	Morang Office	A	A
20	UPS	1400VA	72,752		1	Kathmandu Office	B	A
21	Stabilizer	Kumanical SVC-5000VA	23,730		1	Kathmandu Office	A	A
22	Stabilizer	Kumanical SVC-2000VA	11,752		1	Kathmandu Office	A	A
23	Vehicle	Nissan Patrol		3,150,000	1	Syangja Office	A	A
24	Vehicle	Nissan Patrol		3,150,000	1	Morang Office	A	A
Total			2,107,064	6,300,000				
Total (yen) *			8,874,832					

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Year 2

Item	Specifications	Cost			Quantity	Location	Frequency of Use (A: Always - B: Often - C: Sometimes)	Condition (A: Good B: Fair C: Bad)
		US\$	NRs	JPY				
1	UPS		61,585		1	Morang Office	A	A
2	UPS		45,400		1	Syangja Office	A	A
3	Network equipment		5,500		2	Kathmand & Syangja Office	B	C
			112,485					
	Total (yen)		137,457					

	8,874,832
	137,457
Total (yen)	9,012,289

Note: \*Exchange rate was adopted according to JICA's procurement rules (NPR1=1.222 in March 2009)

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## Annex 4-3

### Program Budget allocated by the Japanese Side

Project Period: March 2009 to January 2014 (Five years)

Total Budget:	Japanese Yen	= NRs (@1.220)
	445,900,350	365,492,090

Yearly budget in Nepal (Kathmandu and Syangja and Morang district offices)

	Year 1	Year 2	Year 3	Year 4	Year 5
	3.2009-9.2009	11.2009-9.2010	11.2010-3.2012	4.2012-9.2012	11.2012-1.2014
	Actual	Actual	Proposed budget	Proposed budget	Proposed budget
Program Budget	6,766,000	14,724,000	26,260,000	19,727,000	34,637,000
Equipment	2,670,000	138,000	0	0	0
Vehicle	6,300,000	0	0	0	0
Total (JPY)	15,736,000	14,862,000	26,260,000	19,727,000	34,637,000
=NRs (@1.220)	12,898,000	12,181,000	21,524,000	16,169,000	28,390,000
Ground Total					111,222,000
=NRs (@1.220)					91,165,000

Program Budget (Year 1&2) 21,490,000 Yen

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# Annex 5

## TOT Participants and Resource Parsons/Trainers

	TOT Participants	TOT participants who conducted training as a resource person/trainer	TOT participants who have the potential to be resource persons/trainers in the future
Kathmandu	1 (M1, F0)	1 (M1, F0)	0
Morang	31 (M18, F13)	14 (M9, F5)	9
Syangja	45 (M32, F13)	25 (M19, F6)	15
Total	77 (M51, F26)	40 (M29, F11)	24

### Kathmandu (GWSI Basic Training for Tot)

SN	Name of Participant	Organization	Position	Gender		Social Group				
				M	F	B/C	A/J	Dalit	OBC	Others
1	Babu Ram Gautam	Mold	Under Secretary, Section Chief of GESI Section	1	1					
2	Tanka Prasad Lamsal	DDC Syangja	Information Officer	1	1					
3	Shrijana Lamichhane	DDC Syangja	GE Focal Person/Accountant Officer	1	1					
4	Shova Shaha	WDO	WDO	1	1					
5	Mitra Prasad Anyal	District Health Office	Gender Focal Person	1	1					
6	Moti Prasad Lamichhane	District Livestock Office	Gender Focal Person	1	1					
7	Gita Sharma	NGO	Representative	1	1					
8	Udhab Prasad Timalsina	DDC Morang	LDO	1	1					
9	Saroj Kumar Gautam	DDC Morang	SDO	1	1					
10	Durga Baral	WDO	WDO	1	1					
11	Mantu Lohani	WDO	Supervisor	1	1					
12	Krishna Rasali	Dale Committee	Representative	1	1					
13	Subhendra Kumar Choudhary	Aadibasi/Janajati Committee	Representative	1	1					
14	Madan Kishor Kamat	Pichada Barga	Representative	1	1					
Total				8	6	11	1	1	1	0

Note: Except for Mr. Babu Ram Gautam (participant No 1), all participants were from Morang and Syangja district indicated below

### Morang

SN	Gender		Resource Person	Still in Office	Age No	Name of Participant	Organization	Title	Gender		Social Group					
	M	F							M	F	B	C	A/J	Dalit	OBC	Others
1	1	1	0	1	2	Saroj Gautam	DDC	Social Development Officer	1	1						
2	0	1	0	1	4	Litara Limbu	DDC/LGDP	District Facilitator	1	1						
3	0	0	0	1	5	Menekadevi Acharya	DDC	Social Mobilizer	1	1						
4	1	1	0	1	16	Laxmi P Dhimal	DDC, Social Mobilization Unit	Social Mobilization Officer	1	1						
5	0	0	0	0	1	Mr. Pashupati Pokhrel	DDC	LDO	1	1						
6	0	0	0	0	3	Mr. Ganesh Pd	DDC	Planning Officer	1	1						
7	1	0	1	1	9	Durga Baral	WDO	WDO	1	1						
8	1	0	1	1	11	Manju Lohani	WDO	Supervisor	1	1						
9	0	0	0	0	1	Tirtha Raj Bhattarai	District Administration Office	Administrative Officer	1	1						
10	1	0	0	1	16	Mr Parva Sapkota	District Administration Office	Administrative Officer	1	1						
11	1	1	0	1	7	Asok K. Kalakheti	District Education Office	School Inspector (GFP)	1	1						
12	1	0	1	1	15	Asha Pradhan	District Agriculture Office	Planning Officer (GFP)	1	1						
13	1	0	0	1	17	Hima Gautam	District Livestock Office	Technical Officer (GFP)	1	1						
14	1	0	0	1	14	Ms. Anita Subba	District Public Health Office	Public Health Nurse	1	1						
15	1	0	0	1	12	Mukunda Upadhyaya	Biratnagar Municipality	Section Officer (GFP)	1	1						
16	0	1	0	1	6	Madan Kishor Kamat	OBC	President	1	1						
17	1	0	0	1	7	Mr. Ravi Shankar	OBC Nepal, Morang	President	1	1						
18	0	1	0	1	8	Krishna Nepali	Dalit Upliftment Committee	Member	1	1						
22	1	0	0	0	13	Kedar Nath Nepali	Dalit Uplift District Coordination Committee	Vice Chairperson	1	1						
19	0	1	0	1	10	Devraj Chaudhari	Adibasi-Janjati Committee	President	1	1						
20	0	0	0	1	17	Mr.Prakash	NFDN ( Federation of Disable	Secretary	1	1						
21	0	0	0	0	23	Ms. Shobha Sapkota	Women Development Committee	Member	1	1						
23	0	0	0	0	14	Gita Silwal	Women Inter Party Committee	President	1	1						
28	1	0	1	1	8	Ms.Sushila Karki	Nari Bikas Sanoh ( women NGO )	President	1	1						
24	1	0	0	1	10	Ms Chandra Khatun	President	AI - Amanah Muslim	1	1						
26	1	1	1	1	10	Ms. Sita Paudyal	NGO Federation	Women Nepal ( Muslim	1	1						
27	0	0	0	0	15	Nirmala Subedi	National Community Dev. Volunteer	Vice Chairperson	1	1						
25	0	0	0	0	3	Indira Phuyal	Plan -Neopal	Gender Focal Person	1	1						
29	0	1	0	1	11	Mr. Kamal Guragain	Tandi VDC	Secretary	1	1						
30	0	0	0	1	12	Mr. Bishnu Ojha	Poharha VDC	Secretary	1	1						
31	0	1	0	1	13	Mr. Lila Ram	Tetariya VDC	Secretary	1	1						
15	9	5	23			Including VDC Secretary			18	13	22	0	4	2	3	0
7	5	20				excluding VDC Secretary										

SL

Amr



Syangja

SN	Gender	Resource Person	Still in Office	org No	Name of Participant	Organization	Title	Gender	Social Group						
	M	F						M	F	B	C	A/J	Dalit	OBC	Others
1	0	1	0	0	1	Mr. Dighe Naryan Paudyal	DDC	LDO	1	1					
2	0	1	0	0	1	Mr. Ram Ji Prasad Baral	DDC	LDO	1	1					
3	0	0	0	0	2	Mr. Lakshmi Karki	DDC	Under Secretary (Finance)	1		1				
4	0	0	0	1	3	Mr. Hum Nath Sharma Dhe	DDC	Under Secretary (Planning)	1	1					
5	0	0	0	1	4	Mr. Tara Chandra Dhekal	DDC	Account Officer	1	1					
6	1	1	0	1	5	Mr. Thana Pali Neupane	DDC	Social Development Officer	1	1					
7	1	0	1	1	6	Ms. Shijana Lemichane	DDC	Gender Focal Person		1	1				
8	1	1	0	1	7	Mr. Chhan Prasad Koirala	DDC	Program Officer	1	1					
9	0	1	0	1	8	Mr. Yam Prasad Regmi	DDC	Assistant Admin Officer	1	1					
10	0	0	0	1	3	Mr. Dol Raj Dhekal	DDC	Senior SM	1	1					
11	0	1	0	1	9	Mr. Bikram Shrestha	DDC/LGCDP	District Facilitator	1		1				
12	0	0	0	1	23	Ms. Ganga Kalle	DDC/LGCDP	District Assistant Facilitator	1	1	1				
13	1	0	1	1	10	Ms. Meena Sherchan	WCO	WDO	1	1	1				
14	1	0	1	1	32	Ms. Thagi Kumari Khanal	WCO	Women Worker	1	1	1				
15	0	0	0	1	28	Ms. Jayanti Rana Bhat	WCO	Women Worker	1	1	1				
16	0	0	0	1	31	Mr. Mohan Prasad Aryal	District Administrative Office	Assistant CDO	1	1					
17	0	0	0	1	34	Mr. Onesh Kumar Chamine	District Technical Office	Engineer	1	1					
18	1	1	0	1	15	Mr. Thaneswor Aryal	District Technical Office	Assistant (Non graduated first)	1	1					
19	1	1	0	1	11	Mr. Neva Raj Bhanderi	District Agriculture Office	Crop Protection Officer	1	1					
20	1	1	0	1	12	Mr. Moli Prasad Lemichhan	District Livestock Office	Technician (Livestock)	1	1					
21	0	0	0	1	33	Mr. Kalyan Kumar Shrestha	District Livestock Office	Vet Doctor	1		1				
22	1	1	0	1	13	Mr. Jagadish Regmi	District Forest Office	Assistant Forest Officer	1	1					
23	1	1	0	1	14	Mr. Bajya Raj Bedu	District Education Office	School supervisor	1	1					
24	0	1	0	0	30	Mr. Mitra Prasad Aryal	District Health Office	Assistant Officer	1	1					
25	0	0	0	1	17	Mr. Rajendra Pokhrel	District Soil Conservation Office	Section Officer	1	1					
26	1	0	0	1	8	Mr. Bishnu Prasad Pokhrel	District Soil Conservation Office	Assistant DSCO	1	1					
27	0	0	0	0	18	Ms. Kalpana Gurung	Drinking Water and Sanitation Division Office	Women Worker		1	1				
28	1	0	1	1	13	Ms. Rajashowari Acharya	Drinking Water and Sanitation Division	Technician		1	1				
29	1	0	0	1	10	Ms. Bishanti Devi Silwal	Western Irrigation Division Office	Assistant Typelist		1	1				
30	0	0	0	1	19	Mr. Bishnu Kanta Aryal	Western Irrigation Division Office	Assistant Officer	1	1					
31	1	1	0	1	12	Mr. Jagulal Basyal	Branch Statistical Office	BSO	1	1					
32	1	1	0	1	16	Mr. Ram Prasad Bhatnagar	Cottage Industry Committee	Principal Trainer	1	1					
33	1	1	0	0	20	Mr. Khadka Bahadur Dangi	Dalit Coordination Committee	Vice President	1	1					
34	0	0	0	1	26	Ms. Asha Chelane	Dalit NGO Federation	Coordinator		1				1	
35	1	0	1	1	18	Ms. Dhan Maya B.K	Dalit Nao Federation	Member		1				1	
36	0	0	0	0	21	Ms. Dipa Pariyar	Nepal Dalit Singh	Member		1				1	
37	1	0	0	0	22	Mr. Sher Bahadur Thapa	Jajjala Coordination Committee	Chairperson	1			1			
38	0	0	0	0	23	Mr. Prem Singh Rana	Jajjala Coordination Committee	Member	1			1			
39	1	0	0	1	20	Ms. Nili Kuman Miya	Muslim Community	Representative		1				1	
40	1	1	0	1	24	Mr. Ram Chandra Gautam	NGO Federation	Chairperson	1	1					
41	0	0	1	1	25	Ms. Gita Sharma	NGO Federation	Women's Department Chief		1	1				
42	0	0	0	1	19	Mr. Tulsi Neupane	District Child Network	Treasurer	1	1					
43	0	1	0	1	27	Mr. Shree Ram Acharya	Phedikhola VDC	VDC Secretary	1	1					
44	0	1	0	0	28	Mr. Babu Ram Basyal	Jajjala VDC	VDC Secretary	1	1					
45	0	1	0	1	29	Mr. Hari Prasad Paudyal	Birwa Aroha VDC	VDC Secretary	1	1					
20	19	6	35			including VDC Secretary		32	19	33	1	6	4	1	0
	16	6	33			excluding VDC Secretary									

Abbreviation  
A/J Adibasi/Janjati  
B Brahmin  
C Chhetri  
CDO Community Development Officer  
DDC District Development Committee  
F Female  
GESIC Gender Equality Social Inclusion  
GFP Gender Focal Person  
LDO Local Development Officer  
LGCDP Local Governance and Community Development Programme  
M Male  
NGO Non Government Organization  
OBC Other Backward Community  
VDC Village Development Committee  
WCO Women Children Office  
WDO Women Development Officer



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## ■ Original agreement (November 2009)

### 1st Group

Syangja 3VDCs  
Morang 3VDCs

Preparation ■ Implementation (1) ■ Implementation (2) ■ Implementation (3)

### 2nd Group

Syangja 2VDCs  
1 Munic  
Morang 3VDCs

Preparation ■ Implementation (1) ■ Implementation (2)

### 3rd Group

Syangja 5VDCs  
1 Munic  
Morang 4VDCs  
1 Munic

Preparation ■ Implementation (1)

## ■ New agreement (September 2011)

### 1st Group

Syangja 3VDCs  
Morang 3VDCs

Preparation ■ Implementation (1) ■ Implementation (2) ■ Implementation (3)

### 2nd Group

Syangja 2VDCs  
1 Munic  
Morang 3VDCs

### 3rd Group

Syangja 5VDCs  
1 Munic  
Morang 4VDCs  
1 Munic

### Reasons:

- Alignment
- Longer period
- Experience

Preparation

Implementation (1)

Preparation

Implementation (1)



### 3. プロジェクト内部レビュー報告書



Ministry of Local Development  
and  
Ministry of Women, Children and Social Welfare  
Democratic Republic of Nepal



Japan International Cooperation Agency (JICA)

## **GENDER MAINSTREAMING AND SOCIAL INCLUSION PROJECT (GeMSIP)**



### **Internal Mid-Term Review Report**

*August 2011*

International Development Center of Japan (IDCJ)  
International Development Associates Ltd. (IDeA)

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# **GENDER MAINSTREAMING AND SOCIAL INCLUSION PROJECT (GeMSIP)**

## **Internal Mid-Term Review Report**

*August 2011*

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## ABBREVIATIONS

ACR	Assignment Completion Report
ADB	Asian Development Bank
APM	All Party Mechanism
CA	Constituent Assembly
CD	capacity development
CDO	Chief District Officer
CEDAW	Convention on the elimination of all forms of discrimination against women
CP	Counterpart
DADO	District Agriculture Development Office
DAG	Disadvantaged Group
DANIDA	Danish International Development Agency
DAO	District Administration Office
DDC	District Development Committee
DDCC	District Dalit Coordination Committee
DECC	District Ethnic Coordination Committee
DEO	District Education Office
DFID	Department for International Development (UK)
DFO	District Forest Office
DHO	District Health Office
DLGSP	Decentralized Local Governance Support Program
DLSO	District Livestock Service Office
DTO	District Technical Office
DWC	Department of Women and Children (formally called Department of Women Development)
FEDO	Feminist Dalit Organization
GAD	Gender Administration Division
GeMSIP	Gender Mainstreaming and Social Inclusion Project
GESI	gender equality and social inclusion
GESI IC	GESI Implementation Committee
GFP	Gender Focal Point
GFP	Gender Focal Person
GM	gender mainstreaming
GM/SI	gender mainstreaming and social inclusion
GM/SI AA	gender mainstreaming and social inclusion appraisal and audit
GO	government
GoN	Government of Nepal
GRB	Gender Responsive Budget
GSI	Gender and Social Inclusion
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GTZ	Gesellschaft für Technische Zusammenarbeit GmbH
HDI	Human Development Index
HH	household
HQs	Headquarters
ICR	Inception Report
ICRC	International Committee of the Red Cross



IDCJ	International Development Center of Japan
IDeA	International Development Associates Ltd.
ILO	International Labour Organization
IPC	Integrated Planning Committee
JCC	Joint Coordinating Committee
JICA	Japan International Cooperation Agency
LB	Local Body
LB FAR	Local Bodies Financial Administration Regulation
LBGBAG	Local Bodies Gender Budget Audit Guideline
LBSS	Local Body Support Section
LDF	Local Development Fund
LDO	Local Development Officer
LGCDP	Local Governance and Community Development Programme
LSGA	Local Self-Governance Act
LSGR	Local Self-Governance Regulations
M&E	monitoring and evaluation
MCPM	Minimum Conditions and Performance Measures
MDG	Millennium Development Goals
MJF	Madhesi Janadhikar Forum
MLD	Ministry of Local Development
MoGA	Ministry of General Administration
MoLD	Ministry of Local Development
MoWCSW	Ministry of Women, Children and Social Welfare
MWCSW	Ministry of Women, Children and Social Welfare
MWG2061	Mainstreaming Working Guideline 2061 of Gender and Child Rights
NGCCP	Nepal Government Citizen Partnership Project
NC	Nepal Congress
NGOs	non-governmental organizations
NPC	National Planning Commission
NWC	National Women Commission
OBC	other backward community
OJT	on-the-job training
OPD	Outpatient Department
PDM	Project Design Matrix
PMC	Project Management Committee
PO	Planning Officer
ppt	power point
PR	Progress Report
PWD	people with disability
Q&A	Questions and Answers
R/D	Record of Discussion
SDC	Swiss Development Cooperation
SMES	Strengthening Monitoring and Evaluation System in Nepal
SI	social inclusion
SIAG	Social Inclusion Action Group
TMDP	Tarai-Madhesh Loktantrik Party
TOR	Terms of Reference
ToT	Training of Trainers
TYIP	Three Year Interim Plan

UML	Unified Marxist-Leninist
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNSCR	United Nations Security Council Resolution
VDC	Village Development Committee
WB	The World Bank
WCO	Women and Children Office
WDO	Women Development Officer
WOREC	Women and Rehabilitation Center

# **1 INTRODUCTION**

## **1.1 Background**

The Government of Nepal in 2007 officially requested to the Japanese Government a project on gender mainstreaming and social inclusion (GM/SI). The GoN has long striven to promote GM/SI to eradicate unjust disparities closely related to prevalent disparities between castes, ethnic groups, regions and genders. A number of policies and guidelines have since been developed and adopted at the central level. However, their impact remains minimal particularly in local bodies because they are hardly implemented at the local levels.

In response to this request, the Ministry of Local Development (MoLD), the Ministry of Women, Children and Social Welfare (MoWCSW), and Japan International Cooperation Agency (JICA) signed the Record of Discussion (R/D) on December 7, 2008, deciding to implement the Gender Mainstreaming and Social Inclusion Project (GeMSIP). Duration of this project is about five years from February 2009 to January 2014.

According to the R/D, the overall goal of the project is that GM/SI-responsive programs are developed and implemented in Nepal. The goal, outcome, outputs, and main activities of GeMSIP are shown in Project Design Matrix (PDM) (Appendix-1).

PDM version 2 (draft) was drafted on 25 March 2010 by representatives from MoLD, MoWCSW, DWD (now DWC), JICA Headquarters, JICA Nepal Office, and GeMSIP Expert Team. The member list is shown in Appendix-2. The background of the meeting was recorded in the “GeMSIP Assignment Completion Report Year 2”. At that meeting it was confirmed that it should be formally discussed and approved at the 3<sup>rd</sup> JCC meeting scheduled in July or August 2010. Finally the 3<sup>rd</sup> JCC meeting was held on 19 December 2010 and discussed among the participants led by Secretary of MoLD. Based on the discussion PDM version 2 (draft) was revised in respect to the objectively verifiable indicators, means of verification and important assumptions under the overall goal, and finalized and approved as PDM version 2. It was recorded in the Memorandum of the 3<sup>rd</sup> JCC meeting.

## **1.2 Objective**

After two-year implementation of the project, JICA/GoN will conduct Mid-Term Review in Year 3 of GeMSIP. Before the review by JICA, GeMSIP conducted internal mid-term review with the main counterparts in each District and Kathmandu in March and April 2011. The objectives of the internal mid-term review were:

- To review progress and assess the achievements of GeMSIP in the midst of the project implementation period; and
- To obtain lessons learnt for update of the approaches and the contents of the project activities.

The progress of GeMSIP was reviewed based on the latest PDM version 2 of GeMSIP, which was agreed at the 3<sup>rd</sup> JCC meeting on 19 December 2010 (Appendix-1).

### 1.3 Methodology

Following were the methodologies used to conduct the internal mid-term review:

#### (1) Literature Review

The GESI-related plan, policy and guidelines of Government of Nepal, the technical reports developed by GeMSIP, the progress and assignment completion reports prepared by GeMSIP, and other GESI-related documents were reviewed.

#### (2) GeMSIP Annual Survey

To measure the change of GM/SI-related understanding and attitude of people involved in the project, a questionnaire survey is to be conducted annually with the district- and VDC-level stakeholders. The survey has been conducted twice at district level and VDC level. This report attempted simple comparative analysis of the results of the survey at both levels of district and VDC.

#### (3) Internal Mid-term Review Workshop

The Internal Mid-Term Review Workshop was held in Morang District, Syangja District and Kathmandu in March and April 2011. Table 1 shows the dates and participants of the Workshop.

Table 1 Dates and Participants of the Internal Mid-term Review Workshop

CP/	Date*	Participant
Morang District	March 23	Member of GESI IC 15 ( F 7, M 8) VDC Secretary 3, GeMSIP 6
Syangja District	March 28	Member of GESI IC 22 (F 8, M1 4), VDC Secretary 3, GeMSIP 5
Central (Kathmandu)	April 26	Member of PMC 5 (F 2, M 3) and GeMSIP 5

Note: \*Dates are all in 2011.



During the Workshop the counterparts actively discussed and reviewed following topics.

- Review of the achievement of GeMSIP;
- Assessment of relevance, effectiveness, efficiency, impact, and sustainability of GeMSIP; and
- Lessons learnt and recommendations

The participant lists of the Workshop are in Appendix-3 and the Workshop Program is in Appendix-4.

## 2 REVIEW OF THE PROGRESS OF THE GeMSIP

In this section, GeMSIP attempts to show how much project purpose and outputs have been achieved with respect to indicators specified in PDM, based on the actual progress of activities.

### 2.1 Project Purpose

GeMSIP's Project Purpose is that GM/SI responsive programs are implemented at the national level and two targeted districts (Syangja and Morang). The current status of indicators set in PDM is as follows:

- (1) Indicator 1: Existing national GM/SI-related strategies and guidelines will be reviewed based on the results of the Project by the end of the Project.

GeMSIP has contributed to the revision and preparation of following national policy and guidelines. From this fact, a certain level of effectiveness can be recognized.

Table 2.1 GeMSIP contribution to revision and preparation of GESI-related policy

Policies and Guidelines	GeMSIP Contribution
GESI Policy 2010 (MoLD)	<ul style="list-style-type: none"> <li>GeMSIP attended the GESI Thematic Committee Meeting under the MoLD and coordinated with individual specialists for LGCDP to discuss how to develop GESI Strategy of LGCDP in order to prepare GESI Policy of MoLD.</li> </ul>
GESI Operational Guidelines (MoLD) ( in process)	<ul style="list-style-type: none"> <li>GeMSIP shared its practical experiences and gave comments on the guidelines based on the field trial in the two target districts and six Pilot VDCs of GeMSIP. Major comments are 1) to integrate the two-volume book into one and 2) making it more user-friendly (It is not plain for local bodies.)</li> </ul>
Revision of Local Bodies Gender Budget Audit Guidelines 2008 (MoLD) ( in process)	<ul style="list-style-type: none"> <li>GeMSIP shared its practical experiences and gave comments on the guidelines based on the field trial of GM/SI appraisal and budget audit in the two target districts and six Pilot VDCs of GeMSIP. One major comment is that it should include Social Inclusion aspect and indicators as well as gender aspect.</li> <li>GeMSIP shared the tools and techniques of conducting GMSI appraisal and budget audit. MoLD accepted GeMSIP's comments and applied the matrix of GM/SI appraisal developed by GeMSIP.</li> <li>The title of the guidelines was revised to be "Gender and Social Inclusion Budget Audit Guidelines".</li> </ul>
Revision of the ToR of Gender Focal Points (MoWCSW) (in process)	<ul style="list-style-type: none"> <li>GeMSIP provided the forum to discuss the ToR of Gender Focal Points during the GMSI training, which was held by GeMSIP for GFPs and planning officers of all Ministries, NPCS, PMO, Nepal Police and Parliamentary Secretariat.</li> </ul>

- (2) Indicator 2: The proportion of GM/SI-responsive programs/projects and budget is increased at the two targeted districts by the end of the Project, and
- (3) Indicator 3: The proportion of women and socially excluded groups directly benefitting from all development projects/programs is increased in the pilot VDCs/Municipalities.

Information on the development budget and earmarked budget of Syangja DDC, Morang DDC (Indicator 2), and 6 Pilot VDCs (Indicator 3) which GeMSIP acquired is shown in Table 2.2. The rate of earmarked budget has increased in comparison with the rate of previous year.

Table 2.2 Earmarked Budget of Pilot Districts and VDCs

Unit: Rp.

Local Body	Fiscal Year 2066/67			Fiscal Year 2067/68			Difference compared with the previous fiscal year in Earmarked
	Total Development Budget* (a)	Total Earmarked Budget (b)	% of (b) to (a)	Total Development Budget* (a')	Total Earmarked Budget (b')	% of (b') to (a')	
Morang DDC	760,873,000	7,500,000	1.0%	473,948,000	10,000,000	2.1%	2,500,000 (1.1%)
Tetariya VDC	2,125,123	260,000	12.2%	2,334,723	443,000	19.0%	183,000 (6.7%)
Tandi VDC	1,730,000	235,000	13.6%	2,320,000	345,000	14.9%	110,000 (1.3%)
Pokhariya VDC	1,138,500	216,100	19.0%	1,437,500	367,500	25.6%	151,400 (6.6%)
Syangja DDC**	320,570,000	4,600,000	1.4%	226,334,000	9,505,000	4.2%	4,905,000 (2.8%)
Biruwa Archale VDC	1,550,000	229,012	14.8%	1,550,000	305,350	19.7%	76,338 (4.9%)
Pedikhola VDC	1,730,000	353,000	20.4%	1,730,000	361,500	20.9%	8,500 (0.5%)
Jagatradevi VDC	1,730,000	229,000	13.2%	1,730,000	366,000	21.2%	137,000 (7.9%)

Note: \*Total Earmarked Budget doesn't include LGCDP Fund.

\*\*In the case of Syangja DDC, the figures within the column of Fiscal Year 2066/67 show budget of Fiscal Year 2067/68. The figures within the column of Fiscal Year 2067/68 show budget of Fiscal Year 2068/69.

## 2.2 Outputs

GeMSIP has seven expected outputs as set out in PDM. Output-wise progress is as follows.

### 2.2.1 Output 1: GM/SI understanding of persons concerned is enhanced through training

- (1) Indicator 1-1: A total of 106 key personnel are trained as resource persons in GM/SI within three years of the Project.

The gross number of persons trained by GeMSIP is 982. Among them around 200 persons were trained as resource persons. The average rate of women's participation is 43%. The average rate of non-Brahmin/Chhetri participants is 58%. The disaggregated data of participants are shown in Table 2.3. From these figures it can be safely said that GeMSIP has achieved this target.

Table2.3 Trained persons by GeMSIP

SN	Name of the Training	Date	Total Participants	Gender		Social Group					
				M	F	B/C	A/J	Dalit	OBC	Others	except B/C
Central Level											
1	GM/SI Basic Training for ToTat Kathmandu	14-16 June 2009	14	8	6	11	1	1	1	0	3
2	GFP Training at Central 2010 1st Batch	9-11 June 2010	31	18	13	25	5	0	0	1	6
3	GFP Training at Central 2010 1st Batch	12-14 June 2010	25	14	11	15	6	1	0	3	10
Total			70	40	30	51	12	2	1	4	19
(%)			-	57%	43%	73%	17%	3%	1%	6%	27%
Syangja: District Level											
1	GM/SI Basic Training	3-4 July 2009	27	18	9	12	10	5	0	0	15
2	GM/SI Appraisal and Audit Training Workshop	22-25Jan 2010	34	27	7	25	6	3	0	0	9
3	ToT for Gender-Responsive and Socially Inclusive Planning	3-4 July 2010	29	23	6	21	6	2	0	0	8
4	ToT for GM/SI Monitoring	27-28 Mar 2011	26	18	8	21	2	2	1	0	5
Total			116	86	30	79	24	12	1	0	37
(%)			-	74%	26%	68%	21%	10%	1%	0%	32%
Syangja: VDC Level (Phedikhola VDC)											
1	GMSI Basic and Appraisal & Audit Training Workshop	1-3 June 2010	19	13	6	11	5	3	0	0	8
2	1st Gender-Responsive and Socially Inclusive Planning Training	3-5 Sep 2010	23	15	8	14	6	3	0	0	9
3	2nd Gender-Responsive and Socially Inclusive Planning Training	3-5 Feb 2011	30	18	12	19	7	4	0	0	11
4	GM/SI Monitorinng Training	29-30 Apr 2011	46	30	16	27	14	5	0	0	19
Total			118	76	42	71	32	15	0	0	47
(%)			-	64%	36%	60%	27%	13%	0%	0%	40%
Syangja: VDC Level (Biruwa Archale VDC)											
1	GMSI Basic and Appraisal & Audit Training Workshop	26-28 June 2010	23	13	10	9	10	4	0	0	14
2	1st Gender-Responsive and Socially Inclusive Planning Training	30 Aug-1 Sep 2010	27	16	11	10	12	5	0	0	17
3	2nd Gender-Responsive and Socially Inclusive Planning Training	20-22 Jan 2011	33	17	16	13	14	6	0	0	20
4	GM/SI Monitorinng Training	2-3 May 2011	56	31	25	20	30	6	0	0	36
Total			139	77	62	52	66	21	0	0	87
(%)			-	55%	45%	37%	47%	15%	0%	0%	63%
Syangja: VDC Level (Jagatra Devi VDC)											
1	GMSI Basic and Appraisal & Audit Training Workshop	25-27 May 2010	25	15	10	9	14	2	0	0	16
2	1st Gender-Responsive and Socially Inclusive Planning Training	26-28 Aug 2010	30	17	13	10	17	3	0	0	20
3	2nd Gender-Responsive and Socially Inclusive Planning Training	7-9 Feb 2011	35	19	16	12	20	3	0	0	23
4	GM/SI Monitorinng Training	4-5 May 2011	46	29	17	17	25	4	0	0	29
Total			136	80	56	48	76	12	0	0	88
(%)			-	59%	41%	35%	56%	9%	0%	0%	65%



Table 2.3 Trained persons by GeMSIP (continued)

SN	Name of the Training	Date	Total Participants	Gender		Social Group						
				M	F	B/C	A/J	Dalit	OBC	Others	except B/C	
Morang: District Level												
1	GM/SI Basic Training	3-4 July 2009	41	17	24	30	5	2	4	0	11	
2	GM/SI Appraisal and Audit Training Workshop	22-25Jan 2010	17	10	7	11	3	2	1	0	6	
3	ToT for Gender-Responsive and Socially Inclusive Planning	3-4 July 2010	15	8	7	10	2	2	1	0	5	
4	ToT for GM/SI Monitoring	22-23 Mar 2011	23	15	8	15	4	2	2	0	8	
Total			96	50	46	66	14	8	8	0	30	
(%)			-	52%	48%	69%	15%	8%	8%	0%	31%	
Morang: VDC Level (Pokhariya VDC)												
1	GMSI Basic and Appraisal & Audit Training Workshop	22-24 June 010	17	6	11	1	14	1	1	0	16	
2	1st Gender-Responsive and Socially Inclusive Planning Training	25-27 Aug 2010	23	11	12	0	18	3	2	0	23	
3	2nd Gender-Responsive and Socially Inclusive Planning Training	29-31 Jan 2011	37	23	14	1	29	2	2	3	36	
4	GM/SI Monitorinng Training	29-30 Apr 2011	30	17	13	1	20	8	1	0	29	
Total			107	57	50	3	81	14	6	3	104	
(%)			-	53%	47%	3%	76%	13%	6%	3%	97%	
Morang: VDC Level (Tetariya VDC)												
1	GMSI Basic and Appraisal & Audit Training Workshop	8-10 Aug 2010	16	7	9	1	13	0	2	0	15	
2	1st Gender-Responsive and Socially Inclusive Planning Training	20-22 Aug 2010	25	11	14	1	19	1	4	0	24	
3	2nd Gender-Responsive and Socially Inclusive Planning Training	4-6 Feb 2011	36	19	17	1	29	1	2	3	35	
4	GM/SI Monitorinng Training	4-5 May 2011	31	9	22	3	25	1	2	0	28	
Total			108	46	62	6	86	3	10	3	102	
(%)			-	43%	58%	6%	80%	3%	9%	3%	95%	
Morang: VDC Level (Tandi VDC)												
1	GMSI Basic and Appraisal & Audit Training Workshop	14-16 Aug 2010	15	6	9	4	8	3	0	0	11	
2	1st Gender-Responsive and Socially Inclusive Planning Training	2-4 Sep 2010	26	12	14	8	15	3	0	0	18	
3	2nd Gender-Responsive and Socially Inclusive Planning Training	8-10 Feb 2011	29	16	13	10	13	5	0	1	19	
4	GM/SI Monitorinng Training	6-7 May 2011	22	10	12	10	10	2	0	0	12	
Total			92	44	48	32	46	13	0	1	60	
(%)			-	48%	52%	35%	50%	14%	0%	1%	65%	
Grand Total			982	556	426	408	437	100	26	11	574	
(%)			-	57%	43%	42%	45%	10%	3%	1%	58%	

(2) Indicator 1-2: At least 3 types of resource materials on GM/SI are developed within three years at the central level.

GeMSIP has developed those materials listed in Table 2.4. GeMSIP developed three resource materials on GM/SI up to now; GM/SI Basic Training Manual, GM/SI Appraisal and Audit Manual, and GM/SI Planning Manual in both Nepali and English. Based on the development and implementation of these materials in the two pilot districts and six pilot VDCs, GeMSIP also gave comments on the revision and preparation of GESI-related

guidelines by GoN and Syangja District.

Based on them, “GM/SI responsive practical operational manuals for local bodies and WDO” (“GM/SI operational manuals”) will be developed in the fifth year of GeMSIP.

In addition, GeMSIP prepared the progress report and assignment completion report every year (Table 2.5). These reports might be useful for developing the “GM/SI operational manuals”.

Table 2.4 Resource Materials on GM/SI developed by GeMSIP

No	Year	Title, Language	Date Prepared	Objective and Summary	Reflection to Government
Outputs (Technical Report)					
1	1	GM/SI Basic Training Manual (draft) (English and Nepali)	Sep 2009	Training manuals of GMSI Basic Training for DDC, VDC, Municipality, and Central level concerned organizations	not-yet
2	2	GM/SI Appraisal and Audit Manual (draft) (English and Nepali)	Oct 2010	Manuals and specific terms for appraisal and audit on planning of development projects to promote GM/SI for local government	For the revision of “Local Bodies Gender Budget Audit Guidelines 2008 (MoLD)”, GeMSIP
3		GM/SI Planning Manual (draft) (English and Nepali)	Oct 2010	Manuals and specific terms for planning of development projects to promote GM/SI for local government	For the preparation of “GESI Operational Guidelines (MoLD)”, GeMSIP shared its practical experiences and gave comments based on the field trial.
4		Pilot Project Guidelines (English and Nepali)	Oct 2010	Guidelines on the implementation of GeMSIP Pilot Project from GM/SI perspective	
5		GM/SI Monitoring Checklist (draft) (English)	Oct 2010	Monitoring Checklist including indicator and measurement method for development projects to promote GM/SI for local government	not-yet
6	3	Internal Mid-term Review Report (English and Nepali)	June 2011	Survey report on the outputs and indicators of progress of GeMSIP and evaluation from five criteria for the Mid-term Review	-

Table 2.5 The other reports developed by GeMSIP

No	Year	Title, Language	Date Prepared
Report			
1	1	Draft Inception Report (English)	Mar 2009
2		Inception Report (English and Nepali)	May, July 2009
3		Baseline Survey Report (English)	Sep 2009
4		Assignment Completion Report of Year 1 (English and Nepali)	Sep 2009
5	2	Annual Plan Year 2 (English and Nepali)	Nov 2009
6		Progress Report 1 (Japanese)	June 2010
7		Assignment Completion Report of Year 2 (English and Japanese)	Oct 2010
8	3	Annual Plan Year 3 (English and Nepali)	Dec 2010
9		Progress Report 2 (Japanese)	June 2011

(3) Indicator 1-3: Average total scores of respondents of GeMSIP annual survey of persons concerned improve over the years of the Project.

To measure the change of GM/SI-related understanding and attitude of people involved in the project, a questionnaire survey is to be conducted annually with the district- and VDC-level stakeholders. The survey has been conducted twice at both levels of district and VDC.

As shown in Table 2.6 the questionnaire consists of 10 questions to which the respondent is asked to rate from (1) [No, not at all] to (5) [Yes, very much] which is most appropriate to his/her current situation or opinion by their own self-evaluation, and for the questions 1 to 4 there is additional space to write down the answer if the respondent rates (4) [Yes] or (5) [Yes, very much].

Table 2.6 Questions of GeMSIP Annual Survey

No.	Question
1	Can you explain to others why gender mainstreaming and social inclusion are necessary in Nepal?
1-1	If you tick (4) or (5) in Question 1, please write down in the space below what gender mainstreaming and social inclusion is in your understanding.
2	Can you explain to others what GM/SI appraisal and audit is?
2-1	If you tick (4) or (5) in Question 2, please write down in the space below what GM/SI appraisal and audit is in your understanding.
3	Can you explain to others what GM/SI-responsive planning is?
3-1	If you tick (4) or (5) in Question 3, please write down in the space below what GM/SI-responsive planning is in your understanding.
4	Can you explain to others what GM/SI monitoring is?
4-1	If you tick (4) or (5) in Question 4, please write down in the space below what GM/SI monitoring is in your understanding.
5	Do you think you have become more aware of gender and social inclusion issues in your daily work?
6	Do you think you have become more willing to work for GM/SI through your duties?
7	Do you think your agency/organization should do more to promote GM/SI?
8	In your work do you collect or use GM/SI disaggregated information?
9	In your work do you plan programs/projects following GM/SI-responsive process?
10	In your work do you monitor programs/projects from GM/SI perspectives?

The first survey was conducted at district-level on 12<sup>th</sup> and 22<sup>nd</sup> January 2010 in Morang and in Syangja, respectively, at the beginning of the district-level GM/SI Appraisal and Audit Training. The second survey was conducted on 22<sup>nd</sup> and 27<sup>th</sup> March 2011 in Morang and in Syangja, respectively, at the beginning of the district-level GM/SI Monitoring Training. The numbers of respondents by organization, sex and conducted dates in District are shown in Table 2.7.

Table 2.7 Respondents by Organization and Sex (District)

District	Sex	DDC/DTO /DAO	WDO	Sector agency	GESI-related committee /organization	Others (including NGOs)	Total
First Time: January 2010							
Syangja	Male	10	0	6	3	1	20
	Female	1	2	0	1	1	5
	Total	11	2	6	4	2	25
Morang	Male	5	0	1	4	1	11
	Female	0	2	2	0	2	6
	Total	5	2	3	4	3	17
Sub total		16	4	9	8	5	42
Second Time: March 2011							
Syangja	Male	6	0	5	2	1	14
	Female	2	2	1	3	0	8
	Total	8	2	6	5	1	22
Morang	Male	3	0	0	4	1	8
	Female	0	2	2	3	0	7
	Total	3	2	2	7	1	15
Sub Total		11	4	8	12	2	37
Total		27	8	17	20	7	79

Note: DDC (District Development Committee), DTO (District Technical Office), DAO (District Administration Office), WDO (Women Development Office)

At VDC-level the first survey was conducted in 2010 and the second survey was conducted in April and May 2011 in Morang and Syangja at the beginning of the GM/SI Monitoring Training. See the date and the number of respondents of VDC-level survey in Table 2.8.

Table 2.8 Dates and Respondents by Sex (VDC)

	First Time		Second Time	
	Date	Respondent	Date	Respondent
Syangja				
Phedikhola	June 1, 2010	Total 18 (F6, M 13)	Apr 29, 2011	Total 16 (F6, M 10)
Biruwa Archale	June 26, 2010	Total 23 (F10, M 13)	May 2, 2011	Total 16 (6, M 10)
Jagatradevi	May 25, 2010	Total 23 (F9, M 14)	May 4, 2011	Total 13 (F6, M 7)
Morang				
Pokhariya	Aug 25, 2010	Total 16 (F11, M 5)	Apr 29, 2011	Total 12 (F8, M 4)
Tetariya	Sep 24, 2010	Total 28 (F12, M 16)	Apr 11, 2011	Total 13 (F9, M 4)
Tandi	Sep 2, 2010	Total 24 (F13, M 11)	May 6, 2011	Total 9 (F6, M 3)

Figure 2.1 shows the results of the district-level and VDC-level survey.



See Tables 2.10 to 2.17 for details. As is seen in the results, the pattern is similar with all questions. The average score of most questions has improved in both districts and all six pilot VDCs. The degree of improvement is generally higher in Syangja than Morang both at district- and VDC-levels. If we compare districts with VDCs, improvement is more significant with VDCs both in Syangja and Morang. In terms of total score of all 10 questions, only Morang District did not show any positive improvement (Table 2.9).

Table 2.9 Improvement degree of average score of total questions

District/VDC	Improvement degree	District/VDC	Improvement degree
Syangja	0.5	Morang District	-0.1
Phedikhola	0.9	Pokhariya VDC	0.6
Biruwa Archale	0.6	Tetariya VDC	0.3
Jagatraevi	0.5	Tandi VDC	0.2

Figure 2.2 shows the results of the three groupings by category of question. Questions 1 to 4 are about individual understanding and knowledge of GM/SI. On the other hand Questions 5 and 6 are concerning individual attitude to GM/SI. Finally, Questions 7 to 10 are related to institutional attitude to GM/SI of the working place of respondents. The pattern is almost similar with all questions. In every grouping, the rate of respondents of “Yes” and “Yes, very much” has improved in Syangja District, three pilot VDCs in Syangja and two pilot VDCs in Morang. However, in Morang District and Tandhi VDC the rate of respondents of “Yes” and “Yes, very much” of Questions 7 to 10 has not improved.

Looking at individual questions, we can notice that decrease in average score is observed only in Morang District, Tetariya VDC and Tandhi VDC in Morang. Especially with Questions 6, 7, and 8 of Morang District, scores show relatively significant decrease. It seems that Morang District did not improve its overall scores of 10 questions because of this.. GeMSIP should verify what is behind this phenomenon and consider action to be taken.

Table 2.10 Improvement degree of average score of individual question

	Syangja				Morang			
	District	Phedikhola	Biruwa Archale	Jagatra devi	District	Pokhlariya	Tetariya	Tandi
Q1	0.6	1.0	0.6	0.1	0.0	1.0	0.0	0.1
Q2	0.3	0.7	0.4	0.9	0.3	0.3	0.5	0.3
Q3	0.7	1.0	0.3	0.9	-0.1	0.6	0.4	0.6
Q4	0.7	1.3	0.5	1.0	-0.2	0.3	0.4	0.3
Q5	0.4	0.5	0.4	0.2	0.0	1.1	0.6	0.3
Q6	0.1	0.5	0.8	0.0	-0.3	1.1	0.5	0.0
Q7	0.4	0.3	0.5	0.1	-0.3	0.4	-0.1	-0.1
Q8	0.4	0.7	1.3	0.3	-0.3	0.4	-0.2	-0.1
Q9	0.5	1.6	0.7	0.5	0.2	0.7	0.3	0.2
Q10	0.5	1.1	0.6	0.6	0.0	0.3	0.6	0.0

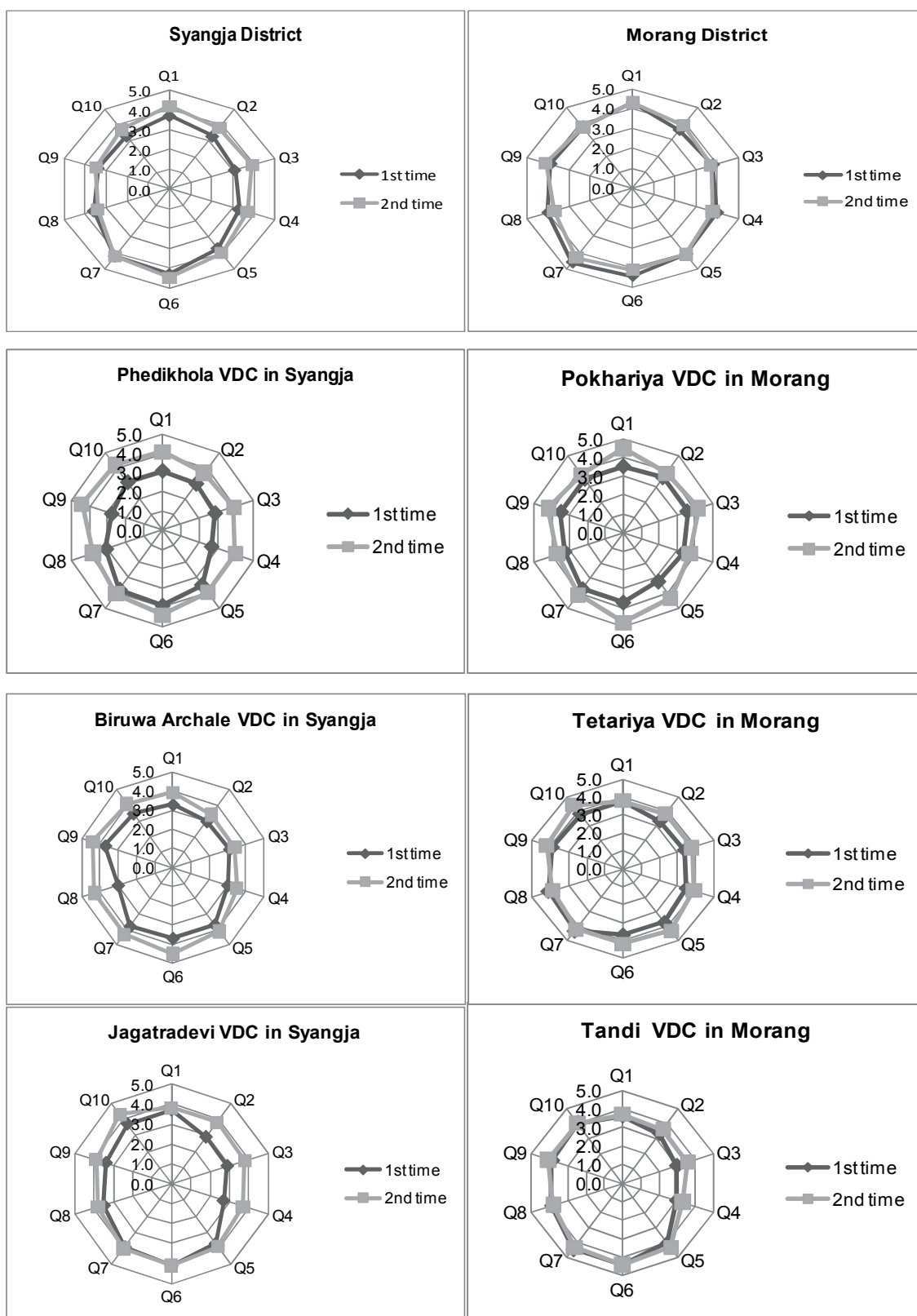


Figure 2.1 Results of Survey in average score by ten questions

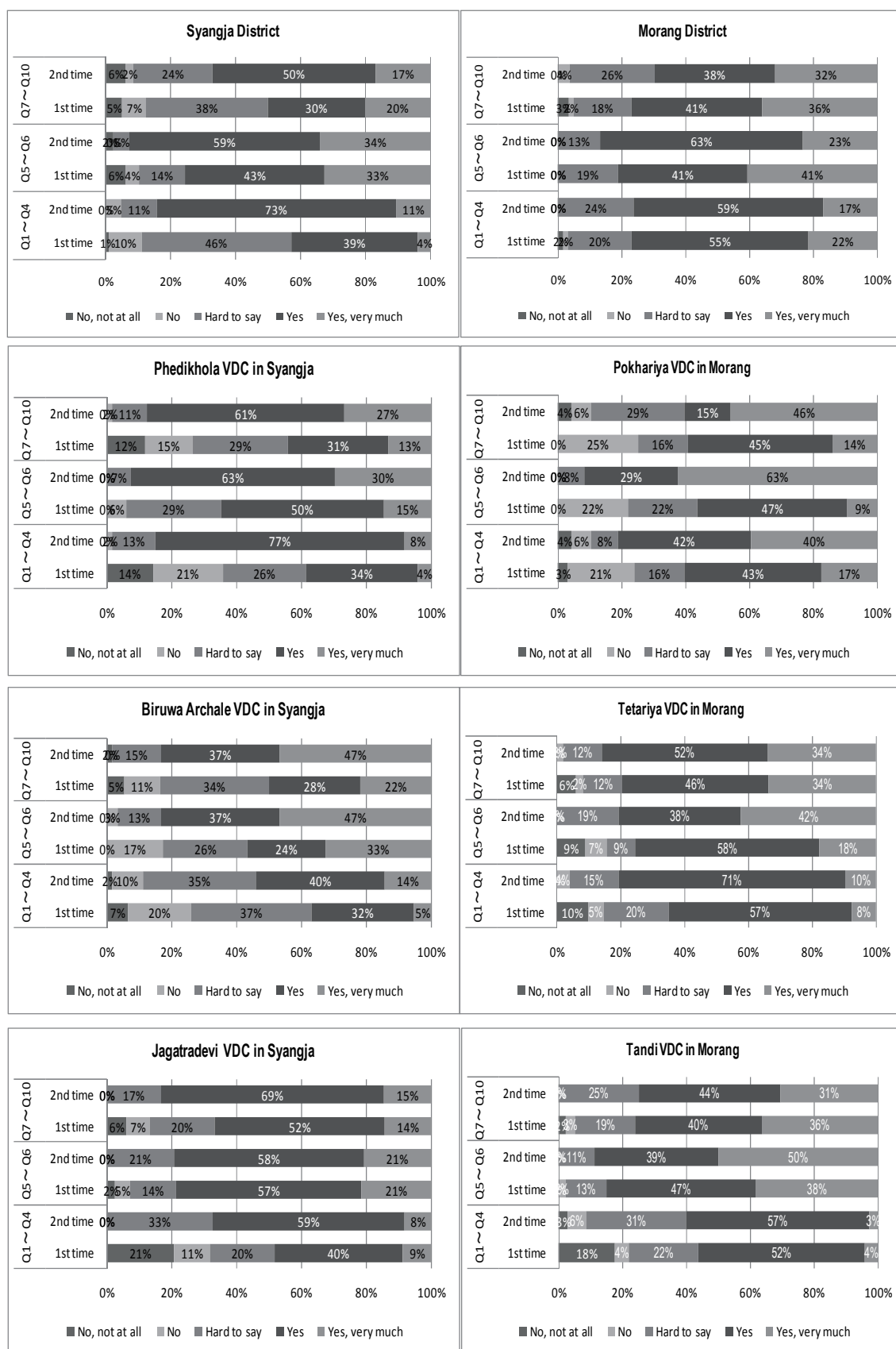


Figure 2.2 Results of Survey in rate of respondents by three category of question

Table 2.11 Result of Question 1-10 at Syangja District

District	Syangja											
Date of Survey	1 <sup>st</sup> time (January 2010)						2 <sup>nd</sup> time (March 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	1	0	6	16	2	3.7	0	0	1	15	6	4.2
	4%	0%	24%	64%	8%		0%	0%	5%	68%	27%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	0	4	11	9	1	3.3	0	1	3	16	1	3.8
	0%	16%	44%	36%	4%		0%	5%	14%	76%	5%	
Q3. Can you explain to others what GM/SI-responsive planning is?	0	4	14	7	0	3.1	0	1	2	15	2	3.9
	0%	16%	56%	28%	0%		0%	5%	10%	75%	10%	
Q4. Can you explain to others what GM/SI monitoring is?	0	2	15	7	1	3.3	0	2	3	15	0	3.7
	0%	8%	60%	28%	4%		0%	10%	15%	75%	0%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	2	1	4	13	5	3.7	1	0	1	16	3	4.0
	8%	4%	16%	52%	20%		5%	0%	5%	76%	14%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	1	1	3	8	11	4.3	0	0	1	8	11	4.5
	4%	4%	13%	33%	46%		0%	0%	5%	40%	55%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	1	1	1	10	12	4.2	2	0	0	8	10	4.2
	4%	4%	4%	40%	48%		10%	0%	0%	40%	50%	
Q8. In your work do you collect or use GM/SI disaggregated information?	1	1	13	6	3	3.6	1	1	9	8	2	3.4
	4%	4%	54%	25%	13%		5%	5%	43%	38%	9%	
Q9. In your work do you plan programs/ projects following GM/SI-responsive process?	1	2	12	6	4	3.4	2	0	5	13	1	3.5
	4%	8%	48%	24%	16%		9%	0%	24%	62%	5%	
Q10. In your work do you monitor programs/ projects from GM/SI perspectives?	2	3	11	7	1	3.3	0	1	6	12	1	3.7
	8%	13%	46%	29%	4%		0%	5%	30%	60%	5%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

Table 2.12 Result of Question 1-10 at Morang District

District	Morang											
Date of Survey	1 <sup>st</sup> time (January 2010)						2 <sup>nd</sup> time (March 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	0	0	0	12	5	4.3	0	0	0	11	4	4.3
	0%	0%	0%	71%	29%		0%	0%	0%	73%	27%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	1	1	3	9	2	3.6	0	0	3	9	2	3.9
	6%	6%	19%	56%	13%		0%	0%	21%	64%	14%	
Q3. Can you explain to others what GM/SI-responsive planning is?	0	0	6	8	3	3.8	0	0	6	7	2	3.7
	0%	0%	35%	47%	18%		0%	0%	40%	47%	13%	
Q4. Can you explain to others what GM/SI monitoring is?	0	0	4	7	4	4.0	0	0	5	8	2	3.8
	0%	0%	27%	47%	27%		0%	0%	33%	53%	14%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	0	4	7	5	4.1	0	0	2	10	3	4.1
	0%	0%	25%	44%	31%		0%	0%	13%	67%	20%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	0	0	2	6	8	4.4	0	0	2	9	4	4.1
	0%	0%	13%	38%	50%		0%	0%	13%	60%	27%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	0	1	4	10	4.6	0	1	1	5	7	4.3
	0%	0%	7%	27%	67%		0%	7%	7%	36%	50%	
Q8. In your work do you collect or use GM/SI disaggregated information?	0	0	3	8	3	4.0	0	0	7	3	3	3.7
	0%	0%	21%	57%	21%		0%	0%	54%	23%	23%	
Q9. In your work do you plan programs/ projects following GM/SI-responsive process?	1	0	4	6	5	3.9	0	1	1	7	4	4.1
	6%	0%	25%	38%	31%		0%	8%	8%	54%	30%	
Q10. In your work do you monitor programs/ projects from GM/SI perspectives?	1	1	3	7	4	3.8	0	0	5	5	3	3.8
	6%	6%	19%	44%	25%		0%	0%	38%	38%	23%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]



Table 2.13 Result of Question 1-10 at Phedikhola VDC in Syangja District

VDC/District	Phedikhola VDC in Syangja District											
Date of Survey	1 <sup>st</sup> time (June 2010)						2 <sup>nd</sup> time (April 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	2	5	2	8	1	3.1	0	0	0	13	2	4.1
	11%	28%	11%	44%	6%		0%	0%	0%	87%	13%	?
Q2. Can you explain to others what GM/SI appraisal and audit is?	2	5	4	5	2	3.0	0	1	4	9	1	3.7
	11%	28%	22%	28%	11%		0%	7%	27%	60%	7%	
Q3. Can you explain to others what GM/SI-responsive planning is?	3	1	7	6	0	2.9	0	0	3	11	1	3.9
	18%	6%	41%	35%	0%		0%	0%	20%	73%	7%	
Q4. Can you explain to others what GM/SI monitoring is?	3	4	5	5	0	2.7	0	0	1	13	1	4.0
	18%	24%	29%	29%	0%		0%	0%	7%	87%	7%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	2	6	7	2	3.5	0	0	2	9	2	4.0
	0%	12%	35%	41%	12%		0%	0%	15%	69%	15%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	0	0	4	10	3	3.9	0	0	0	8	6	4.4
	0%	0%	24%	59%	18%		0%	0%	0%	57%	43%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	4	1	7	5	3.8	0	0	2	9	3	4.1
	0%	24%	6%	41%	29%		0%	0%	14%	64%	21%	
Q8. In your work do you collect or use GM/SI disaggregated information?	3	1	7	4	2	3.1	0	1	2	10	1	3.8
	18%	6%	41%	24%	12%		0%	7%	14%	71%	7%	
Q9. In your work do you plan programs/ projects following GM/SI-responsive process?	3	2	7	5	0	2.8	0	0	0	8	6	4.4
	18%	12%	41%	29%	0%		0%	0%	0%	57%	43%	
Q10. In your work do you monitor programs/ projects from GM/SI perspectives?	2	3	5	5	2	3.1	0	0	2	7	5	4.2
	12%	18%	29%	29%	12%		0%	0%	14%	50%	36%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

Table 2.14 Result of Question 1-10 at Biruwa Archale VDC in Syangja District

VDC/District	Biruwa Archale VDC in Syangja District											
Date of Survey	1 <sup>st</sup> time (June 2010)						2 <sup>nd</sup> time (May 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	1	4	8	8	2	3.3	1	0	2	10	3	3.9
	4%	17%	35%	35%	9%		6%	0%	13%	63%	19%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	1	5	9	8	0	3.0	0	2	8	4	2	3.4
	4%	22%	39%	35%	0%		0%	13%	50%	25%	13%	
Q3. Can you explain to others what GM/SI-responsive planning is?	2	4	9	6	2	3.1	0	2	7	5	2	3.4
	9%	17%	39%	26%	9%		0%	13%	44%	31%	13%	
Q4. Can you explain to others what GM/SI monitoring is?	2	5	8	7	1	3.0	0	2	5	6	2	3.5
	9%	22%	35%	30%	4%		0%	13%	33%	40%	13%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	4	6	6	7	3.7	0	1	2	7	5	4.1
	0%	17%	26%	26%	30%		0%	7%	13%	47%	33%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	0	4	6	5	8	3.7	0	0	2	4	9	4.5
	0%	17%	26%	22%	35%		0%	0%	13%	27%	60%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	1	9	7	6	3.8	0	0	2	6	7	4.3
	0%	4%	39%	30%	26%		0%	0%	13%	40%	47%	
Q8. In your work do you collect or use GM/SI disaggregated information?	2	4	10	5	2	3.0	0	0	2	7	6	4.3
	9%	17%	43%	22%	9%		0%	0%	13%	47%	40%	
Q9. In your work do you plan programs/projects following GM/SI-responsive process?	1	3	6	6	7	3.7	0	0	2	5	8	4.4
	4%	13%	26%	26%	30%		0%	0%	13%	33%	53%	
Q10. In your work do you monitor programs/projects from GM/SI perspectives?	2	2	6	8	5	3.5	1	0	3	4	7	4.1
	9%	9%	26%	35%	22%		7%	0%	20%	27%	47%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

Table 2.15 Result of Question 1-10 at Jagatradevi VDC in Syangja District

VDC/District	Jagatradevi VDC in Syangja District											
Date of Survey	1 <sup>st</sup> time (May 2010)						2 <sup>nd</sup> time (May 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	2	1	4	12	4	3.7	0	0	2	11	0	3.8
	9%	4%	17%	52%	17%		0%	0%	15%	85%	0%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	5	3	5	9	1	2.9	0	0	4	7	1	3.8
	22%	13%	22%	39%	4%		0%	0%	33%	58%	8%	
Q3. Can you explain to others what GM/SI-responsive planning is?	5	4	4	8	2	2.9	0	0	5	5	2	3.8
	22%	17%	17%	35%	9%		0%	0%	42%	42%	17%	
Q4. Can you explain to others what GM/SI monitoring is?	7	2	5	7	1	2.7	0	0	5	6	1	3.7
	32%	9%	23%	32%	5%		0%	0%	42%	50%	8%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	2	5	11	3	3.7	0	0	2	9	1	3.9
	0%	10%	24%	52%	14%		0%	0%	17%	75%	8%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	1	0	1	13	6	4.1	0	0	3	5	4	4.1
	5%	0%	5%	62%	29%		0%	0%	25%	42%	33%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	1	5	11	4	3.9	0	0	2	8	2	4.0
	0%	5%	24%	52%	19%		0%	0%	17%	67%	17%	
Q8. In your work do you collect or use GM/SI disaggregated information?	2	1	5	10	3	3.5	0	0	3	9	0	3.8
	10%	5%	24%	48%	14%		0%	0%	25%	75%	0%	
Q9. In your work do you plan programs/ projects following GM/SI-responsive process?	1	2	6	11	1	3.4	0	0	2	9	1	3.9
	5%	10%	29%	52%	5%		0%	0%	17%	75%	8%	
Q10. In your work do you monitor programs/ projects from GM/SI perspectives?	2	2	1	12	4	3.7	0	0	1	7	4	4.3
	10%	10%	5%	57%	19%		0%	0%	8%	58%	33%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

Table 2.16 Result of Question 1-10 at Pokhariya VDC in Morang District

VDC/District	Pokhariya VDC in Morang District											
Date of Survey	1 <sup>st</sup> time (August 2010)						2 <sup>nd</sup> time (April 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	1	3	3	5	4	3.5	0	0	0	6	6	4.5
	6%	19%	19%	31%	25%		0%	0%	0%	50%	50%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	1	2	2	9	2	3.6	0	2	2	3	5	3.9
	6%	13%	13%	56%	13%		0%	17%	17%	25%	42%	
Q3. Can you explain to others what GM/SI-responsive planning is?	0	4	3	5	4	3.6	0	0	2	6	4	4.2
	0%	25%	19%	31%	25%		0%	0%	17%	50%	33%	
Q4. Can you explain to others what GM/SI monitoring is?	0	4	2	8	1	3.4	2	1	0	5	4	3.7
	0%	27%	13%	53%	7%		17%	8%	0%	42%	33%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	4	5	7	0	3.2	0	0	2	4	6	4.3
	0%	25%	31%	44%	0%		0%	0%	17%	33%	50%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	0	3	2	8	3	3.7	0	0	0	3	9	4.8
	0%	19%	13%	50%	19%		0%	0%	0%	25%	75%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	4	2	5	5	3.7	0	0	5	1	6	4.1
	0%	25%	13%	31%	31%		0%	0%	42%	8%	50%	
Q8. In your work do you collect or use GM/SI disaggregated information?	0	5	3	7	1	3.3	1	1	3	3	4	3.7
	0%	31%	19%	44%	6%		8%	8%	25%	25%	33%	
Q9. In your work do you plan programs/projects following GM/SI-responsive process?	0	3	3	9	1	3.5	0	1	2	3	6	4.2
	0%	19%	19%	56%	6%		0%	8%	17%	25%	50%	
Q10. In your work do you monitor programs/projects from GM/SI perspectives?	0	4	2	8	2	3.5	1	1	4	0	6	3.8
	0%	25%	13%	50%	13%		8%	8%	33%	0%	50%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

Table 2.17 Result of Question 1-10 at Tetariya VDC in Morang District

VDC/District	Tetariya VDC in Morang District											
Date of Survey	1 <sup>st</sup> time (September 2010)						2 <sup>nd</sup> time (April 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	2	0	4	18	4	3.8	0	0	3	9	1	3.8
	7%	0%	14%	64%	14%		0%	0%	23%	69%	8%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	3	3	7	13	2	3.3	0	0	4	7	2	3.8
	11%	11%	25%	46%	7%		0%	0%	31%	54%	15%	
Q3. Can you explain to others what GM/SI-responsive planning is?	4	0	5	15	1	3.4	0	1	1	10	1	3.8
	16%	0%	20%	60%	4%		0%	8%	8%	77%	8%	
Q4. Can you explain to others what GM/SI monitoring is?	1	2	5	13	1	3.5	0	1	0	11	1	3.9
	5%	9%	23%	59%	5%		0%	8%	0%	85%	8%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	2	1	2	15	3	3.7	0	0	2	5	6	4.3
	9%	4%	9%	65%	13%		0%	0%	15%	38%	46%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	2	2	2	11	5	3.7	0	0	3	5	5	4.2
	9%	9%	9%	50%	23%		0%	0%	23%	38%	38%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	0	2	10	7	4.3	0	0	0	9	2	4.2
	0%	0%	11%	53%	37%		0%	0%	0%	82%	18%	
Q8. In your work do you collect or use GM/SI disaggregated information?	1	0	2	11	6	4.1	0	1	3	5	4	3.9
	5%	0%	10%	55%	30%		0%	8%	23%	38%	31%	
Q9. In your work do you plan programs/projects following GM/SI-responsive process?	2	1	3	8	8	3.9	0	0	2	6	5	4.2
	9%	5%	14%	36%	36%		0%	0%	15%	46%	38%	
Q10. In your work do you monitor programs/projects from GM/SI perspectives?	2	1	3	9	7	3.8	0	0	1	6	6	4.4
	9%	5%	14%	41%	32%		0%	0%	8%	46%	46%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]



Table 2.18 Result of Question 1-10 at Tandi VDC in Morang District

VDC/District	Tandi VDC in Morang District											
Date of Survey	1 <sup>st</sup> time (September 2010)						2 <sup>nd</sup> time (May 2011)					
Questions	No. and % of respondents who rated as:					Ave	No. and % of respondents who rated as:					Ave
Rating	1	2	3	4	5		1	2	3	4	5	
Q1. Can you explain to others why GM/SI is necessary in Nepal?	2	0	6	14	2	3.6	1	0	1	6	1	3.7
	8%	0%	25%	58%	8%		11%	0%	11%	67%	11%	
Q2. Can you explain to others what GM/SI appraisal and audit is?	3	2	6	12	1	3.3	0	1	2	6	0	3.6
	13%	8%	25%	50%	4%		0%	11%	22%	67%	0%	
Q3. Can you explain to others what GM/SI-responsive planning is?	6	2	4	11	1	3.0	0	0	4	5	0	3.6
	25%	8%	17%	46%	4%		0%	0%	44%	56%	0%	
Q4. Can you explain to others what GM/SI monitoring is?	6	0	5	13	0	3.0	0	1	4	3	0	3.3
	25%	0%	21%	54%	0%		0%	13%	50%	38%	0%	
Q5. Do you think you have become more aware of GSI issues in your daily work?	0	1	3	14	6	4.0	0	0	1	4	4	4.3
	0%	4%	13%	58%	25%		0%	0%	11%	44%	44%	
Q6. Do you think you have become more willing to work for GM/SI through your duties?	0	0	3	8	12	4.4	0	0	1	3	5	4.4
	0%	0%	13%	35%	52%		0%	0%	11%	33%	56%	
Q7. Do you think your agency/ organization should do more to promote GM/SI?	0	0	3	9	12	4.4	0	0	1	4	4	4.3
	0%	0%	13%	38%	50%		0%	0%	11%	44%	44%	
Q8. In your work do you collect or use GM/SI disaggregated information?	0	3	4	10	7	3.9	0	0	4	3	2	3.8
	0%	13%	17%	42%	29%		0%	0%	44%	33%	22%	
Q9. In your work do you plan programs/projects following GM/SI-responsive process?	1	0	7	8	8	3.9	0	0	2	4	3	4.1
	4%	0%	29%	33%	33%		0%	0%	22%	44%	33%	
Q10. In your work do you monitor programs/projects from GM/SI perspectives?	1	0	4	11	8	4.0	0	0	2	5	2	4.0
	4%	0%	17%	46%	33%		0%	0%	22%	56%	22%	

Rating: 1 [No, not at all], 2 [No], 3 [Hard to say], 4 [Yes], 5 [Yes, very much]

In addition, GeMSIP also observed changes in GM/SI-related personal understanding and

attitude of concerned persons. Following are the numbers of respondents who took the survey twice and were available for comparative analysis. The results of survey are shown in Appendix 5.

Table 2.19 Number of respondent for comparative analysis of personal change

District/VDC	No.	District/VDC	No.	Total No. in two Districts
Syangja District	12	Morang District	8	20
Phedikhola VDC	9	Pokhariya VDC	12	Total No. in six VDCs
Biruwa Archale VDC	14	Tetariya VDC	10	63
Jagatraevi VDC	11	Tandi VDC	7	Grand total No.
Total No in Syangja	46	Total No in Morang	37	83

## 2.2.2 Output 2: P Persons concerned are able to carry out “GM/SI Appraisal” and “GM/SI Audit”

(1) Indicator 2-1: Participatory GM/SI appraisal and audit are carried out by DDC, WDO, and pilot VDCs/municipalities in the targeted districts by the end of the Project.

GeMSIP organized GM/SI Appraisal & Audit Training at two targeted districts and six pilot VDCs. During the training the participants conducted GM/SI Appraisal & Audit as an exercise. After the training only Syangja DDC implemented GM/SI Appraisal & Audit supported by LGCDP. The other DDC and VDCs have not conducted it till now. They realize they need follow-up from GeMSIP. GeMSIP will continue consultation with concerned persons about how GeMSIP should get engaged.

## 2.2.3 Output 3: Persons concerned are able to formulate GM/SI-responsive development Plans

(1) Indicator 3-1: GM/SI-responsive projects are implemented in 20 VDCs and all municipalities (two in Syangja and one in Morang).

Three VDCs each in the two pilot districts, Syangja and Morang, were selected as pilot VDCs according to the approach of GeMSIP. The selection process and criteria were described in “GeMSIP Assignment Completion Report Year 2”. The six Pilot VDCs have started to implement GESI-responsive planning and projects through GeMSIP Pilot Project.

The number of pilot local bodies will increase following the implementation schedule that was agreed at the 2nd JCC meeting held on November 16, 2009. In addition, both districts started to disseminate the GeMSIP approach to other VDCs and introduce it to members of APM. Given this progress, this target might be achieved by the end of GeMSIP.

Table 2.20 The number of Pilot VDCs and Municipalities

Year	Syangja District	Morang District	Total
Year 3 (2010/11)	3 VDCs	3 VDCs	6 VDCs
Year 4 (2011/12)	3 + 2 VDCs and 1 Municipality	3 + 3 VDCs	6 + 5 VDCs and 1 Municipality
Year 5 (2012/13)	3 + 2 + 5 VDCs and 1 + 1 Municipalities	3 + 3 + 4 VDCs and 1 Municipality	6 + 5 + 9 VDCs and 1+2 Municipalities
Total	10 VDCs and 2 Municipalities	10 VDCs and 1 Municipality	20 VDCs and 3 Municipalities

#### **2.2.4 Output 4: Persons concerned are able to periodically carry out “GM/SI Monitoring”**

GeMSIP conducted GM/SI Monitoring Training at two targeted districts and 6 pilot VDCs during the period from March to May 2011. However, GM/SI Monitoring has not been implemented in a full scale yet in any of the targeted districts and six Pilot VDCs. Nevertheless, after the training, the members of GeMSIP/VDC IPC and GESI IC have started GM/SI Monitoring on the GeMSIP sub-projects supported by GeMSIP.

#### **2.2.5 Output 5: “GM/SI-responsive practical operational manuals for local bodies and WDO” are developed in the two districts**

As mentioned earlier in Section 2.2.1, GeMSIP has developed resource materials for GM/SI training and GM/SI implementation in targeted districts and Pilot VDCs. Based on these materials GeMSIP will prepare “GM/SI-responsive practical operational manuals for local bodies and WDO” in the fifth Year of GeMSIP.

It is worth noting that Syangja DDC embarked on development of its own GM/SI Operational Guidelines with a strong initiative by LDO. GeMSIP was requested to provide technical support for the preparation by DDC and has been cooperating with DDC continuously.

#### **2.2.6 Output 6: Dissemination strategies of “GM/SI-responsive practical operational manuals for local bodies and WDO” to other districts are developed**

GeMSIP will organize study meetings on the dissemination of “GM/SI operational manual” at the central level and support to develop national strategy of dissemination in the third Year of GeMSIP.

#### **2.2.7 Output 7: Function of GM/SI-related coordination committees are enhanced and networking is strengthened at the central level.**

GeMSIP has made efforts to have meetings with GM/SI-related organizations to foster and strengthen their network and to enhance their functions. There are three major activities in

this regard.

One is to hold a Policy Seminar in Kathmandu in March 2010. There were around 100 participants including members of Constituent Assembly, high-level officers of MoLD and MoWCSW, Gender Focal Persons from sector ministries, LDOs, WDOs and other concerned persons of Syangja and Morang Districts, representatives of GM/SI-related organizations and NGOs, and Development Partners. At the Policy Seminar, GeMSIP was formally introduced to the participants and information and opinions related to GM/SI from Nepal, Japan, and other countries were exchanged and shared. Second is participation in meetings related to GM/SI such as GESI Thematic Meeting of MoLD/LGCDP and SIAG Meeting. Third is coordination with GM/SI-related Development Partners and their programs. Some further information was recorded in the “GeMSIP Assignment Completion Reports”, Year 1 and Year 2.

### **2.3 Wrap-up of the Progress Status of GeMSIP**

Progress and achievement of GeMSIP were presented and reviewed at the Internal Mid-term Review Workshops. In the Workshop at districts, LDO made a presentation on the progress and achievement of GeMSIP in respective districts. In Kathmandu, GeMSIP JICA Expert reported overall progress and achievement of GeMSIP. Throughout the Workshops, the participants actively discussed the agenda and recognized that the progress and achievement status of GeMSIP was on the right track until now.

### **3. SELF-ASSESSMENT FROM FIVE ASPECTS**

#### **- Relevance, Effectiveness, Efficiency, Impact and Sustainability -**

GeMSIP was assessed during the Internal Review Workshop in Morang, Syangja, and Kathmandu by using five criteria, namely, relevance, effectiveness, efficiency, impact, and sustainability. The participants of the Workshop at the district level were the members of GESI IC and at the central level were the core members of PMC (Appendix-4). The participants of the district Workshops in both districts were divided into four groups. Firstly each group separately discussed and rated GeMSIP based on some predetermined questions (see Appendix-6) and then presented its evaluation result and the reason in a plenary session. At the central level the participants discussed and assessed GeMSIP in a plenary session only.

Further feedback of self-assessment was obtained from counterparts when GeMSIP asked them to give comments on this report in early August 2011.

Following is a summary of the evaluation results and their reasons including additional comments.

#### **A. Relevance:**

The objective of GeMSIP is still relevant. There has not been expected change in Government policy and in the needs of socially excluded.

Main reasons are:

- The GoN has prioritized GESI in the national policy (TYIP) and Interim Constitution 2007.
- Policy and guidelines related to GESI have been developed and implemented at national to local level.
- GESI Section has been established in MoLD.

#### **B. Effectiveness:**

GeMSIP has been undertaken effectively because its planned activities are mostly progressing as scheduled. In addition GoN and other stakeholders have arranged policy and responsibility of local government so that they can facilitate GeMSIP. However, there is one comment that it is hard to meet the target in all VDCs and municipalities in the two targeted districts.

#### **C. Efficiency:**

The activities and outputs of GeMSIP are in line with the government's objective and policy. GeMSIP has been effective to achieve its project purpose by producing proper outputs, but it has been less effective with respect to developing GM/SI understanding and positive attitude, which requires further intervention. Development of the monitoring and



evaluation system and information sharing has also been effective.

#### D. Impact:

GeMSIP has produced some positive impacts as below.

- Formation of ward committee, IPC and GESI IC as per GoN's GESI policy, and GM/SI orientation for them.
- The targeted groups have become aware and sensitized and they are actively involved in the planning process.
- Capacity of women, dalit and excluded groups has developed through democratic practice in project selection.
- Development of local-level planning
- Demand for the program has been raised in non-GeMSIP VDCs.
- GM/SI orientation for APM has been conducted in Morang District.
- Syangja DDC has replicated GeMSIP approach in 15 VDCs where LGCDP is under implementation. VDC IPC was formed and oriented about GESI policy and VDC Grant Guideline to all members of them.
- Inter Party Women Network Coordination Committee were formed in all 60 VDCs and oriented about GESI and VDC earmark budget in Syangja District.
- Disability Network Coordination Committee was formed in 18 VDCs and oriented basic concept of disability in Syangja District.
- Ward Committee and IPC are able to know the different methods of prioritization of plan, selection and different technique and tools of the monitoring and materialization of equal participation in decision making.
- As a result of developed capacity of community, it has been realized that the planning process (planning, disbursement of budget and monitoring) of VDC has become easier.

These impacts were brought by collective contributions of GeMSIP, counterparts at local and central levels and the other concerned parties.

In contrast GeMSIP has not produced any negative impact with the exception of high expectation for GeMSIP.

#### E. Sustainability:

It was expected that GoN would continue the policy related to GESI after the completion of

GeMSIP and a foundation necessary to sustain this mechanism has been developed. At the same time, it was pointed out that to promote GM/SI in Nepal in a sustained manner, continuous human resource development, institutional strengthening, and dissemination strategy were necessary.

## 4 RECOMMENDATIONS AND SUGGESTIONS

Throughout the Progress Review and Internal Mid-term Review Workshop, the participants actively discussed lessons and gave suggestions to GeMSIP. Further feedback was obtained from counterparts when GeMSIP asked them to give comments on this report in early August 2011.

Comments and suggestions raised by the workshop participants are summarized as follows.

### 4.1 Recommendation and Suggestions from the Counterparts

#### *Institutionalization*

- The planning process of GeMSIP Pilot Project should go together with the Nepal Government's Local Bodies' VDC level planning process to introduce and adopt GM/SI spirit in the overall planning, implementing and monitoring processes with strengthening effective participation and coordination of DDC, WCO, sector offices, development partners and the other concerned development actors.
- Village Council and APM members should also be involved in GeMSIP and sensitized well so that planning process of GeMSIP and VDC can go together.
- GeMSIP should move ahead implementing its activities ensuring institutional strengthen of GMSI
- GeMSIP should focus on institutionalizing every aspect of project cycle; plan, do, check.
- In order to increase meaningful participation of women, Dalit, and poor, GeMSIP should facilitate APM member, who represent Village, Municipality, District Council and other Committees, making them gender responsive and inclusion sensitive.
- GeMSIP should facilitate existing rule and regulation making gender friendly.
- From the point of view of sustainability, GeMSIP should develop the manpower that is able to handle the activities after the handover of GeMSIP.
- GeMSIP should facilitate GeMSIP approach and concept internalizing in all sectoral offices.
- GeMSIP should have exit strategy.
- GeMSIP should facilitate the trend of joint monitoring system institutionalizing.
- GeMSIP should support implementation of Gender Audit in sectoral offices and VDC.
- Review of GESI IC activities should be conducted.

### *Coordination*

- The planning process and monitoring of VDC and planning process of sectoral offices (line agencies) should be coordinated so that User Groups can submit proposals for development projects to sectoral offices as well.
- Proper policy guidance from district level to VDC level is necessary in order to adopt GeMSIP planning policy process.

### *Dissemination Strategy of GeMSIP (GM/SI)*

- Timely field visits to GeMSIP pilot Districts/VDCs by concerned officials and stakeholders of policy and decision making level of central should be continued for direct observation of gender responsive and socially inclusive implementation and achievement of project activities in order to promote GESI by providing timely and required feedback
- GeMSIP's learning should be shared by ministries and departments at central level.
- For having spillover effects with developing understanding and replication of GM/SI mechanism, GeMSIP and GM/SI orientation and sharing with DDCs and WCOs as well as concerned stakeholders of sub-pilot districts is highly necessary.
- The LDOs, WDOs, VDC secretaries and all GESI related concerned stakeholders of the GeMSIP Pilot Districts should share the GeMSIP approach, mechanism and achievements in the meeting of LDOs, WDOs, VDC secretaries and the other concerned stakeholders at monthly meeting.
- GeMSIP approach should be piloted in all sectoral offices.
- GeMSIP should facilitate education policy, curriculum and activities making gender friendly and inclusive.
- GeMSIP should facilitate community people taking initiative and ownership by enhancing their capacity.
- Effective participation of targeted groups of socially excluded and disadvantaged populations; Dalit, Women, A/J, OBC, PWD, children and youth, should be ensured.
- Appropriate information and awareness should be provided to all concerned stakeholders as there are still many of them who are not even aware of GESI Policy.
- Technical support to other VDCs adjoining GeMSIP pilot VDCs should be expanded in order to enhance their capacity in GESI responsive planning process and

implementation.

#### *Capacity Development and awareness*

- Field visit by higher-rank officials from central level to GeMSIP pilot districts/VDCs should be continued.
- GESI orientation for APM members and various agencies is necessary.
- Exposure visit (national, international, Syangja to Morang and *vice versa*, and so on) of concerned persons is effective for further understanding on GMSI.
- For increase GMSI awareness GeMSIP should organize campaign like DDC has started like open defecation free campaign.
- GeMSIP Facilitators should be more gender responsive and socially inclusive while GeMSIP organizes awareness programme.

#### **4.2 Reflection about the Next Step of GeMSIP**

Based on the findings of the internal mid-term review, GeMSIP may need to consider how to improve the project activities and coordination. Several points are as below.

- A meeting to develop the dissemination strategy of GeMSIP/GM/SI mechanism will be held in the 3<sup>rd</sup> Year of GeMSIP.
- The planning process of GeMSIP Pilot Project will follow the official planning process of VDC as much as possible.
- GeMSIP will involve sectoral offices, APM members and the other concerned stakeholders in the activities of GeMSIP.
- GeMSIP will support DDC and WDO to strengthen coordination with sectoral offices.



## Appendix-1 Project Design Matrix (PDM) (version 2)

Updated on 19 December 2010 revised by the 3<sup>th</sup> JCC

**Project Name:** Gender Mainstreaming and Social Inclusion Project (GeMSIP) in Nepal

**Duration of the Project:** January 2009 to January 2014 (5 years)

**Target Area:** National Level, Syangja Dist. and Morang Dist.

**Responsible Agencies:** MoLD, MoWCSW/DWD and JICA

**Implementing Agencies:** MoLD, MoWCSW, DWD, DDC, WDO, Municipality, VDC and GM/SI related Coordinating Committees, Line ministries concerned at the national and district levels

**Target Group:** Women and socially excluded groups

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumptions
<b>Super Goal</b> Quality of life of women and socially excluded groups is improved in Nepal.		District Gender Empowerment Measures, District Gender Development Indicators, District Social Inclusion Indicators and household surveys etc.	
<b>Overall Goal</b> GM/SI responsive programs are developed and implemented in Nepal.	GM/SI responsive programs are implemented in selected districts after the completion of project.	MOF Red book DDC plan & annual report	Priority of GM/SI policy in Nepal is not changed. Outcome of the project is fully internalized by the government of Nepal after the completion of project.
<b>Project Purpose</b> GM/SI responsive programs are implemented at the national level and two targeted districts (Syangja and Morang).	1. Existing national GM/SI-related strategies and guidelines will be reviewed based on the results of the Project by the end of the Project. 2. The proportion of GM/SI responsive programs/projects and budget is increased at the two targeted districts by the end of the Project. 3. The proportion of women and socially	MOF Red book DDC plan & annual report  MOF Red book  Rural Progress Report of	GM/SI practical operation manuals developed by the Project are authorized with necessary revisions and disseminated to other districts as planned on dissemination strategies by the government of Nepal.

	excluded groups directly benefiting from all development projects/programs is increased in the pilot VDCs/Municipalities by the end of the Project.	Line Ministries (MIS)	
<b>Outputs</b> GM/SI responsive mechanism* is developed through the institutional capacity enhancement at the national government and two targeted districts.			95% of trained personnel are utilized at GM/SI related responsibility.
0. Project Management is implemented to the Project appropriately.	0-1. Monitoring and evaluation system for Objectively Verifiable Indicators is implemented to the Project by the first six months of the Project.	Project monitoring records	
1. GM/SI understanding of persons concerned of VDC, Municipality, WDO and DDC in collaboration with GM/SI related Coordinating Committees in the two districts, DWD, MoLD, MoWCSW and GFP/SIFP at the national level are enhanced through trainings.	1-1. A total of 106 key personnel** are trained as resource persons in GM/SI within three years of the Project.	Project monitoring records	
2. DDC, WDO, Municipality, VDC and other members of GMCC and GESI Implementation Coordination Committee in the targeted two districts are able to carry out “GM/SI Appraisal” on development plans and “GM/SI Audit” on budget of implementing plans in accordance with GM/SI related guidelines.	1-2. At least 3 types of resource materials on GM/SI*** are developed within three years at the central level.	Project monitoring records	
	1-3. Average total scores of respondents of GeMSIP annual survey of persons concerned**** improve over the years of the Project.	GeMSIP annual survey results	
3. DDC, WDO, Municipality, VDC and other members of GMCC and GESI Implementation Coordination Committee in the targeted two districts are able to formulate GM/SI responsive development plans in accordance with GM/SI guidelines.	2-1. Participatory GM/SI appraisal/audit are carried out by DDC, WDO, and pilot VDCs/municipalities in the target districts by the end of the Project.	Project monitoring records	

<p>4. “GM/SI Monitoring team” consisting of DDC, WDO, Municipality, VDC and GMCC and GESI Implementation Coordination Committee members in the targeted two districts are able to periodically carry out “GM/SI Monitoring” on implementing plans and projects.</p>	<p>3-1. GM/SI responsive projects are implemented in 20 VDCs and all municipalities (two in Syangja and one in Morang) .</p>	<p>Project monitoring records</p>	
<p>5. “GM/SI responsive practical operational manuals for local bodies (LBs) and WDO” are developed in the two districts based on processes, practices and lessons gained by the Project.</p>	<p>4-1. GMCC and GESI Implementation Coordination Committee monitor and evaluate DDC level development process and impacts from GM/SI perspectives at the two target districts periodically.</p>	<p>Project monitoring records</p>	
<p>6. Dissemination strategies of “GM/SI practical operational manuals for LBs and WDO” to other districts are developed jointly by MoLD, MoWCSW, DWD and GFP/SIFP at the national level.</p>	<p>4-2. VDC/Municipality monitoring and evaluation team monitors and evaluates VDC/Municipality level development process and impacts from GM/SI perspectives at the pilot VDCs/ Municipalities periodically.</p>	<p>Project monitoring records</p>	
<p>7. Function of GM/SI related coordinating committees are enhanced and networking is strengthened at the central level.</p>	<p>5-1. The operational manual is prepared and implemented by local bodies and WDO in each of the two target districts by the end of the Project.</p>	<p>Operational manual</p>	
	<p>5-2. In the two target districts, DDC, GMCC and GESI Implementation Coordination Committee, WDO, Pilot VDCs, Pilot Municipalities and other line agencies utilize GM/SI operational manual developed by the Project by the end of the Project.</p>	<p>Project monitoring records</p>	
	<p>6-1. Dissemination strategies of “GM/SI practical operational manuals for LBs</p>	<p>GM/SI strategy paper</p>	

	and WDO” are developed by the end of the Project.		
	7-1. GM/SI related Coordination Committees’ meetings are regularly held at the central level. 7-2. GeMSIP experiences are shared in the GM/SI related Coordination Committees.	Each meeting record Action plans of GMCC, SICC and GFP meeting	
<b>Activities</b>  0-1. Conduct baseline survey on the all Objectively Verifiable Indicators of PDM. 0-2. Conduct one day PCM WS to formulate OVI Monitoring System (PCM method) of the Project. 0-3. Carry out OVI Monitoring regularly.  1-1. Conduct baseline assessment for the GM/SI understanding. 1-2. Formulate training plan based on the result of assessment (trainees, curriculum, resource persons, etc.). 1-3. Conduct Training of Trainers. 1-4. Conduct GM/SI basic training. 1-5. Conduct refresher training. 1-6. Develop “GM/SI basic training module”.  2-1. Review all the exiting GM/SI guidelines.	<b>Japan side</b>  1. Dispatch of Japanese Experts (1) Chief Technical Advisor (2) Gender Mainstreaming Expert (3) Social Inclusion Expert (4) Local level planning, Monitoring and Evaluation Expert Capacity development/Training Expert (6) Financial and Administrative Expert  2. Training in-country, in third countries and in Japan 3. Provision of Equipment 4. Local cost	<b>Input</b> <b>Nepal side</b>  1. Assignment of counter personnel of MoLD, MoWCSW, DWD at the national level and DDC, WDO in Syangja and Morang districts at the local level 2. Project office, facilities (5) /equipment 3.Necessary budget	Security level at two targeted districts are not deteriorated severely.

<p>2-2. Hold a series of meetings to study “GM/SI appraisal” and “GM/SI audit” based on GM/SI related guidelines.</p> <p>2-3. Conduct baseline survey for the analysis of implementing situations of GM/SI appraisal and GM/SI audit.</p> <p>2-4. Formulate the implementing plan for GM/SI appraisal and GM/SI audit.</p> <p>2-5. Develop indicators for GM/SI appraisal and GM/SI audit at the district level.</p> <p>2-6. Organize implementing body for GM/SI appraisal and GM/SI audit in each district.</p> <p>2-7. Conduct GM/SI appraisal on district development plans.</p> <p>2-8. Conduct GM/SI audit on district development budgets.</p> <p>2-9. Modify implementing procedure of GM/SI appraisal and GM/SI audit.</p> <p>3-1. Hold a series of meetings to study “GM/SI planning process” based on GM/SI related guidelines.</p> <p>3-2. Form “GM/SI planning promotion team” in the targeted two districts.</p> <p>3-3. Conduct training on GM/SI responsive project planning (such as SWOT, PCM, etc.) for local bodies, WDO and concerned organizations.</p> <p>3-4. Program GM/SI responsive planning steps based on GM/SI related guidelines according to each district GM/SI situations.</p> <p>3-5. Conduct GM/SI planning trainings for village women, men, socially excluded groups.</p> <p>3-6. Formulate development plans in accordance with the steps.</p>		<p><b>Pre-Conditions</b></p>
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<p>3-7. Implement community based GM/SI responsive projects and feed back to the GM/SI planning.</p> <p>4-1. Conduct baseline survey for the analysis of implementing situations of GM/SI Monitoring.</p> <p>4-2. Formulate the implementing plan for GM/SI Monitoring based on the result of survey.</p> <p>4-3. Form “GM/SI Promotion Monitoring team”.</p> <p>4-4. Develop a checklist and monitoring plans for GM/SI Promotion Monitoring at the district level.</p> <p>4-5. Conduct orientation meetings for GM/SI Promotion Monitoring in the districts.</p> <p>4-6. Conduct GM/SI Promotion Monitoring based on the above plan.</p> <p>4-7. Revise the checklist based on the monitoring activities.</p> <p>4-8. Implement regular monitoring system.</p> <p>5-1. Form a team to develop “GM/SI practical operation manuals for LBs and WDO” in each district</p> <p>5-2. Record the process on Output 1 ~ 4 of the project to develop the manuals</p> <p>5-3. Support DDC/VDC to produce GM/SI profiles based on the collected information and surveys</p> <p>5-4. Develop the manuals</p> <p>5-5. Hold consultation workshops in each district.</p> <p>6-1. Study on “GM/SI practical operation manuals for LBs and WDO” of each district at the national level (meetings and field trips).</p>		
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<p>6-2. Develop the dissemination strategies of the manuals to other districts.</p> <p>6-3. Suggest the GM/SI strategies to LGCDP and other related organizations.</p> <p>6-4. Identify necessary skills for dissemination of manuals.</p> <p>6-5. Conduct skill trainings on related personnel at the national level for dissemination.</p> <p>6-6. Launch the dissemination activities by GoN.</p> <p>7-1. Assess the GM/SI promotion situation and capacity of the members of GM/SI related meetings (GFP Joint Meeting and etc.) at the national level.</p> <p>7-2. Review on the function and roles of GM/SI related meetings and develop an action plan to activate and coordinate.</p> <p>7-3. Implement the action plan by GM/SI related meetings.</p>		
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\* Mechanism – Institutionalized GM/SI responsive planning, implementing and M/E cycle and appraisal/audit of program/projects in national and local governments, which is established through Output 2 – Output 7 as below.

\*\* 106 key personnel are as follows: Central level (48): MoLD + LDTA (10) MoWCSW (5), DWD (5), GFP (28); Morang (29): DDC (5), WDO (3), GM/SI CC (5), VDC (10), Line agencies (6); Syangja (29): DDC (5), WDO (3), GM/SI CC (5), VDC (10), Line agencies (6).

\*\*\* Resource materials include 1) GM/SI basic training modules, 2) GM/SI appraisal and audit guidelines, 3) GM/SI-responsive planning manual, and 4) GM/SI monitoring checklist.

\*\*\*\* Respondents of GeMSIP annual survey are: Central level: participants of GM/SI basic training and refresher training; District level: all members of GM/SI Coordination Committee (Syangja) and GeMSIP Working Group (Morang); VDC level: all members of VDC-level organization for GeMSIP pilot project and all Facilitators.

## **Appendix-2 Member List of Discussion on the PDM Revision**

Mr. Babu Ram Gautam, Under Secretary, MoLD  
Mr. Gaja Bdr Rana, Under Secretary, MoWCSW  
Mr. Keshav Prasad Regmi, Director, DWD  
Ms. Manamaya Bhattarai, DWD  
Ms. Ako Muto, Director, Gender Equality Division, JICA HQs  
Ms. Yumiko Tanaka, Senior Advisor, JICA HQs  
Ms. Miwa Hiasa, JICA Nepal Office  
Ms. Laxmi Konwar, JICA Nepal Office  
Ms. Toshiko Hamano, JICA Expert Team for GeMSIP  
Mr. Norimichi Toyomane, JICA Expert Team for GeMSIP  
Ms. Masami Watanabe, JICA Expert Team for GeMSIP  
Mr. Yoshio Aizawa, JICA Expert Team for GeMSIP

## Appendix-3 Member List of Internal Mid-term Review Workshop

### Participant of Workshop in Kathmandu (April 26, 2011)

Mr. Shiva Bahadur Rayamajhi, Joint Secretary, MoLD  
 Mr. Dewakar Devkota, Director General, DWC  
 Mr. Keshav Regmi, Director, DWC  
 Ms. Sudha Neupane, Chief, GESI Section, MoLD  
 Ms. Manamaya Bhattarai, DWC  
 Ms Yoko Komatsubara, JICA Expert for GeMSIP  
 Ms. Michiko Tsurumine, JICA Expert for GeMSIP  
 Mr. Shankar Paudyal, National Project Officer, JICA/GeMSIP  
 Mr. Tej Sunar, National Project Officer, JICA/GeMSIP  
 Ms. Sujana Ghimire, Administration Officer, JICA/GeMSIP

### Participant of Workshop in Morang District (March 23, 2011)

SN	Name of respondent	M/F (1 for male and 2 for female)	Organization	Designation
1	Manju Lohani	2	Women and Children Office	Supervisor
2	Asha Pradhan	2	District Agriculture Development Office	PO
3	Anita Subba	2	District Public Health Office	
4	Chanda Khatun	2	All-Aamana Muslim women Nepal	Chairperson
5	Shova Sapkota	2	Women Development Association	member
6	Bishnu P Ojha	1	Pokhariya VDC	VDC Secretary
7	Laxmi P Dhimal	1	DDC Morang	Social Mobilization Officer
8	Kamal Guragai	1	Tandi VDC	VDC Secretary
9	Devraj Chaudhari	1	Adibasi Janajati federation Nepal	Chairperson
10	Parba Sapkota	1		
11	Lila raj Limbu	1	LGCDP	District Facilitator
12	Krishna Nepali	1	Dalit Upliftment Coordination Committee	Member
13	Lila Ram Bastola	1	Tetariya VDC	VDC Secretary
14	Mukunda Upadhyaya	1	Biratnagar sub metropolitan city	Section Officer
15	Susila Karki	2	Nari Bikas Sang	President
16	Rabi Shankar Kamat	1	OBC	District chairperson
17	Bhogindra Khadka	1	National PWD Federation	Member
18	Durga Bhandari Baral	2	Women and Children Office	Women Development Officer

**Participant of Workshop in Syangja District (March 28, 2011)**

SN	Name of respondent	M/F (1 for male and 2 for female)	Organization	Designation
1	Meera Sherchan	2	Women and Children Office, Syangja	Women Development Officer
2	Ramji P Baral	1	DDC	LDO
3	Srijana Lamichhane	2	DDC	Account officer, GESI Focal person
4	Thagi Kumari Khanal	2	Women and Children Office, Syangja	Senior Women Worker
5	Dhan P Koirala	1	DDC	Section Officer
6	Bikram Shrestha	1	LGCDP	District Facilitator
7	Bijaya Raj Badhu	1	District Education Office	School supervisor(GFP)
8	Nilkumari	2	Muslim Community	Representative
9	Bishnu P Pokharel	1	District soil conservation office	Assistant officer, Soil conservation
10	Nawaraj Bhandari	1	District Agricultural Development Office	Officer
11	Jagadish Regmi	1	District forest office	Assistant forest officer
12	Jagu Basyal	1	Statistic Office	Statistic Officer
13	Tulshiram Neupane	1	District child network	Treasurer
14	Khadga Bdr Darji	1	District Dalit upliftment	vice-chairperson
15	Hari P Poudel	1	Biruwa Archale VDC	VDC Secretary
16	Ram P Bhattarai	1	Cottage Development Committee	Senior Teacher
17	Ram Chandra Sharma Gautar	1	NGO Federation	Chairperson
18	Thaneshwor Aryal	1	District Technical Office	Non gadgeted first class
19	Thanapati Neupane	1	DDC	Social Development Officer
20	Girija Kafle	2	LGCDP	ADF
21	Rajeshwori Acharya	2	Drinking Water and Sanitation office	Drinking water technician
22	Basanti Devi Silwal	2		Non gadgeted first class
23	Dhanmaya Biswakarma	2	Dalit NGO Federation	Member
24	Raman Giri	1	Jagatradevi VDC	VDC Secretary
25	Shreeram Acharya	1	Fedikhola VDC	VDC Secretary

## Appendix-4 Program of Internal Mid-term Review Workshop

### GeMSIP: Internal Mid-term Evaluation Workshop

Time	Agenda	Responsible Person
10:30-10:35	Opening	Co-Chairperson of PMC, LDO/WDO
10:35-10:40	Objective of the Workshop	GeMSIP JICA Expert
10:40-	Internal Mid-term Review (1) Progress Review of GeMSIP <ul style="list-style-type: none"> <li>Review project design of GeMSIP</li> <li>Review progress and achievement of the GeMSIP</li> <li>Open floor (comments/feedbacks from the participants)</li> </ul>	GeMSIP Counterparts GeMSIP Project Officers/GeMSIP JICA Expert
	(2) Evaluation from five criteria <ul style="list-style-type: none"> <li>Evaluation from relevance, efficiency, effectiveness and impact, and Sharing of preliminary finding of questionnaire survey on evaluation</li> </ul>	GeMSIP Counterparts GeMSIP Project Officers
	(3) Lesson learnt and Recommendation <ul style="list-style-type: none"> <li>Obtain lesson learnt and recommendations, and Reflection to the next step</li> </ul>	GeMSIP Counterparts GeMSIP Project Officers
12:25-12:30	Closing	GeMSIP JICA Expert Co-Chairperson of PMC, LDO/WDO



## Appendix-5 Result of Annural Survey by Individual Person

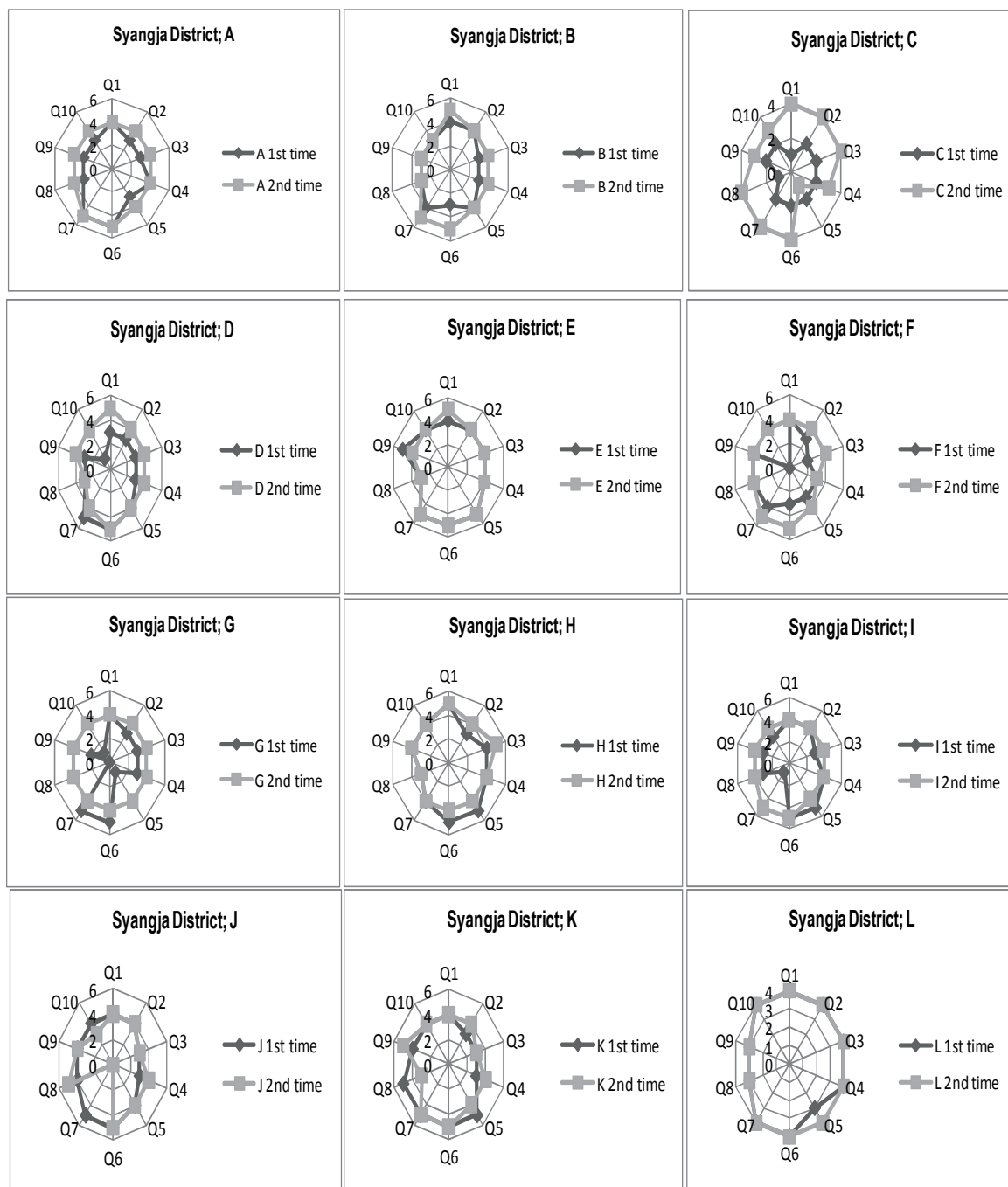


Figure A.1 Result of Survey of Personal Change at Syangja District

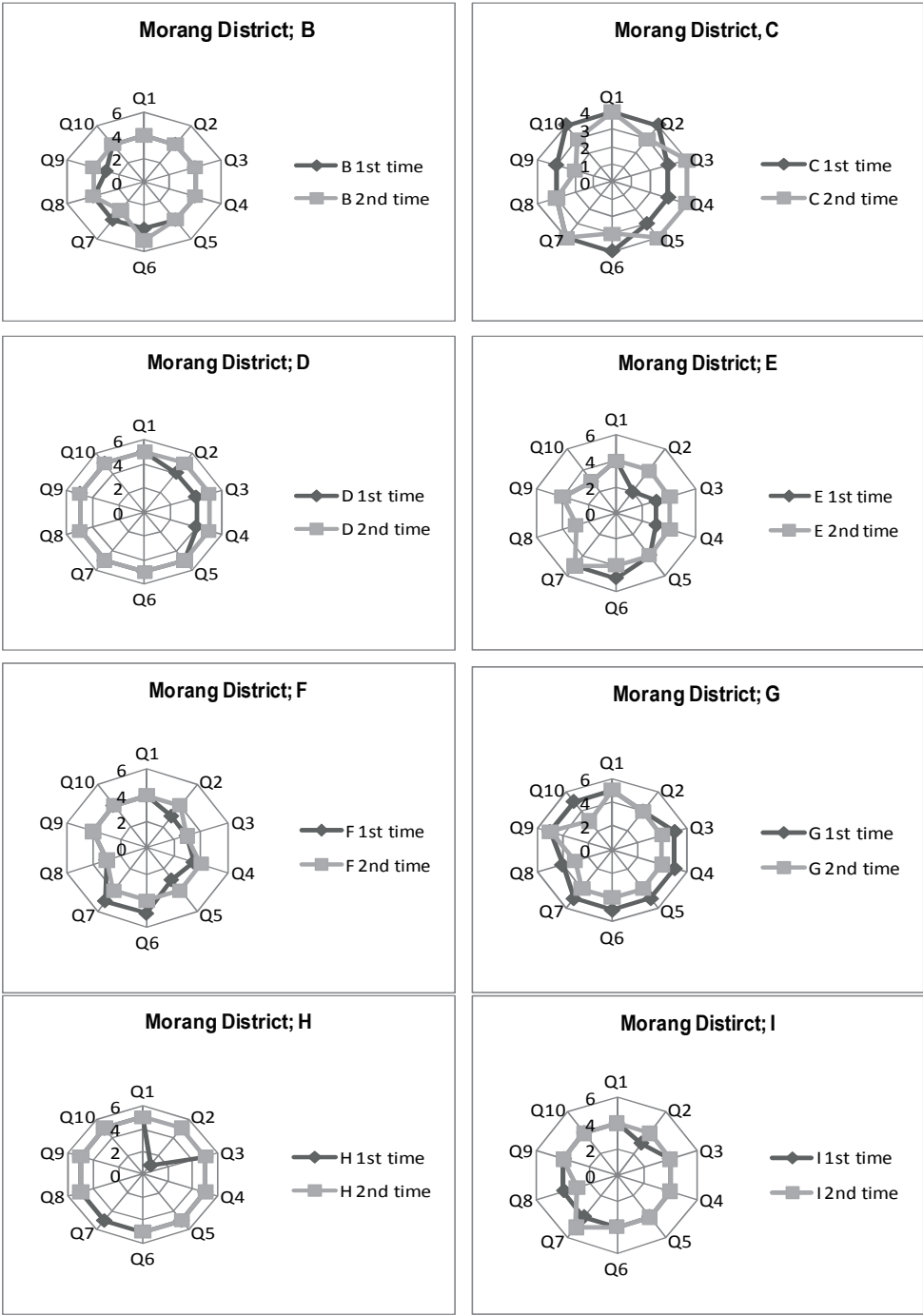


Figure A.2 Result of Survey of Personal Change at Morang District

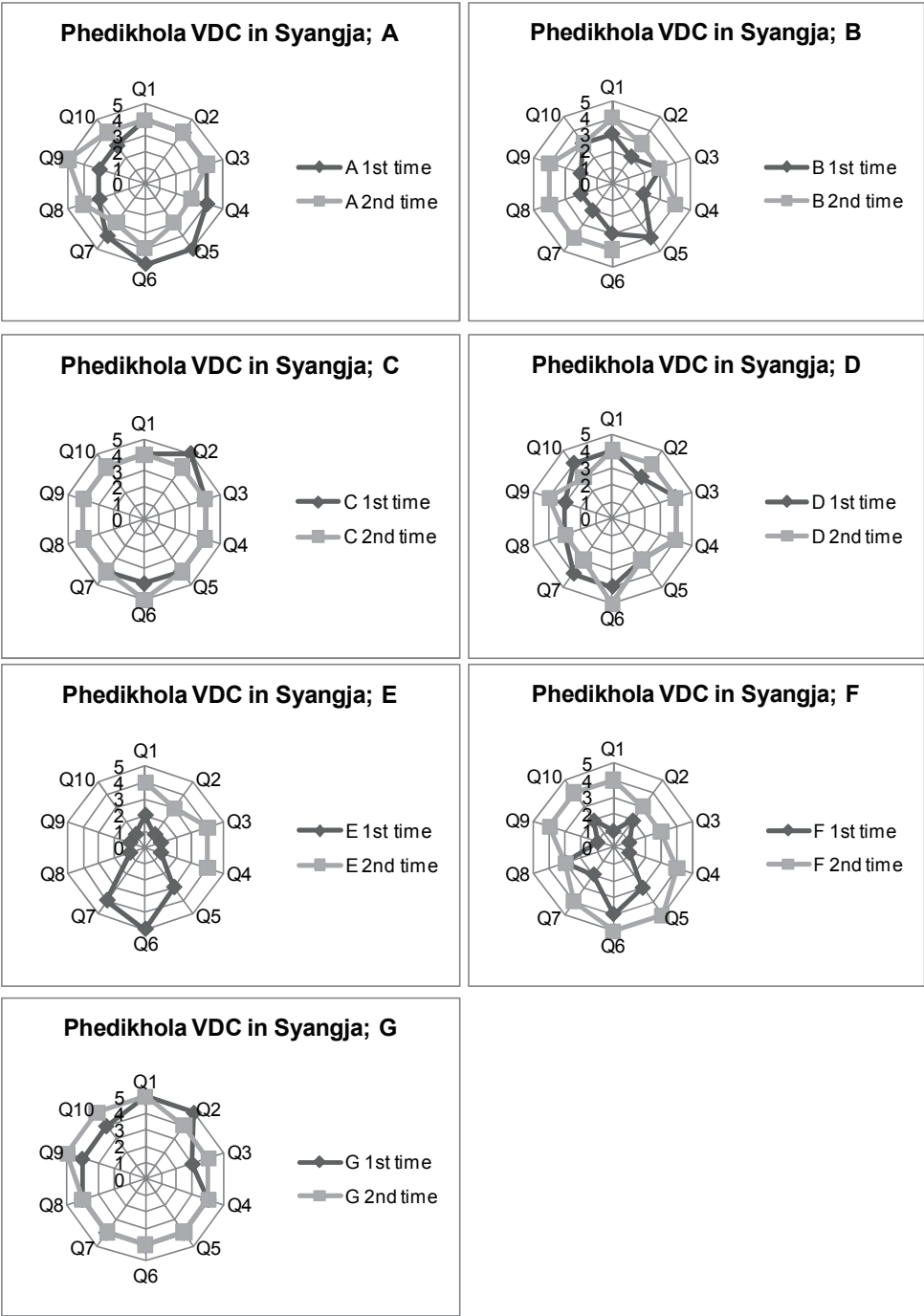


Figure A.3 Result of Survey of Personal Change at Phedikhola in Syangja

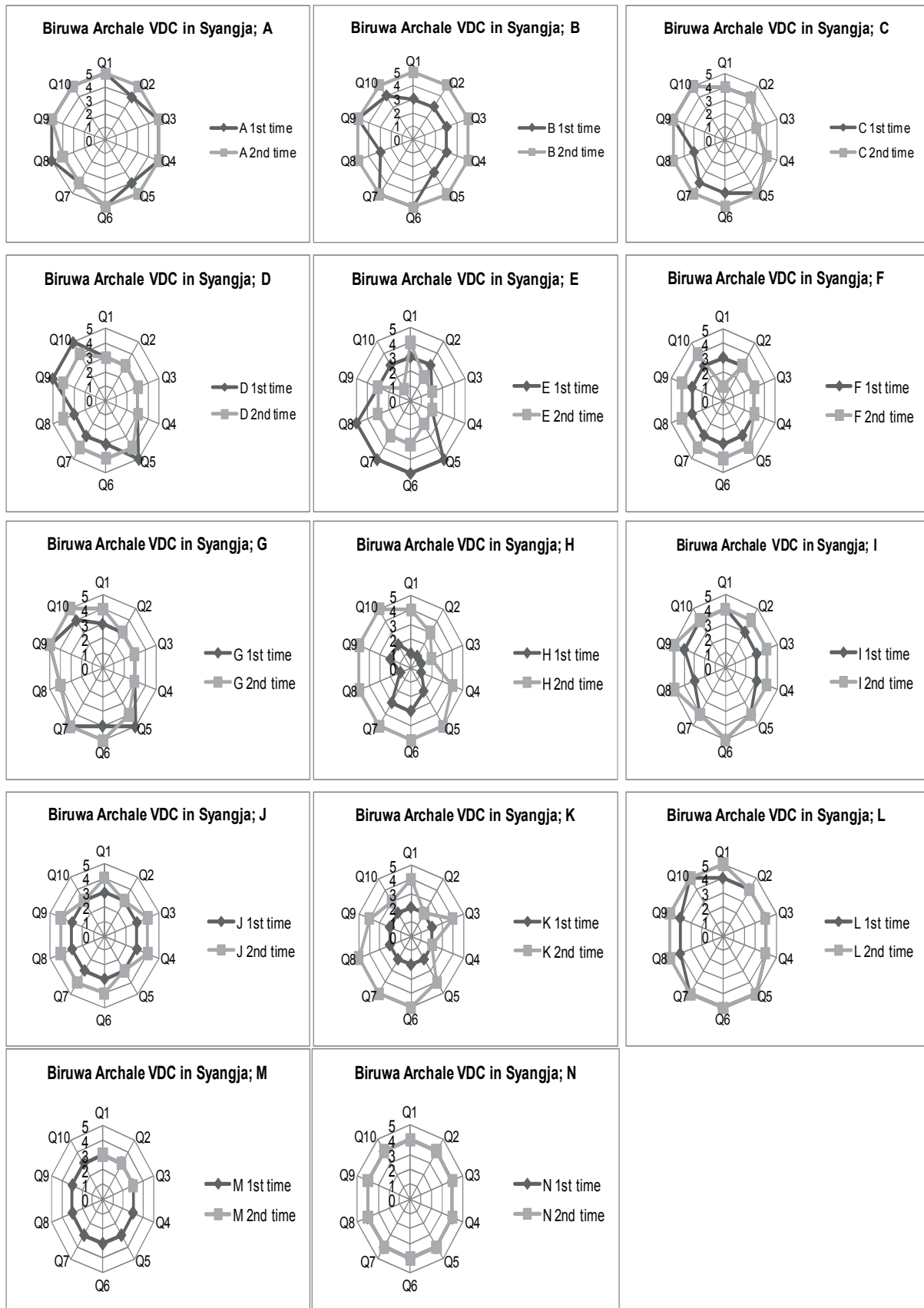


Figure A.4 Result of Survey of Personal Change at Biruwa Archale in Syangja

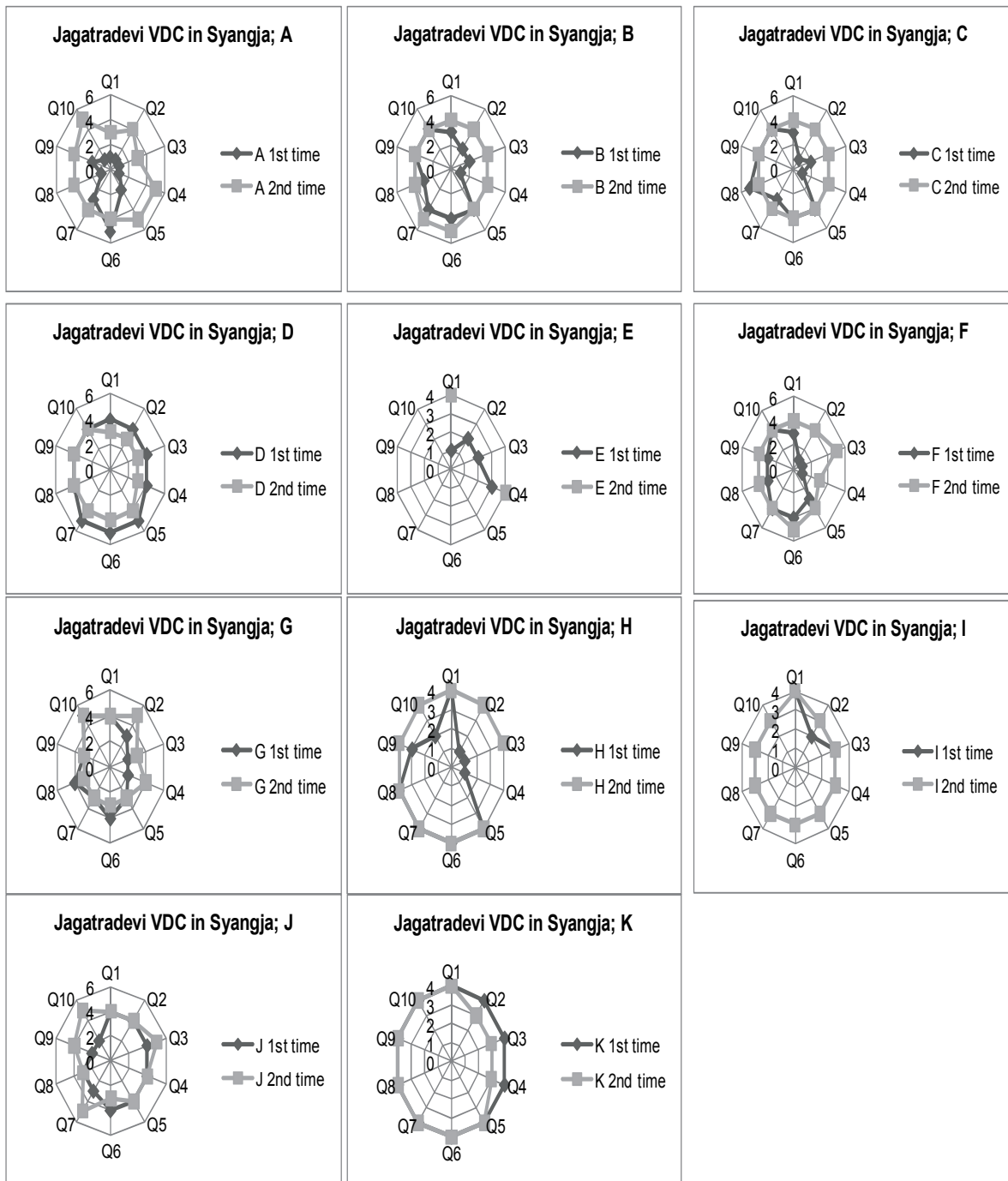


Figure A.5 Result of Survey of Personal Change at Jagatradevi in Syangja

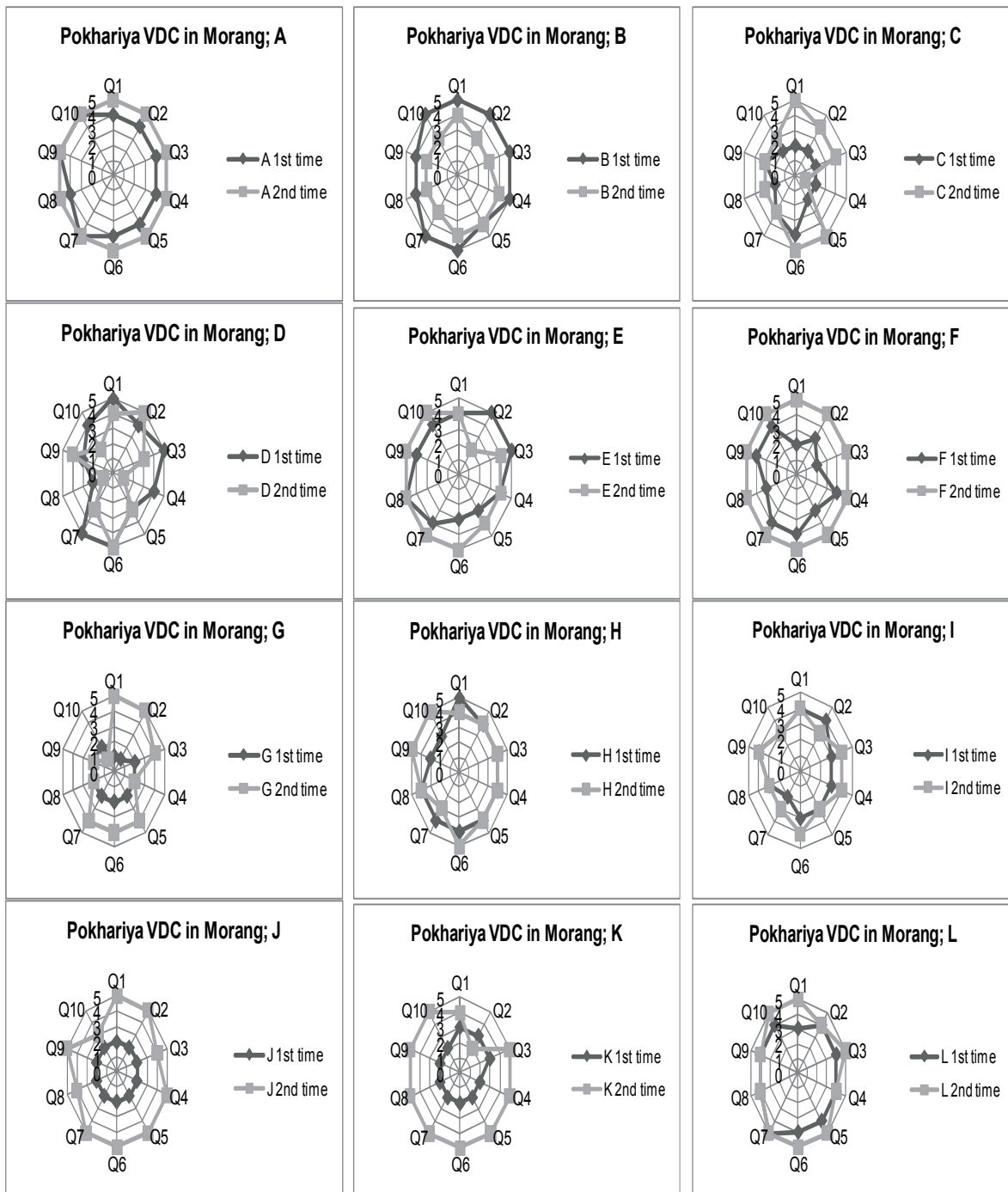


Figure A.6 Result of Survey of Personal Change at Pokhariya in Morang



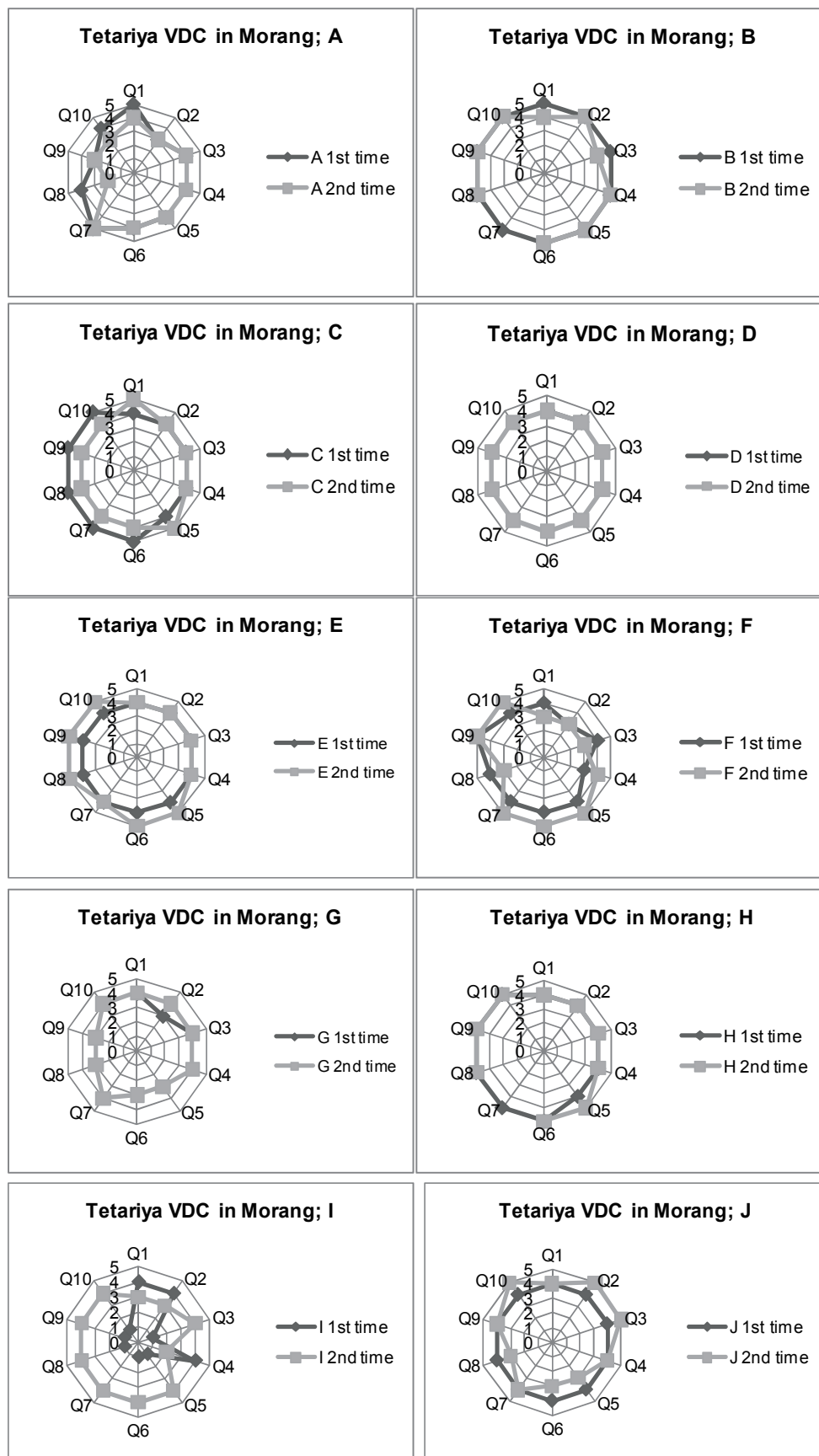


Figure A.7 Result of Survey of Personal Change at Tetariya in Morang

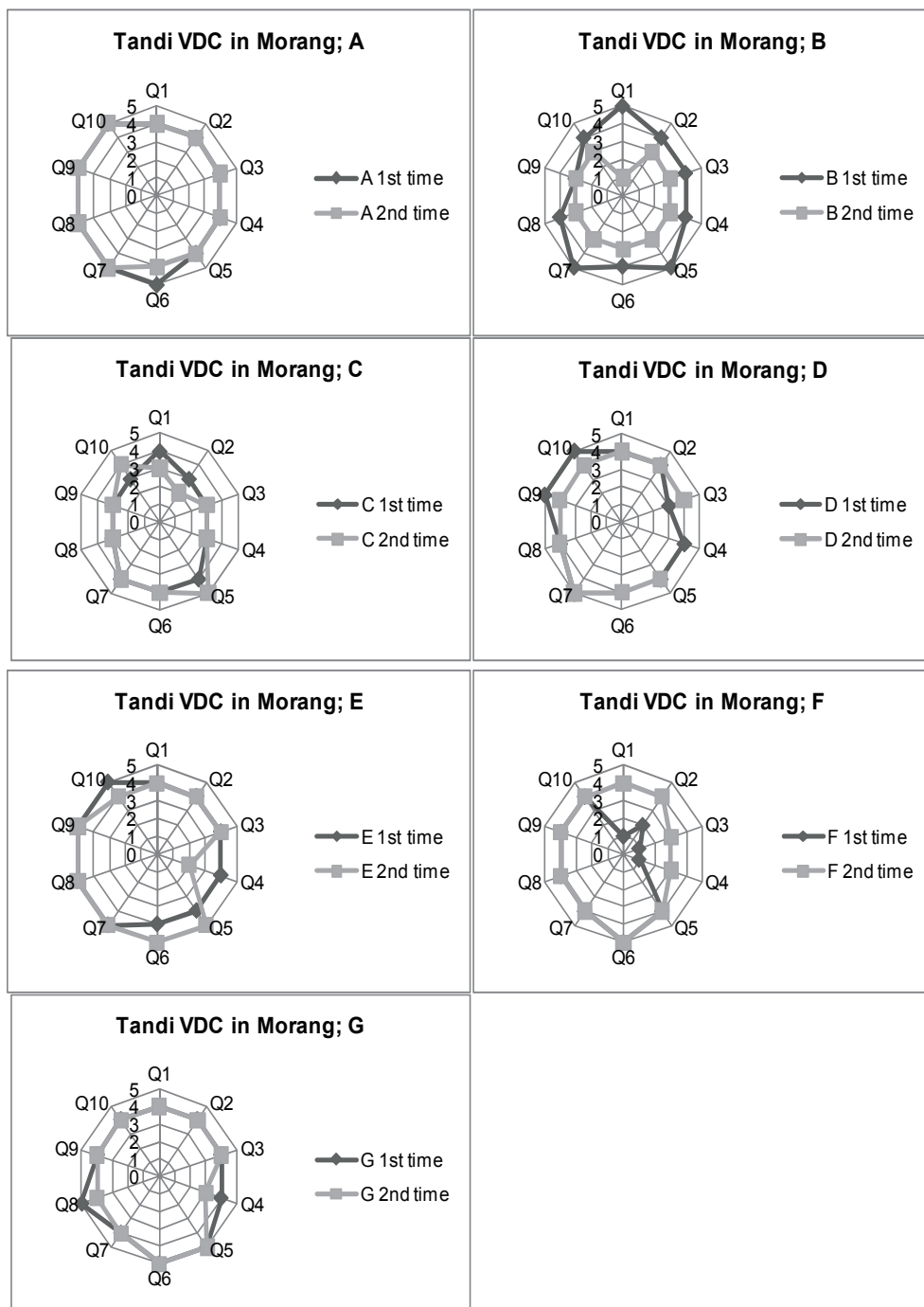


Figure A.8 Result of Survey of Personal Change at Tandi in Morang

Table A.1 Result of Personal Change

**Syangja District**

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	4	3	3	4	3	5	5	3	3	3	3.6
		2nd time	4	4	4	4	4	5	5	4	4	4	4.2
2	B	1st time	4	4	3	3	4	3	4	3	3	3	3.4
		2nd time	5	4	4	4	4	5	5	3	3	3	4.0
3	C	1st time	1	2	2	2	2	2	2	1	2	2	1.8
		2nd time	4	4	4	3	1	4	4	4	3	3	3.4
4	D	1st time	3	3	3	3	4	5	5	3	3	1	3.3
		2nd time	5	4	4	4	4	5	4	3	4	4	4.1
5	E	1st time	4	4	4	4	5	5	5	3	5	4	4.3
		2nd time	5	4	4	4	5	5	5	3	4	4	4.3
6	F	1st time	4	3	2	3	3	3	4	4	4	-	3.3
		2nd time	4	4	4	3	4	5	5	4	4	4	4.1
7	G	1st time	4	3	3	3	1	5	5	-	2	1	3.0
		2nd time	4	4	4	4	4	4	4	4	4	4	4.0
8	H	1st time	5	3	4	4	5	5	4	3	4	4	4.1
		2nd time	5	4	5	4	4	4	4	3	4	4	4.1
9	I	1st time	4	4	3	4	5	5	1	3	3	3	3.5
		2nd time	4	4	4	4	4	5	5	4	4	4	4.2
10	J	1st time	4	4	3	3	4	5	5	4	4	4	4.0
		2nd time	4	4	3	4	4	5	-	5	4	3	4.0
11	K	1st time	4	3	3	3	5	5	5	5	4	4	4.1
		2nd time	4	4	3	4	4	5	5	3	5	4	4.1
12	L	1st time	4	4	4	4	3	4	4	3	3	4	3.7
		2nd time	4	4	4	4	4	4	4	3	3	4	3.8

**Morang District**

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	B	1st time	4	4	4	4	4	4	4	4	3	4	3.9
		2nd time	4	4	4	4	4	5	3	4	4	4	4.0
2	C	1st time	4	4	3	3	3	4	4	3	3	4	3.5
		2nd time	4	4	4	3	4	3	4	3	2	3	3.4
3	D	1st time	5	4	4	4	5	5	5	5	5	5	4.7
		2nd time	5	5	5	5	5	5	5	5	5	5	5.0
4	E	1st time	4	2	3	3	4	5	5	-	4	3	3.7
		2nd time	4	4	4	4	4	4	5	3	4	3	3.9
5	F	1st time	4	3	3	-	3	5	5	3	4	4	3.8
		2nd time	4	4	3	4	4	4	4	3	4	4	3.8
6	G	1st time	5	3.5	5	5	5	5	5	4	5	5	4.8
		2nd time	5	4	4	4	4	4	4	3	5	3	4.0
7	H	1st time	5	1	5	5	5	5	5	5	5	5	4.6
		2nd time	5	5	5	5	5	5	-	5	5	5	5.0
8	I	1st time	4	3	4	4	4	4	4	4	4	4	3.9
		2nd time	4	4	4	4	4	4	5	3	4	4	4.0

### Phedikhola VDC in Syangja

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	4	4	4	4	5	5	4	3	3	3	3.9
		2nd time	4	4	4	3	3	4	3	4	5	4	3.8
2	B	1st time	3	2	3	2	4	3	2	2	2	3	2.6
		2nd time	4	3	3	4		4	4	4	4	3	3.7
3	C	1st time	4	5	4	4	4	4	4	4	4	4	4.1
		2nd time	4	4	4	4	4	5	4	4	4	4	4.1
4	D	1st time	4	3	4	4	3	4	4	3	3	4	3.6
		2nd time	4	4	4	4	3	5	3	3	4	3	3.7
5	E	1st time	2	1	1	1	3	5	4	1	1	1	2.0
		2nd time	4	3	4	4							3.8
6	F	1st time	1	2	1	1	3	4	2	3	1	2	2.0
		2nd time	4	3	3	4	5	5	4	3	4	4	3.9
7	G	1st time	5	5	3	4	4	4	4	4	4	4	4.1
		2nd time	5	4	4	4	4	4	4	4	5	5	4.3

### Biruwa Archale in Syangja

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	5	4	5	5	4	5	4	5	5	5	4.7
		2nd time	5	5	5	5	5	5	4	4	5	5	4.8
2	B	1st time	3	3	3	3	3	5	5	3	5	4	3.7
		2nd time	5	5	5	5	5	5	5	5	5	5	5.0
3	C	1st time	4	4	3	4	5	4	4	3	5	5	4.1
		2nd time	4	4	3	4	5	5	5	5	5	5	4.5
4	D	1st time	3	3	3	3	5	3	3	3	5	5	3.6
		2nd time	3	3	3	3	4	4	4	4	4	4	3.6
5	E	1st time	3	3	2	2	5	5	5	5	3	3	3.6
		2nd time	4	2	2	2	2	3	3	3	3	1	2.5
6	F	1st time	3	3	3	3	3	3	3	3	3	3	3.0
		2nd time	1	3	3	3	4	4	4	4	4	4	3.4
7	G	1st time	3	3	3	3	5	4	5	4	5	4	3.9
		2nd time	4	3	3	3	4	5	5	4	5	5	4.1
8	H	1st time	1	1	1	1	2	3	3	1	2	2	1.7
		2nd time	4	3	2	4	5	5	5	5	5	5	4.3
9	I	1st time	4	3	3	3	4	5	4	3	4	4	3.7
		2nd time	4	4	4	4	4	5	4	5	5	4	4.3
10	J	1st time	3	3	3	3	3	3	3	3	3	3	3.0
		2nd time	4	3	4	4	3	4	4	4	4	3	3.7
11	K	1st time	2	2	2	2	2	2	2	2	2	2	2.0
		2nd time	4	2	4	2	4	5	5	5	4	3	3.8
12	L	1st time	4	4	4	4	5	5	5	4	4	5	4.4
		2nd time	5	4	4	4	5	5	5	5	5	5	4.7
13	M	1st time	3	3	3	3	3	3	3	3	3	3	3.0
		2nd time	3	3	3								3.0
14	N	1st time	4	4	4	4	4	4	4	4	4	4	4.0
		2nd time	4	4	4	4	4	4	4	4	4	4	4.0

### Jagatradevi VDC in Morang

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	1	1	1	1	2	5	3	1	2	1	1.8
		2nd time	3	4	3	5	5	4	4	4	4	5	4.1
2	B	1st time	3	2	2	1	4	4	4	3	4	4	3.1
		2nd time	4	4	4	4	4	5	5	4	4	4	4.2
3	C	1st time	3	1	2	1	4	4	3	5	4	4	3.1
		2nd time	4	4	4	4	4	4	4	4	4	4	4.0
4	D	1st time	4	4	4	4	5	5	5	4	4	4	4.3
		2nd time	3	3	3	3	4	4	4	4	4	4	3.6
5	E	1st time	1	2	2	3							2.0
		2nd time	4			4							4.0
6	F	1st time	3	1	1	1	3	4	4	3	3	4	2.7
		2nd time	4	4	5	3	4	5	4	4	4	4	4.1
7	G	1st time	4	3	2	2	3	4	3	4	3	5	3.3
		2nd time	4	5	3	4	3	3	3	3	3	5	3.6
8	H	1st time	4	1	1	1	4	4	4	4	3	2	2.8
		2nd time	4	4	4		4	4	4	4	4	4	4.0
9	I	1st time	4	2	3								3.0
		2nd time	4	3	3	3	3	3	3	3	3	3	3.1
10	J	1st time	4	4	4	4	4	4	3	3	2	2	3.4
		2nd time	4	4	5	4	4	3	5	3	4	5	4.1
11	K	1st time	4	4	4	4	4	4	4	4	4	4	4.0
		2nd time	4	3	3	3	4	4	4	4	4	4	3.7

### Pokhariya VDC in Morang

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	4	4	4	4	4	4	5	4	5	5	4.3
		2nd time	5	5	5	5	5	5	5	5	5	5	5.0
2	B	1st time	5	5	5	5	4	5	5	4	4	5	4.7
		2nd time	4	3	3	4	4	4	3	3	3	3	3.4
3	C	1st time	2	2	2	2	2	4	3	2	3	2	2.4
		2nd time	5	4	4	1	5	5	3	3	3	3	3.6
4	D	1st time	5	4	5	4	3	5	5	2	3	4	4.0
		2nd time	4	5	3	1	3	5	3	1	4	2	3.1
5	E	1st time	4	5	5	4	3	3	4	5	4	4	4.1
		2nd time	4	2	4	4	4	5	5	5	5	5	4.3
6	F	1st time	2	3	2	4	3	4	4	3	4	4	3.3
		2nd time	5	5	5	5	5	5	5	5	5	5	5.0
7	G	1st time	1	1	2	2	2	2	2	2	2	2	1.8
		2nd time	5	5	4	2	4	4	4	2	2	1	3.3
8	H	1st time	5	4	4	4	4	4	4	4	3	3	3.9
		2nd time	4	4	4	4	4	5	3	4	5	5	4.2
9	I	1st time	4	4	3	3	3	3	2	3	4	3	3.2
		2nd time	4	3	4	4	3	4	3	3	4	3	3.5
10	J	1st time	2	2	2	2	2	2	2	2	2	2	2.0
		2nd time	5	5	4	5	5	5	5	4	5	3	4.6
11	K	1st time	3	3	3	2	2	2	2	2	2	2	2.3
		2nd time	4	2	5	5	5	5	5	5	5	5	4.6
12	L	1st time	3	4	4	4	4	4	5	4	4	4	4.0
		2nd time	5	4	5	4	5	5	5	4	4	5	4.6

### Tetariya VDC in Morang

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	5	3	4		4	4	5	4	3	4	4.0
		2nd time	4	3	4	4	4	4	5	2	3	3	3.6
2	B	1st time	5	5	5	5	5	5	5	5	5	5	5.0
		2nd time	4	5	4	5	5	5		5	5	5	4.8
3	C	1st time	4	4	4	4	4	5	5	5	5	5	4.5
		2nd time	5	4	4	4	5	4	4	4	4	4	4.2
4	D	1st time	4	4									4.0
		2nd time	4	4	4	4	4	4	4	4	4	4	4.0
5	E	1st time	4	4	4	4	4	4	4	4	4	4	4.0
		2nd time	4	4	4	4	5	5	4	5	5	5	4.5
6	F	1st time	4	3	4	3	4	4	4	4	5	4	3.9
		2nd time	3	3	3	4	5	5	5	3	5	5	4.1
7	G	1st time	4	3	4								3.7
		2nd time	4	4	4	4	3	3	4	3	3	4	3.6
8	H	1st time	4	4	4	4	4	5	5	5	5	5	4.5
		2nd time	4	4	4	4	5	5		5	5	5	4.6
9	I	1st time	4	4	1	4	1	1		1	1	1	2.0
		2nd time	3	3	4	2	4	4	4	4	4	4	3.6
10	J	1st time	4	4	4	4	4	4	4	4	4	4	4.0
		2nd time	4	5	5	4	3	3	4	3	4	5	4.0

### Tandi VDC in Morang

No	ID		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Ave
1	A	1st time	4	4	4	4	4	5	5	5	5	5	4.5
		2nd time	4	4	4	4	4	4	5	5	5	5	4.4
2	B	1st time	5	4	4	4	5	4	5	4	3	4	4.2
		2nd time	1	3	3	3	3	3	3	3	3	3	2.8
3	C	1st time	4	3	3	3	4	4	4	3	3	3	3.4
		2nd time	3	2	3	3	5	4	4	3	3	4	3.4
4	D	1st time	4	4	3	4	4		5	4	5	5	4.2
		2nd time	4	4	4		4	4	5	4	4	4	4.1
5	E	1st time	4	4	4	4	4	4	5	5	5	5	4.4
		2nd time	4	4	4	2	5	5	5	5	5	4	4.3
6	F	1st time	1	2	1	1	4	5	4	4	4	4	3.0
		2nd time	4	4	3	3	4	5	4	4	4	4	3.9
7	G	1st time	4	4	4	4	5	5	4	5	4	4	4.3
		2nd time	4	4	4	3	5	5	4	4	4	4	4.1



## Appendix-6 Result of Assessment of GeMSIP from Five Evaluation Criteria

### A. RELEVANCE:

Question1: Has the Government of Nepal prioritized Gender Equity and Social Inclusion in its national policy?

Answer	Morang	Syangja	Central	Total	Reason
High	1	1	1	3	<ul style="list-style-type: none"> <li>• Due to the presence/management at interim constitution and in TYIP (Three Year Interim Plan)</li> <li>• Policy and guidelines are developed and implemented from the state so as to provide meaningful participation and equal opportunity in the services, facilities and the benefits of the development.</li> <li>• Allocation of certain percentage budget, reservation and focused plan is available.</li> <li>• GESI Section has been established at MoLD. GESI policy and GRB has being developed by various ministries.</li> <li>• DDC and VDC Grant Operational Guideline has been changed from GESI perspective.</li> <li>• Pilot project is being implemented in two districts.</li> </ul>
Relative High	3	2	0	5	<ul style="list-style-type: none"> <li>• Due to the presence/management at interim constitution and in TYIP (Three Year Interim Plan)</li> <li>• Allocation of certain percentage budget, reservation and focused plan is available.</li> <li>• GESI Section has been established at MoLD. GESI policy and GRB has being developed by various ministries.</li> <li>• DDC and VDC Grant Operational Guideline has been changed from GESI perspective.</li> </ul>
Low	0	1	0	1	<ul style="list-style-type: none"> <li>• Only organizational structure has been changed (GESI IC has been established.)</li> </ul>
Very Low	0	0	0	0	-

Question2: Q2 Has Morang/Syangja District prioritized GESI in its development plan?

Answer	Morang	Syangja	Total	Reason
High	0	2	2	<ul style="list-style-type: none"> <li>• Prioritized additional 15 VDCs by internal resources.(Syangja).</li> <li>• Being influenced by the pilot VDCs, the DDC Council approved to disseminate GM/SI in other 15 VDCs.(Syangja)</li> </ul>
Relative High	4	2	6	<ul style="list-style-type: none"> <li>• Due to the implementing Grant Operational Guidelines 2067.</li> <li>• Through MCPM, GESI stakeholders like Dalit coordination committee, child network, all party women network, PWD the discussion of subjective committee is there during planning process.</li> <li>• In some sectors collective work/action is going on such as; paralegal program, women network at Women Development..</li> <li>• GMSI working procedure is approved from the DDC Council under GESI policy 2066, GeMSIP model is planned to disseminate in other 15 VDCs.(Syangja)</li> <li>• Bring the change in current situation, internalizing the importance of equality, equity and inclusiveness.</li> <li>• Though the pilot project has been important, it is yet to be disseminated in all VDCs.</li> </ul>
Low	0	0	0	-
Very Low	0	0	0	-

Question3: Is institutionalization of Gender Mainstreaming and Social Inclusion still necessary at central level?

Answer	Morang	Syangja	Central	Total	Reason
High	3	3	1	7	<ul style="list-style-type: none"> <li>All ministries have to work together with not only the partnership of two ministries.</li> <li>As started recently, sustainability and dissemination of institutional development is required.</li> <li>GESI section is established at MoLD but yet to be strengthened its capacity.</li> <li>MoWCSW, which covers 75% of the total population, does not have its network/structure at VDC and ward level, so the targeted programmes are being channelized through MoLD.</li> <li>MoWCSW has to be clear on its role specially coordinating, facilitating, advocating, monitoring and implementing some specific targeted programs.</li> <li>There is need for the clarity on the roles and responsibilities of different ministries and the departments regarding the promotion of GESI.</li> <li>If it is institutionalized in policy level, it will automatically be institutionalized in local level.</li> <li>GeMSIP program is being implementing in the district.</li> <li>Continuation and update of policy making is necessary.</li> </ul>
Relative High	1	1	0	2	<ul style="list-style-type: none"> <li>It is limited only within MoLD. GESI policy is to be developed and implemented in all other national agency and others ministry.</li> <li>Though the GoN has developed policies, the part of implementation and monitoring is weak.</li> </ul>
Low	0	0	0	0	-
Very Low	0	0	0	0	-

Question4: Is institutionalization of Gender Mainstreaming and Social Inclusion still necessary at district and VDC level?

Answer	Morang	Syangja	Central	Total	Reason
High	3	4	1	8	<ul style="list-style-type: none"> <li>The spirit of GESI is yet to be reflected at the district level policies and programs.</li> <li>DDCs and VDCs are doing some GESI programs as directed instruction by the national policies and guidelines but yet to be internalized and institutionalized.</li> <li>If GMSI is institutionalized in local level (DDC, VDC), it can be mainstreamed in national level. The model followed in GeMSIP implemented District and VDC can be transferred to other districts and VDCs.</li> <li>It is necessary to be institutionalized because it is not reached/expanded up to all levels.</li> <li>Meaningful participation of all women, dalit, OBC, marginalized groups, adibasi/janajati, PWD and minorities in the mainstreaming of development is necessary.</li> <li>To be established equality/equitable, inclusive and justifiable local government.</li> <li>Decision has to be implemented, representation has to be insured and the organizational structure has to get continuity.</li> <li>National policy is just developed but the proper and meaningful implementation is not happened (practical problems).</li> <li>Among 60 VDCs and 2 municipalities, the program(GeMSIP) is being operated in 3 VDCs. GeMSIP has been proposed to be disseminated in other 15 VDCs, the rest 42 VDCs and 2 municipalities are remaining.(Syangja)</li> </ul>

					<ul style="list-style-type: none"> <li>Though started in 2 districts and 6 VDCs yet to be institutionalized in 73 districts, 3909 VDCs and 58 municipalities.</li> </ul>
Relative High	1	0	0	1	<ul style="list-style-type: none"> <li>Though it started in DDC, VDC and Municipality, it is necessary to start at other sectoral offices and all the stakeholders institution/organization at the district.</li> </ul>
Low	0	0	0	0	-
Very Low	0	0	0	0	-

## **B. EFFECTIVENESS:**

Question 1: Is the Project purpose of GeMSIP expected to be achieved by the end of the planed period?

Answer	Morang	Syangja	Central	Total	Reason
Yes	4	3	(1)	7 (1)	<ul style="list-style-type: none"> <li>There is no doubt in achieving the purpose of the project at pilot VDCs. But it is too early to say yes in other VDCs as GeMSIP's coverage is only in few VDCs. There is necessity of replication.</li> <li>Programs are being implemented in planned manner and concerned parties at DDC and VDC are committed.</li> <li>There is similar understanding about GeMSIP, necessary guideline and manuals are prepared and the sub-projects are already selected and implementing.</li> <li>Policy arrangement from GoN and other stakeholders and responsibility of Local government are there.</li> <li>The work/activities in the GeMSIP pilot site are going as per time schedule.</li> <li>The objective, budget, program and working schedule is approved and being operated.</li> </ul>
No	0	1	0	1	<ul style="list-style-type: none"> <li>It is hard to meet the target operating program in all VDCs and municipalities (as per the 3 years observation).</li> </ul>

Question 2: To achieve the Project purpose of GeMSIP, what output should be reinforced?

	Output to be reinforced
Central	<ul style="list-style-type: none"> <li>Developing understanding on GM/SI</li> <li>Positive attitudes (To build up positive attitude the substantial understanding on GM/SI is necessary.)</li> <li>Planning process</li> </ul>
Morang	<ul style="list-style-type: none"> <li>GMSI Appraisal and Audit, GMSI responsive development plan and GMSI monitoring.</li> <li>Institutionalize GeMSIP(GM/SI) at village, municipality/city and district is more important.</li> <li>Ensuring the meaningful participation of target group at decision making level and proper mobilization of resources</li> <li>Effective monitoring and evaluation</li> <li>Effective information flow up to the target group on GSI and awareness raising.</li> </ul>
Shangja	<ul style="list-style-type: none"> <li>Development of common understanding on GESI in all sector</li> <li>Institutionalize awareness and capacity development activities</li> <li>Following responsive planning cycle.</li> </ul>

## **C. EFFICIENCY:**

Question 1: Are the inputs/activities of GeMSIP being utilized properly to produce outputs?

Answer	Morang	Syangja	Central	Total	Reason
Yes	4	4	1	8	<ul style="list-style-type: none"> <li>Though it's a bit late in time schedule, there is continuation to meet the objective.</li> <li>Program is being operated as per working schedule, outputs is</li> </ul>

					targeted as per objective. • The acts/activities are going as per the specific government's policy and program objectives. • VDC selection, Selection of facilitators, training, orientation, IPC, ward committee, planning selection are extensively going on, also the GESI IC is active in district level.
No	0	0	0	0	-

Question 2: How can inputs/activities be held down to produce the same outputs?

	Output to be reinforced
Central	<ul style="list-style-type: none"> <li>Developing understanding on GM/SI</li> <li>Positive attitudes (To build up positive attitude the substantial understanding on GM/SI is necessary.)</li> <li>Planning process</li> </ul>
Morang	<ul style="list-style-type: none"> <li>GMSI Appraisal and Audit, GMSI responsive development plan and GMSI monitoring.</li> <li>Institutionalize GeMSIP(GM/SI) at village, municipality/city and district is more important.</li> <li>Ensuring the meaningful participation of target group at decision making level and proper mobilization of resources</li> <li>Effective monitoring and evaluation</li> <li>Effective information flow up to the target group on GSI and awareness raising.</li> </ul>
Shangja	<ul style="list-style-type: none"> <li>Development of common understanding on GESI in all sector</li> <li>Institutionalize awareness and capacity development activities</li> <li>Following responsive planning cycle.</li> </ul>

#### **D. IMPACT:**

Question 1: Is GeMSIP producing the any positive effects?

Answer	Morang	Syangja	Central	Total	What are positive effects?
Yes	4	4	1	9	<ul style="list-style-type: none"> <li>Formation of ward committee, IPC and GESI IC as per GoN's GESI policy, and GM/SI orientation for them.</li> <li>The targeted groups have become aware and sensitized and are actively involved in the planning process.</li> <li>50% women participation in decision making at district level (GESI IC) and village level (IPC mechanism).</li> <li>Capacity of the women, dalit and excluded groups has developed in democratic practice in planning selection.</li> <li>At least the member of GESI IC started understanding GM/SI.</li> <li>There is commitment from responsible officials.</li> <li>Development of local level planning</li> <li>The essence of GMSI is included in each activity</li> <li>The demand of the program has raised in non GeMSIP pilot VDCs.</li> <li>GM/SI orientation for APM</li> <li>Initiations have been taken to collect and mange disaggregated data.</li> <li>The issues of social inclusion have come up.</li> </ul>
No	0	0	0	0	-

Question 2: Is GeMSIP producing the any negative effects?

Answer	Morang	Syangja	Central	Total	What are negative effects?
Yes	1	0	0	1	<ul style="list-style-type: none"> <li>Expectation of big projects</li> </ul>

					• (Remarks: the existing mechanism at VDC for planning and selection is ignored)
No	3	4	1	8	-

### ***E. SUSTAINABILITY (Prospective):***

Question 1: Will the policy related to GESI continue after the completion of GeMSIP?

Answer	Morang	Syangja	Central	Total	Reason
Yes	4	4	1	9	<ul style="list-style-type: none"> <li>• The foundation is being developed because we have policies.</li> <li>• Based on the policies GoN has brought into implementation through like MCPM, Grant Guidelines and Gender Budget Audit Operational Guidelines.</li> <li>• Ownership is being developed.</li> <li>• GoN also has developed the capacity of human resource.</li> <li>• Even after GeMSIP the GESI related policy will continue due to the existing national policy and effort of institutional development in the district.</li> <li>• DDC also has developed GSI operational guideline (working procedure) with high priority. (Syhangja).</li> <li>• For the sustainability local government has to work as per the government policy.</li> <li>• For the sustainability transparency should exist.</li> <li>• Clear policy exists but sustainable institutional mechanism of management is required.</li> </ul>
No	0	0	0	0	-

Question 2: Will there be institutional capacity (human resource allocation, decision making process, budget allocation, and etc.) in your organization to implement GM/SI to aim GESI after the completion of GeMSIP?

Answer	Morang	Syangja	Central	Total	Reason
Yes	4	4	1	9	<ul style="list-style-type: none"> <li>• Yes, but it is highly necessary to focus on human resource development and institutional strengthening.</li> <li>• At the same time priority should be given to put all the GESI related matters into system.</li> <li>• Institutional capacity can be achieved based on knowledge/skill provided by GeMSIP, guideline, policy and rules.</li> <li>• Institutional capacity can be achieved if all sectors provided positive support/help.</li> <li>• Institutional development is already happened</li> <li>• Implementing the existing GESI Policy and developing necessary policy in the district.</li> <li>• During project period institutional arrangement in central, district and village level and the activities related with institutional capacity development should be conducted.</li> <li>• GoN has developed the policy and the committee will be active also in districts.</li> <li>• If activities go as per GESI policy and if mechanism is followed.</li> <li>• There is system of 35% budget allocation for target group in</li> </ul>

					VDC/DDC grant operational guideline and a system of 33% women participation in Users committee. • Though complete implementation hasn't happened, the work of awareness raising and skill and capacity development has been done.
No	0	0	0	0	-

Question 3: Will there be institutional capacity (human resource allocation, decision making process, budget allocation, and etc.) in local bodies to implement GM/SI to aim GESI after the completion of GeMSIP?

Answer	Central	Total	Reason
Yes	1	9	<ul style="list-style-type: none"> <li>• Yes, but it is highly necessary to focus on human resource development and institutional strengthening.</li> <li>• At the same time priority should be given to put all the GESI related matters into system.</li> </ul>
No	0	0	-

Question 4: Does GeMSIP contain a mechanism for its dissemination?

Answer	Morang	Syangja	Central	Total	What is the mechanism?
Yes	3	3	1	7	<ul style="list-style-type: none"> <li>• At district there is GESI IC. However, at central level only two ministries and JICA know the GeMSIP. So GeMSIP should be brought into GFP meeting.</li> <li>• Not only GFP but also GESI Focal Point is necessary in the other ministries as well.</li> <li>• A mechanism for regularly sharing at central level should be developed.</li> <li>• The mechanism has developed in district/VDC/Ward; there is GESI IC at district level, IPC at VDC level and facilitators are at local level.</li> <li>• GeMSIP mechanism is formulated at District and VDC level. For its expansion it is necessary to institutionalize it in political parties and APM as well.</li> </ul>
No	1	1	0	2	<ul style="list-style-type: none"> <li>• Though it is understood that it exists in project document, there is no information at district level.</li> <li>• it is only limited in District and VDC level, the dissemination mechanism for every place has not found.</li> </ul>





